

FASD HISTORY

The **Florida Association for Staff Development** 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 (FLDOE). The Teacher Education Center directors, University Contacts, and FLDOE personnel met regularly to coordinate planning and delivery strategies that would eventually impact every school district in the state. In addition, for eight years the group sponsored an annual leadership conference, which highlighted exemplary inservice training programs, research on effective classroom practices, and training materials and strategies available to Florida school districts, colleges, and universities.

The participants in the leadership conference and informal group meetings felt the need for a more formal organization that could be more broadly representative. At the 1981 Staff Development Leadership Conference a new organization was formed, bylaws adopted, a slate of officers approved, and membership dues were established.

The newly established Florida Association for Staff Development included classroom teachers, teacher leaders, administrators, and staff developers from the public and private sectors, university, and DOE personnel. Through the years, membership has expanded to include management development, non-instructional, business, and community members.

The Association's original purpose was the promotion of high quality education and training for school district, university, and college personnel and to promote collaboration, cooperation, and communication among those engaged and interested in staff development. In addition, the Association was active in promoting categorical funding for professional development and assisted with the evolution from Teacher Education Centers to School and Community Professional Development. For almost 20 years members of FASD, with the support and encouragement of Lou Morelli, the Director of Staff Development for the FLDOE, attended the National Council of States on Inservice Education's (NCSIE) National Conference, held throughout the US each November. Membership in NCSIE was "state-based" with the Director as the member, but the conference was open to anyone. Florida staff developers were an integral part of NCSIE's national conference as participants and presenters making connections throughout the nation.

In 1993 the FASD membership endorsed the Board of Director's recommendation to become an affiliate of the National Staff Development Council (NSDC) (individual membership and state affiliate) while maintaining its statewide leadership role. In 1995, the Association took full responsibility for the annual leadership conference, including the conference planning chairs on an expanded Board of Directors. FASD members have played a large role in the sponsorship of the 1995 NSDC international Annual Conference, the 2008 Summer Conference, and most recently, the 2017 international Annual Conference. Of the 14 members of the 2017 Orlando Host Committee, nine were members of the organization, with seven current or former FASD Board Members.

At the same time that FASD was increasing its inclusivity in the early 1990s, state consortia personnel from NEFEC, PAEC, and HEC, as well as discretionary project personnel from FDLRS and other groups expanded their involvement in FASD leadership and membership.

Along with the Florida Department of Education's 2001-2002 development and piloting of Florida's Professional Development System Evaluation Protocol, to "ensure professional development implemented at the district, school, and faculty levels is effective in assisting the school community in improving student achievement...and to "provide school districts with methods and protocols to conduct ongoing appraisal of the effectiveness of their professional development," FASD has been privileged to work in collaboration with FLDOE representatives to further goals of professional development throughout the state. FASD continues that tradition in 2009 working with FLDOE representatives to revise and pilot the Protocol after two cycles of review since its initial implementation.

In addition to the fall state leadership conference, the Association has provided members annually with additional statewide or regional forums or staff development opportunities. Collaboration with FLDOE has made available a number of leadership training opportunities and invitations to influence state initiatives, programs and guidelines. The Association Strategic Plan, adopted in 2003, highlighted the commitment to impacting student learning through quality professional development that meets the highest national and state standards.

Beginning in 2006, the Board of Directors determined that there was a need for the appointment of an Executive Director to manage contracts and contract negotiations, Association communications, and membership. Debbie Cooke was selected as the first Executive Director, filling the shoes of the “unofficial” Charter Executive Director, Carol Johnson, a former two-time president of FASD. The Executive Director serves at the pleasure of the Board of Directors and fills an annual position that is renewable upon positive evaluations. Also, in 2006, FASD sponsored its first Florida Leadership Academy for Staff Development - five days of professional development coordinated to be filled with relevant information, helpful hints, opportunities for collegial networking, and individualized support – for new or prospective staff development leaders from around the state.

In 2008, the Board of Directors adopted a *Leadership for Learning* focus to include “State of the Art Delivery Methods and Follow-up,” “Support for Quality Teacher and School Leadership,” and “Support for New Teachers.” Activities of the Association, including conferences and forums, consistently focus on increasing student achievement through professional development.

The Florida Department of Education suspended its review process of the implementation of Florida’s Standards for Professional Learning in order to recalibrate and revise the standards and the review process in tandem with the revision to the national standards during the 2010-11 school year. FASD leaders and members partnered with the Department in this revision process and worked closely with them in dissemination of the new standards and information regarding the revised review process. FASD leadership was also a key partner in the revision to the existing leadership standards for the state. Also in that year, the Board started the revision process for its strategic plan to align with the newly revised strategic plan for Learning Forward (formerly NSDC).

In 2013, FASD engaged in an extensive review process of its operational documents and procedures to include its bylaws, articles of incorporation and its status as a non-profit, charitable organization. This results in the organization applying for and receiving its IRS tax exempt status. That status was granted on August 15, 2014, The Bylaws and Articles of incorporation were revised at that time as well. The latest bylaws revision was in May of 2015.

In 2004 FASD implemented a website <http://www.fasdonline.org/> and electronic newsletter. In more recent years, FASD has worked diligently to upgrade and update its use of technology as a support for both the leadership and members. Board members have made it a top priority to ensure that members engage with each other using various technologies, and hosted the very first virtual convening of its membership for the 2017 Spring Forum. In addition, conference programs have been available using smart phone applications, the board uses webinars in place of face-to-face events for some of its meetings, and members register and pay for their registrations using electronic formats.

In addition to the two FASD meetings each year (Fall Leadership Conference/Spring Forum), members also receive award winning newsletters, and, through our organization members have access to FASD Regional Directors who provide information, mentoring, and leadership within the organization on a more local basis. The greatest benefit, however, comes from the opportunity to share ideas, problems, and solutions and network with other professionals around the state at the leadership conference and other meetings (regional, virtual and state-wide) during the year.

The Florida Association for Staff Development is the premier resource for those who engage in and provide professional development. Its members are leaders in the state, professionals dedicated to improving learning for all students and staff.

Original compiled by Dr. Theresa Vernetson with input from the FASD Board (January 2010)
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