The Florida Senate
COMMITTEE MEETING EXPANDED AGENDA

EDUCATION
Senator Diaz, Chair
Senator Montford, Vice Chair

MEETING DATE:	Monday, October 14, 2019
TIME:	2:30—4:00 p.m.
PLACE:	*Pat Thomas Committee Room,* 412 Knott Building

MEMBERS: Senator Diaz, Chair; Senator Montford, Vice Chair; Senators Baxley, Berman, Cruz, Perry, Simmons, and Stargel

TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
		Overview of Educator Professional Development	
		Other Related Meeting Documents	

Educator Professional Development (PD)

Senate Education Committee

October 14, 2019

Dr. Paul O. Burns, Deputy Chancellor for Educator Quality

FLORIDA DEPARTMENT OF EDUCATION
fldoe.org

Agenda

1	Coordinated System of PD
2	Professional Learning Standards
3	Professional Learning Systems
4	Frameworks for Instruction and Leadership
5	PD Review Protocol
6	PD Funding
7	Questions

Educator Quality

BERDR	BEC	PPS
Bureau of Educator Recruitment, Development and Retention	Bureau of Educator Certification	Office of Professional Practices Services

JRF!	BSIS	EPC
Just Read, Florida! Office	Bureau of Standards and Instructional Support	Education Practices Commission *(Department Liaison)*

Coordinated System of Professional Development

Coordinated System of PD

- Section 1012.98, F.S., compels various entities to work together to create a coordinated system of professional development that is aligned to professional learning standards.

Department of Education

State Education Foundations

Public Postsecondary Educational Institutions

Consortia

Public School Districts and Schools

Other Professional Organizations

Purpose of the PD System

The purpose of the professional development system is to

1 Increase student achievement

2 Enhance instructional strategies that promote rigor and relevance throughout the curriculum

3 Prepare students for college, career, and life

How the Pieces Fit Together

Standards

The standards that define the core expectations for effective professional learning practices.

Systems

The district's vision and processes for planning, implementing and evaluating professional learning.

Catalogs

A list or catalog that outlines the specific courses or learning opportunities that districts are providing for all employees.
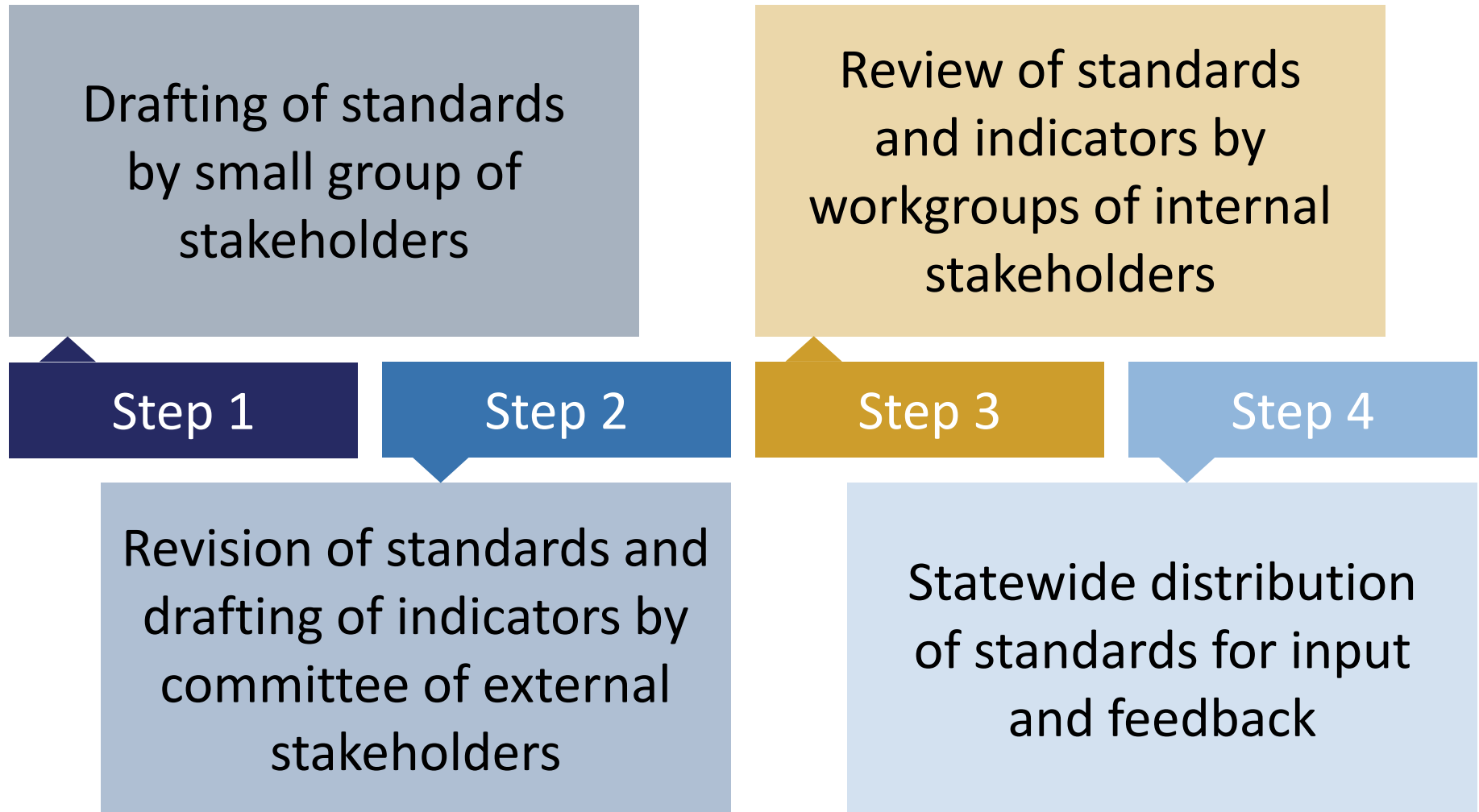
Statutes and Rules

- Section 1012.98, F.S., School Community Professional Development Act
  - Rule 6A-5.071, F.A.C., Professional Learning Catalog

- Section 1012.34, F.S., Personnel Evaluation Procedures and Criteria
  - Rule 6A-5.030, F.A.C., District Instructional Personnel and School Administrator Evaluation Systems
  - Rule 6A-5.080, F.A.C., Florida Principal Leadership Standards
  - Rule 6A-5.065, F.A.C., Florida Educator Accomplished Practices

Professional Learning Standards

PD Standards Revision Process

Drafting of standards by small group of stakeholders

Review of standards and indicators by workgroups of internal stakeholders

Step 1   **Step 2**   **Step 3**   **Step 4**

Revision of standards and drafting of indicators by committee of external stakeholders

Statewide distribution of standards for input and feedback

The "What" and "Why" of Standards

- Professional standards
  - Define core expectations for effective practice
  - Are evidence-based
  - Represent the knowledge, skills, and practices required for successful performance

- Professional standards are important to
  - Ensure equity and excellence in professional learning
  - Establish measures to determine how well professional learning changes educator practices to increase student outcomes

Standards Development

Format and Structure

Domains	Broad categories of knowledge and skill
Standards	Distinct, generalized statements that outline a particular professional competency or expectation
Indicators	Discrete examples of practice or behaviors that indicate proficiency in the standard; provide context and clarification of intent

Professional Learning Standards

Domains

0	Foundation
1	Needs Assessment and Planning
2	Learning
3	Implementing
4	Evaluating

Domains of Florida's Professional Learning Standards

PLANNING · LEARNING · IMPLEMENTING · EVALUATING · FOUNDATION

Professional Learning Standards

Domains

0	Foundation
1	Needs Assessment and Planning
2	Learning
3	Implementing
4	Evaluating

Standards

0.1	Leadership
1.1	Professional Learning Needs
1.2	Professional Learning Resources
2.1	Learning Outcomes
2.2	Learning Designs
3.1	Implementation of Learning
4.1	Evaluation of Learning

Professional Learning Systems

Required System Elements

Planning

- Develop the system in consultation with multiple stakeholder groups using an analysis of student and teacher data

Learning

- Provide professional learning activities in various formats (e.g., face-to-face, online, and blended learning) to support district- and school-level goals and standards

Required System Elements

Learning

- Provide specialized professional learning activities for
  - Instructional personnel participating in PDCP programs
  - Middle grades instructional personnel
  - School administrators
  - Reading coaches, instructional personnel , and school administrators on specific reading topics
  - Instructional personnel and school administrators evaluated as less than effective
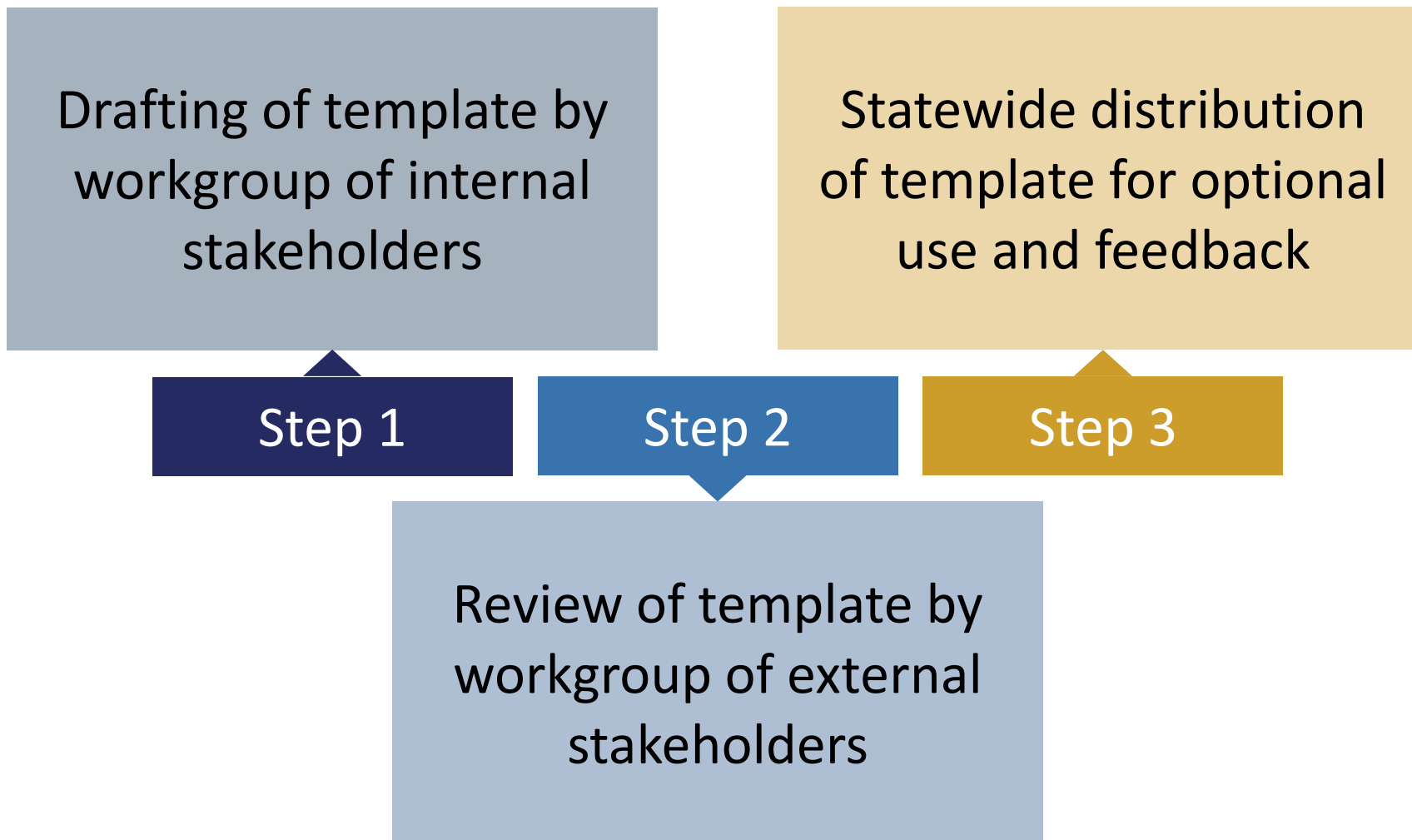
Required System Elements

Implementing

- Provide follow-up supports to ensure transfer of professional learning to the classroom

Evaluating

- Continuously evaluate the quality and effectiveness of professional learning activities to inform future decision making

System Template Development Process

Step 1 — Drafting of template by workgroup of internal stakeholders

Step 2 — Review of template by workgroup of external stakeholders

Step 3 — Statewide distribution of template for optional use and feedback

System Review and Approval

Initial Approval

Systems are submitted to the department for review and approval.

Continued Approval

Systems are submitted to the department for review and continued approval, only if substantial revisions are made to the system.

Frameworks for Effective Instruction and Leadership

Florida Educator Accomplished Practices (FEAPs)

- Serve as Florida's core standards for effective educators, providing guidance on what educators are expected to know and be able to do

- Form the foundation for instructional personnel evaluation and professional development systems, educator preparation programs and educator certification requirements

- Outlined in Rule 6A-5.065, F.A.C. https://www.flrules.org/gateway/ruleNo.asp?id=6A-5.065

Foundational Principles

The effective educator

- Creates a culture of high expectations for all students by promoting the importance of education and each student's capacity for academic achievement

- Demonstrates deep and comprehensive knowledge of the subject taught

- Exemplifies the standards of the profession
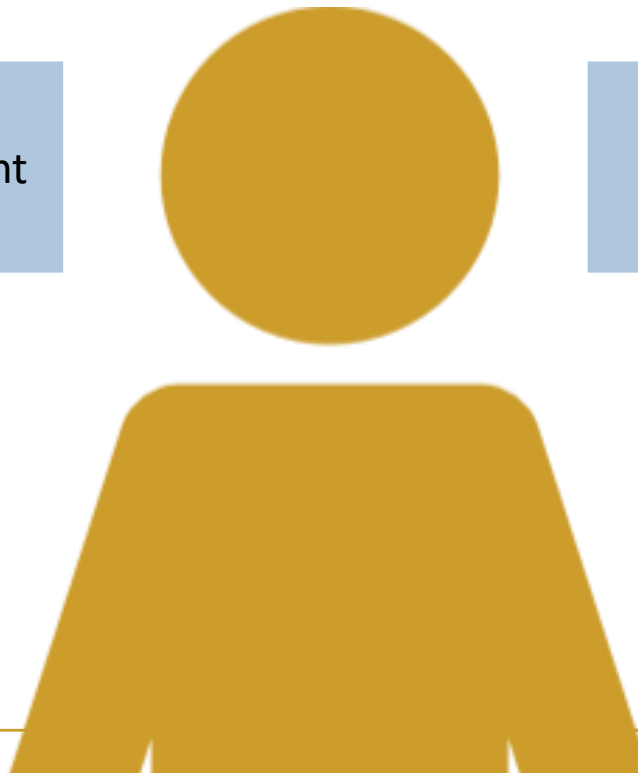
Florida Principal Leadership Standards (FPLSs)

- Serve as Florida's core expectations for effective school administrators, representing skill sets and knowledge bases needed in effective schools

- Form the foundation for school administrator evaluations and professional development systems, school leadership preparation programs and educator certification requirements

- Outlined in Rule 6A-5.080, F.A.C. https://www.flrules.org/gateway/ruleNo.asp?id=6A-5.080

Professional Development
Review Protocol

PD Review Protocol

Theory of Action

If we . . .

Improve professional learning

Then we . . .

Improve educator practice

Which will . . .

Improve student outcomes

PD Review Process Overview

Protocol Preview Calls

District Self-Assessment and Survey

Review Team Site Visit

Improvement Planning

Follow-Up Support

1 2 3 4 5
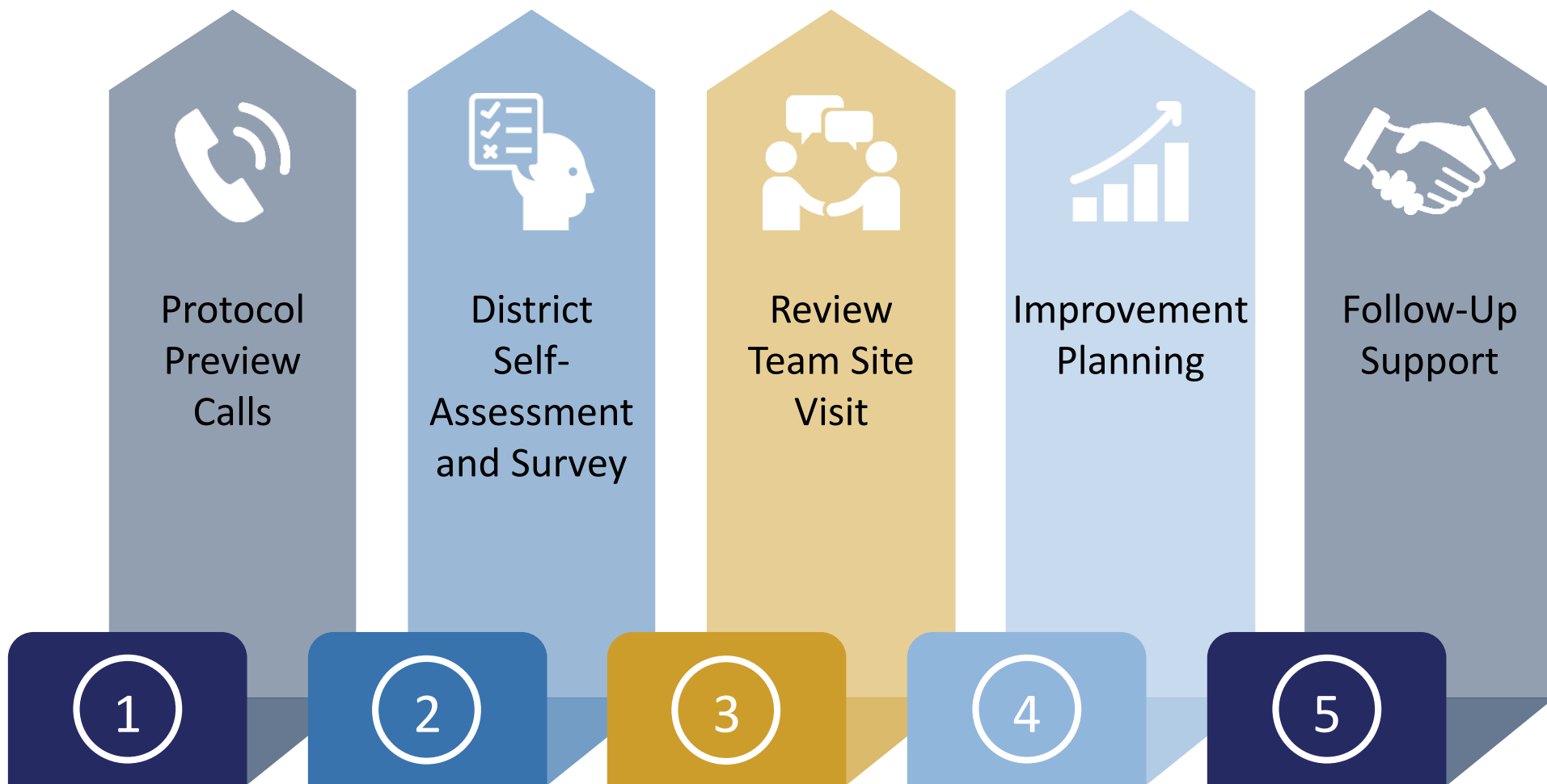
Professional Development Funding

Sources of PD Funding

Federal	State
Corporate Grants and Gifts	Nonprofit and Foundations

Computer Science Appropriation

- From the $10 million appropriated to fund the implementation of HB 495 (2018)
  - $9 million has been allocated to districts based on student population to enhance the capacity of schools to provide staff trained and certified as appropriate to meet the requirements of section 1007.2616, F.S.
  - $I million has been allocated for the payment of bonuses to qualifying teachers
- Charter school teachers are eligible to receive a bonus and attend any PD made available by districts.

Examples of FDOE Professional Learning Programs

BERDR	
• Dr. Brian Dassler Leadership Academy • Florida Future Educators of America	• Clinical Education Facilitator Academy • High Impact • Teacher Lead

BSI	
• Instructional Leadership Team Academy and Institute	• School Improvement Grant Convening • BSI Summer Academies

JRF!
• Summer Literacy Institute • Webinars

BSIS
• STEMposium • Professional Development on Standards • CPALMS

Questions

Dr. Paul O. Burns

Deputy Chancellor for Educator Quality