

Newsletter

A Semiannual Newsletter

Spring/Summer 2015

Spring Forum a Huge Success!



The FASD Spring Forum shined the light on the proposed new PD Standards with a hands-on approach to our opening keynote with the incomparable Debbie Cooke. Deb took the 224 participants through a careful look at the consolidation of the standards and plans for the future. Attendees were provided with a variety of concurrent sessions with topics including: Florida Standards and Assessment, PD and Social Media, Visible Learning,

Principal as Instructional Leadership Coach, Crucial Conversations, and HQ MIP. A morning of collegial sharing in size-alike groups was followed by an interactive FDOE update with the wonderful Eileen McDaniel and her fabulous team, including Jason Graham, Alvin Davis, and Sangeetha Wollett. Those in attendance commented that this was one of the most interactive and beneficial FASD forums they had attended, and the information

provided would assist them in their roles from PD Directors and PD Providers, to District Administrators and School-Based Personnel. Special thanks to the FASD board for all of their hard work in coordinating and conducting this year's 2015 FASD Spring Forum. We look forward to seeing all of you in the fall at the FASD Leadership Conference, September 28th-30th!

A Message from our President



Dear Fellow Educators,

During the Spring Forum, I had the wonderful opportunity to observe you. I marveled at your continued desire to learn, grow, and improve your skills. Your passion for the students of Florida was clear. It didn't matter that you were constantly facing challenges; you persevered, and the evidence will show in the lives of those that you have impacted.

Summer approaches; therefore, I would like to remind you of the three Rs that are crucial to providers of professional learning opportunities: **Reflect, Renew, and Rejoice.**

Reflect on the practices that you skillfully employed during the 2014-15 school year. Which ones will you expand? Which ones will you delete? Honestly evaluate yourselves. Are you satisfied with your own performance? What steps will you take to enhance your skills?

Renew your mind and your body. Take time to engage in your favorite activities. Do something you have never done before, and celebrate your willingness to try it, whether successful or not. Focus on your health.

Rejoice in the successes of the past twelve months; I am sure there are many. Ask your friends to help you with this task because often, we are too critical of ourselves. Do what we tell others to do: be proud and celebrate!

In September, we have an exciting event planned for you at the TradeWinds Resort. I look forward to seeing you there!

I rejoice in you,

Lillian Sigler,

2014-15 FASD President





*Debbie Cooke,
FASD Executive Director*

Affiliate Leadership Teams Convene in Toronto to Personalize Learning

Leaders from the 35 state and provincial Learning Forward affiliate organizations will convene for their annual Affiliate Leadership Meeting in Toronto, Ontario July 17 – 19, 2015. In an attempt to differentiate learning needs for affiliate leaders, there will be separate strands for the affiliate meeting. The pre-meeting will also offer attendees the opportunity to access learning experiences tailored to the unique needs of each affiliate.

During the pre-meeting session, leaders may chose the option of becoming a strong advocate for professional learning through writing. In this session, participants will receive strategies for sharing professional learning successes and challenges with a variety of audiences through print and online publications, social media, and more. Another option available to leaders during the pre-meeting is learning about powerful protocols for collaboration around professional work. During this session, participants will learn how to impact the effectiveness of collaborative teams through the use of focused structures; utilize the Power of Protocols resource to help teacher teams to move to deeper levels of dialogue and reflection; and scaffold the process of distributing leadership to build self-sustaining teacher teams.

The three strand options for the main affiliate leadership session are:

- Strand 1: Executive Leadership Program - Affiliate leaders who have been studying or piloting the Executive Leadership Program will participate in structured opportunities to network and share where they are in the study or implementation process.
- Strand 2: Policy and Advocacy in Support of Professional Learning - In this session, affiliate leaders will examine the elements of professional learning policy and examine their current policies for presence of the elements. They will also examine the impact of their current policies on practice. Finally, they will examine a process for conducting policy analysis with key stakeholders within their affiliate area.
- Strand 3: The Learning School Designation from Learning Forward - Learning Forward has worked closely with AdvancED to design the Learning School Designation evaluation process. The designation is available to schools whose educators wish to demonstrate their commitment to the implementation of Learning Forward's Standards for Professional Learning as a key component of their school's improvement strategy. The evaluation process is guided by the results of diagnostic instruments aligned with the standards and the professional judgment and expertise of trained educators. In this session, affiliate leaders will explore the benefits of engaging in the evaluation process, the components of the process, and the potential advantages of launching the review process as an affiliate service in the future.

Look for more about how this information will inform our work at the state level when you join our FASD family at our Fall Leadership Conference (FASDLC) on September 28 – 30, 2015. See our website for conference details (www.fasdonline.org). Hope to see you in St. Pete!

Conversations Across Our State

Size-Alike Session for Small Districts

Facilitators: Brenda Crouch and Carol Milton

Much of the summer learning in Florida's smallest school districts will be focused on technology as teachers prepare to maximize the use of student digital devices for instructional purposes. Each of the three consortia will bring together district and school leaders from across the state for an annual summer leadership conference. The Heartland Educational Consortium's conference will be held on June 10, with Linda Jordan as the conference keynoter. On July 14-16, the Panhandle Area Educational Consortium's conference will take place at the Sandestin Golf and Beach Resort. July 14th will be a pre-conference with Carol Lohkamp, and keynoters for the following days include Lucas Boyce, Alan Sitomer, Mike Schmoker, and Fredi Lajvardi. Concurrent sessions will address technology, liability and safe school issues, curriculum best practices, ESE topics, and legislative updates. North East Florida Educational Consortium's conference is slated for July 20-21 in St. Augustine. Jayne Ellspermann, National Association of Secondary School's Principal of the Year, is the keynoter, and concurrent session strands are district leadership, school-based leadership, teacher leaders, and technology. Other topics include FDLRS-provided PDA courses, differentiating instruction, ethics for educators, onboarding for new teachers, learning focus, literacy

design collaborative, LSI STEM institutes, and SIM.

At the fall conference, Florida's small districts would like to see another dive into Florida's Professional Development System Evaluation Protocols with a focus on indicators of high-quality, as well as an additional high-quality master in-service components session. Group members felt the opportunity to look at exemplars with a critical eye was very helpful. Additional expressed needs included more information about writing assessments and resources that larger districts are willing to share and exemplars of highly-effective secondary level PLCs in small and rural districts.



Size-Alike Session for Small/Medium Districts

Facilitators: Deb Elliott and Barbara Eubanks

Several consortia (FDLRS, PAEC, NEFEC, and Crown) as well as numerous attendees met to represent small/medium districts. First they discussed ways that FASD might help them, and many seemed especially interested in receiving an early review of the new protocol standards. They also were interested in further assistance (particularly technical) in redesigning templates, perhaps providing an opportunity for regions to work together on this project.

Several districts shared summer professional learning opportunities that their districts were providing including EdCamp, 1:1 iPad Academy, and FASA Drive-In Conference for school and district administrators (Citrus); Avid, IQWEST, CPALMS and CMAPS, and the Marzano Instructional Model (Nassau); and Core Connections for ELA (Sumter). Consortia attendees issued an invitation to their conferences including the PAEC Leadership Conference in July in San Destin, the NEFEC Leadership Conference, July 20-21, at the World Golf Village, and the HEC Leadership Conference on June 10th. The session culminated with a group discussion of small/medium districts' greatest challenges. Much of this discussion centered around End-of-Course exams.

Size-Alike Session for Middle Districts

Facilitators: Karen Beattie and Tara Hart

The medium district size-alike group was comprised of members from Alachua, Clay, Hernando, Santa Rosa, Leon, and Okaloosa counties along with staff from FDLRS Gulf Coast, FDLRS MICCO, and FDLRS Galaxy. The group had numerous ideas for how FASD could assist its members by offering additional collaboration and learning opportunities in a variety of formats between the Fall Leadership Conference and the Spring Forum. Ideas included facilitating "unconferences" via the web, offering webinars, and utilizing a platform to share ideas across districts.

The districts shared their upcoming summer training opportunities, focused on topics such as CPALMS, standards-based instruction, new teacher orientation, and ESE training to meet the 20-hour requirement. Challenges common to medium districts included the lack of time to meet all requirements, the loss of institutional knowledge with increasing rates of retirement, difficulties in retaining staff, and maintaining an adequate pool of substitutes. Suggestions for overcoming challenges included prioritizing, succession planning, and recruiting from other states. Members look forward to both continued collaboration between members from districts of similar size and within regions.

Size-Alike Session for Large Districts

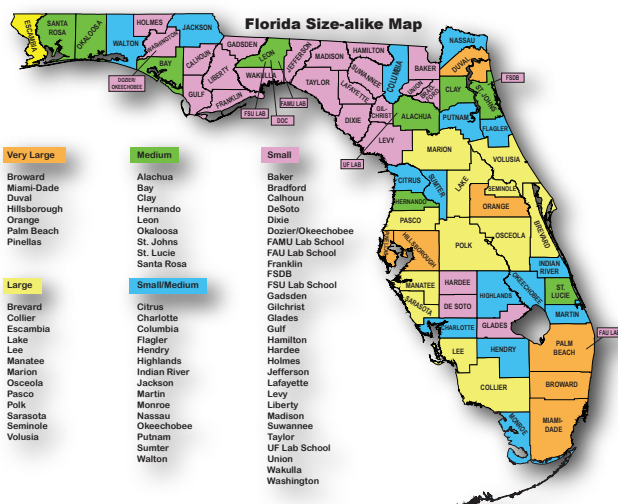
Facilitators: Shari Huene Johnson and Sallie Jenkins

Suggestions made by the group for how FASD can further assist them included providing opportunities for liaison between districts and the FLDOE, webinars, role alike, and collaboration, and an opportunity to preview successful online PD and evaluation tools. Leadership and coaching academies for teachers and administrators, summer institutes, Power of You, best practices, and Behavior Management Academy with FDLRS were a few of the exciting upcoming summer events shared.

The group discussed some of their district's greatest challenges such as providing quality and relevant professional development, effectively allocating time, disrupting teachers' instructional day, keeping up with

technology, adjusting to staff/personnel changes, and communicating with FLDRS and other state support systems. Possible solutions to these pressing issues were also discussed and included prioritizing needs and aligning systems, providing evening professional development, staying abreast of technology needs, and communicating needs to FDLRS and to the public.

Several large group district representatives provided valuable feedback to those in attendance. One major request was for FASD to



provide an opportunity in the future for a job-alike collaborative session.

Size-Alike Session for Very Large Districts

Facilitators: Chuck Bradley and Sherry Gibson

The very-large district size-alike was comprised of Broward, Miami-Dade, Duval, Hillsborough, Orange, Palm Beach, Pinellas, and several FDLRS representatives from these districts. The discussion within this session yielded several common threads. The group felt that FASD could assist by offering learning opportunities

related to measuring the impact of PL, creating and maintaining PLCs, unpacking the new PD Standards, high quality district models of key initiatives, and how to identify/utilize local experts that are affiliated with FASD to accomplish their PL goals. The districts present shared their summer training programs, most which are restricted to participants employed within the specific district. As the group discussed the challenges they face, it was evident that the very-large districts share the concern that the size of the district significantly impacts the speed, accuracy, and fidelity of the rollout of new initiatives. Additionally, time, capacity, and other resources devoted to PL is often limited. As these issues pose a significant impediment to the progress made, many districts have transitioned to the use of electronic conferencing software and video-based learning have allowed these very-large districts to reach a vast group of learners that are scattered across a large geographic area without the

burden of traditional face-to-face training constraints. Using these technologies, learners have access to content learning anytime, anyplace, that is delivered via a single consistent message. Collaboration and networking time is still a priority for these districts. To meet these needs, smaller regional PLCs have been formed to discuss issues that require face-to-face collegial discussion/input and group contribution. It was recommended that we continue our dialogue regarding PL in FASD size-alike groups rather than the traditional FASD regional meetings.

2015 Outstanding Professional Learning Practices Award

Florida Association for Staff Development



**The Florida Association for Staff Development
invites YOU to nominate or apply for an
Outstanding Professional Learning Practices Award.**

Many of our school and district professional development initiatives are worthy of recognition for their contributions to high-quality professional learning and increased student achievement in the state of Florida. Since 1981, the Florida Association for Staff Development (FASD) has honored individuals, schools, and districts with this award.

Application/Nomination Form and Rating Rubrics may be accessed on the FASD website at <http://www.fasdonline.com/awards.asp>

Completed application/nomination forms must be submitted electronically to Dr. Sherry Gibson, at sherry.gibson@palmbeachschools.org no later than Thursday, July 9, 2015.

(Note: Please follow all formatting guidelines on the nomination form in order to be considered. Also note that submissions received after this date will not be considered.)

Award recipients will be recognized at the FASD Fall Leadership Conference. The conference will be held September 28-30, 2015 at the TradeWinds Island Resort in St. Petersburg Beach, Florida.



About FASD

Our Mission

The Florida Association for Staff Development, Inc. is committed to professional growth of school-related personnel, the driving force for improving schools to effect significant improvement in school experiences of all students in Florida.

Our Goals

Goal 1: To demonstrate, model and promote evidence-based, effective professional learning strategies, policies and practices

Goal 2: To provide multiple opportunities for growth and networking for leaders in the role of providing or coordinating professional learning.

Goal 3: To collaborate with colleagues to advocate and promote quality professional learning opportunities at the local, state, and national levels.

Our Website

<https://www.fasdonline.org>

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Leadership Conference Co-Chairs

Jo Marie Olk

Chuck Bradley

Executive Director

Debbie Cooke



SEPTEMBER 28-30, 2015

FASD FALL LEADERSHIP CONFERENCE

"Excellent Teaching and Learning Every Day: MISSION POSSIBLE"

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#FASDLC2015

**Tradewinds
Resort
St. Pete Beach**



Kristen Swanson
Featured Speaker

"Teaching for transfer and information literacy is my personal mission. I work for BrightBytes to help people learn better using technology. I am also a founder of the Edcamp Movement, an adjunct professor for DeSales University, and a passionate learner."
-Kristen Swanson

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