

FASD NEWS

Winter

December 2016

History of FASD

The Florida Association for Staff Development (FASD) has its roots in the Florida Teacher Education Center Act of 1973. This forward-looking legislation established funding for a model collaborative relationship among teachers, school districts, universities, and the Florida Department of Education (DOE).

Beliefs, Vision, and Mission

FASD Beliefs

1. Effective and sustained professional learning is fundamental to student learning.
2. All educators have an obligation to improve their practice.
3. More students achieve when educators assume collective responsibility for student learning.
4. Successful leaders create and sustain a culture of learning.
5. Improving student learning and professional practice requires ongoing systemic and organizational change.

FASD Vision

Excellent teaching, learning, and leading every day.

FASD Mission

FASD builds capacity to establish, support, and sustain highly effective professional learning.

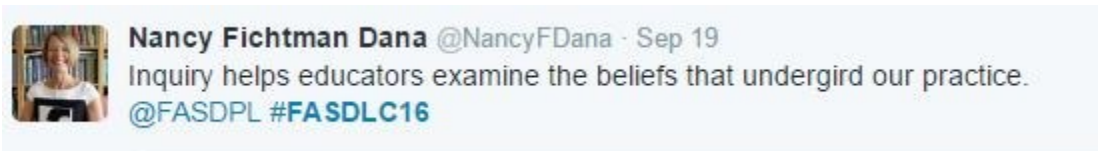


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Greetings, FASD Members!

I'm typing this from my office, listening to the Gator band practicing in the field next door, and thinking how lovely fall semester is. Fall is a great time for powerful professional learning, and I am sure all of you are busy creating and supporting learning systems inspired by our FASDLC keynote speakers, Nancy Dana and Fred Brown. As Nancy shared with us, Inquiry-based PLCs can be powerful structures for deep, personalized learning where teachers examine their own practice with the support of peers. She provided many tools for PLCs to engage in meaningful conversations around data as part of the inquiry process. Fred Brown reminded us about the comprehensive structures and systems that need to be in place for professional learning to have an impact on student outcomes. Feedback from participants included an appreciation for a reintroduction to the Learning Forward standards and resources that can help districts enhance their systems of support.



To continue learning about our organization's role in the support of learning systems, the Board of Directors for FASD is engaging in a year-long exploration of how our organization can support all of you. We are using tools from Learning Forward to deepen our understanding of the professional learning standards, using the Innovation Configuration Maps (IC Maps) to rate our current level of support as an external organization. Our next steps will be to look for areas of strength and areas where we can continue to grow.

One way we are stretching ourselves is through an innovative structure for **Spring Forum** this year. We are planning a virtual conference (date TBA) that will hopefully inspire you and help you grow, without adding another travel date in a calendar year when the national Learning Forward conference will be held in Florida. Hold the dates of **December 2-6, 2017**, to attend the **Learning Forward conference at Orlando's Swan and Dolphin resort**. Stay tuned for the virtual Spring Forum, where you will get FDOE updates, hear from thought leaders in professional learning areas, and break out into smaller concurrent sessions by topic. Similar structures for learning, with a 21st century delivery medium! Stay tuned!

We hope that the 2016-17 school year will continue to be a productive one for you, and that you will continue to connect to FASD to support your professional learning needs. Please contact any of the board members if you have suggestions for how we can help you in your important roles to support excellent teaching, learning, and leading every day!

Alyson Adams
FASD President



Follow Us @FASDLC

The Learning Forward 2016 Annual Conference is being held in Vancouver, British Columbia, just about the time that this newsletter will be "hitting the stands." Conference highlights include learning opportunities with thought leaders Michael Fullan, Andy Hargreaves, Pasi Sahlberg, Avis Glaze, Milton Chen and Denis Augustine. The list of conference presenters/facilitators reads like an invitation list to our own affiliate leadership conference and includes many Florida friends such as Joellen Killion, Ann Delehant, Pam Robbins, Tom Guskey, Marcia Tate, Anneka Markholt, Jon Saphier and Jennifer Abrams, all of whom have informed our thinking as partners in learning for a host of Florida conferences, forums, task forces and academies. Visit the Learning Forward website to get other conference high lights. <https://learningforward.org/home>



Debbie Cooke,
FASD Executive Director

Learning Forward Annual Conferences: Big Events for Big Learning

I have been a member of Learning Forward (the National Staff Development Council when I FIRST joined back in the day) since I was "baby staff developer!" I joined the organization at almost the same time that I took the job at the district office. There are few professional decisions I have made in my lifetime that have had the impact of that one brilliant move! Not only has this been the organization that has shaped my thinking, but it has also partnered with our state affiliate and our state educational agency to inform our thinking and our actions around professional learning.

One of the premier benefits of membership in Learning Forward is the opportunity to participate in the annual conference each December. The experience always provides educators with outstanding content and valuable resources to aid in their work in providing powerful learning experiences for those in their own spheres of influence.

PLAN NOW to attend/volunteer/present at the 2017 **Learning Forward Annual Conference** which is being held at the Swan and Dolphin Hotels in **Orlando. Conference dates are December 2-6, 2017.** Members of FASD and other education partner organizations have been hard at work since August of this year planning for an amazing learning conference in own backyard. [Click here to access the Learning Forward Conference Proposal System.](#) Proposals are due February 1, 2017. We'd LOVE the opportunity to showcase educators and practices in our own state that are innovative, impactful and igniting sparks of brilliance in the young people of our state.

Finally, membership in the organization provides benefits beyond just the annual conference experience. Many of you were present at this year's FASDLC and had an opportunity to learn with and from Fred Brown, the deputy executive director for Learning Forward. Many of you indicated that becoming involved with the national organization was your follow up action for Fred's session. For those of you who have not already done so, consider joining Learning Forward today! The link for membership is <https://learningforward.org/join-renew>. I am looking forward to our continued collaborative learning as members of both Learning Forward and FASD.

Have a most wonderful season of giving thanks!!





FASDLC

Fall 2016

FASD Members were recently transported to a new frontier of Professional Learning at our annual FASD Fall Leadership Conference, held in the lovely Tradewinds Resort in St. Petersburg Beach. Our mission was to explore new strategies, ideas, and technologies for the next generation of professional learning. The conference was a great success with key note sessions by **Dr. Nancy Dana** on the power of inquiry-based PLCs and **Mr. Fred Brown**, Deputy Executive Director of Learning Forward, who focused on learning systems to improve professional learning. We also had powerful concurrent sessions and action labs on technology, mentoring, supporting novice teachers, and designing and leading powerful professional learning. If you missed this year's event, you can still download all the materials on the FASD website at <http://fasdonline.org/page-18130> or simply look under the "events" tab, and then click on "event materials". In addition to the great sessions, we also had FDOE updates from Jason Graham, and regional meetings, most of which were held in an "unconference" style where members chose the topics for discussion. If you missed those meetings, please follow up with your regional director.

We look forward to seeing you next year September 18-20 back at the Tradewinds – mark your calendar for more high quality professional learning designed just for you!

Alyson Adams & Mary Ann Ahearn
FASDLC Conference Co-Chairs



Outstanding Professional Learning Practices Award



Each year, the Florida Association for Staff Development (FASD) recognizes a school or district that has demonstrated a major impact on teacher practice and/or student learning. The 2016 Outstanding Professional Learning Practices Award winner was Bay District Schools in recognition of PLUS2- Progressive Learning and Understanding through Support Systems. Lisa Churchwell, Coordinator of Staff Development accepted the award on behalf of Bay District Schools at the fall FASD Leadership Conference in St. Pete Beach Florida.

PLUS2 was created to enable Bay District Schools to gain a clear picture of the instructional strategies implemented within their schools while providing targeted support in the area of school improvement. It provides a system that defined six high effect size instructional practices that are expected in all classrooms. Initially, data was collected and calibrated using rubrics. Then, literacy and math coaches planned professional development in response to the needs that were revealed from the data collection. After the professional development, instructional reviews monitored the use of the instructional strategies in classrooms. Professional development in Bay District Schools became more differentiated and targeted to school needs.

After the first year of implementation, Bay District Schools cut the number of Differentiated Accountability (DA) schools in half. PLUS2 was the conduit through which all professional learning initiatives were connected, monitored, and evaluated.

**Congratulations to Bay District Schools
for making an impact on teacher practice
and student learning through PLUS2!**

Upcoming Events

Spring Forum—Date TBA

Virtual

FASD Fall 2017—September 18-20, 2017

Tradewinds Resort, St. Petersburg, FL

Learning Forward Conference—December 2-6, 2017

Swan and Dolphin Resorts, Orlando, FL



Region I

During the FASDLC Region One meeting, the status of the PD Redesign process was a hot topic. District wonderings included how will redesign impact MIP, will re-certification continue to be tied to in service points and if not, what information will districts use when signing off for recertification and what will compel all teachers to continue professional learning in the future? Group members shared what their districts are doing to monitor implementation of learning and evaluate professional learning impact.



Region II

Region II was all about representing teaching in the best light. Whether through branding or marketing, districts are coming up with novel ways to attract teachers. In regards to professional learning, districts are supporting new teachers, both from colleges of education and industry, in becoming highly qualified in their field. The conversation led to building awareness for Public Service Loan Forgiveness in addition to Teacher Loan Forgiveness as added incentives to attract and keep teachers.



Region III

Thirty participants from Brevard, FDLRS Action, FDLRS East, Lake, Orange, Seminole, Osceola, Volusia and the University of Phoenix were represented during the Region III “Unconference” on September 21, 2016 during the FASD Leadership Conference. The five topics discussed were Follow-up/Implementation of Professional Development, Role Alike for Alternative Certification Programs, Collaboration between FLDRs and Districts, Leadership Pipeline, and Micro-Credentials.



Region IV

Twenty-eight educators were participated in the Region IV breakout at FASDLC. An “Unconference” format was used for members to collaborate around relevant topics on interest. Five groups were formed organically around topics of interest including: Sub-Coverage/Schedule Changes to Increase Participation on PLOs, PLN Certification and Awarding Component Points, Co-teach Training, PD Models for Sustainability, and Best Practices in Technology Professional Learning.



Region V

Representatives from Martin, Monroe, Collier, Broward, and Palm Beach counties met to discuss hot topics and share district initiatives during FASDLC 2016. Topics included technology and engaging learners in on-line courses, communication, sharing best practices, and moving beyond PLCs. Discussion also centered around building capacity in teachers while also recruiting and retaining new teachers and ramping up the alternative certification pathway to teaching.

REGION DIRECTORS



Region I

Brenda Crouch



Region II

Michelle Surman



Region II

Lynn Conroy



Region IV

Joanna Johnson



Region V

Shari Huene—
Johnson