



Florida Association for Staff Development
2013 Winter Newsletter



FASD Leadership Conference a HUGE Success!



2014 Spring Forum Preview

May 5-6

See page 13

FASD boasted record attendance at the beautiful Tradewinds Resort in sunny St. Pete, FL at the 2013 Fall Leadership Conference.

Over 240 Staff Development Directors, District Personnel, Agency Directors, Vendors, and Professional Developers gathered to attend the 2013 FASD Leadership Conference: Architects of Change. The theme couldn't have been timelier in our efforts to embrace the challenges of implementing common core standards, understanding new teacher evaluation systems, and redesigning professional development systems.

In our general sessions, keynote speaker and literacy expert Janet Allen did a phenomenal job helping us better understand what literacy should look like in the common core. Concurrent sessions were equally valuable, offering information on topics on everything from teacher evaluation and inter-rater reliability to instructional coaching to quality induction programs. Thanks to all of our wonderful FASD members for their support, and we look forward to the 2014 Spring Forum right around the corner. You won't want to miss all that we have in store!

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FASDLC Highlights



An Affiliate of Learning Forward

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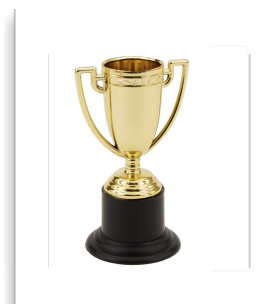


FASDLC Highlights, continued



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FASD Award



Five years ago, the Brevard County School District implemented a Coaching and Mentoring series which provided mentoring assistance for new and/or struggling school administrators throughout the year. More recently, with the implementation of the new appraisal system for teachers, the district recognized the need for the training of peer coaches (not evaluators) of teachers so that teachers could observe one another, share feedback, reflect, and implement new strategies.

Three teachers from each school were selected to be peer coaches. They received district training and support to develop a coaching culture in their schools. Substitutes were provided to allow coaches the opportunity to conduct observations and pre- and post- observation conferences. Follow up sessions were also held to share successes and challenges and to learn new strategies and skills for successful conferences.

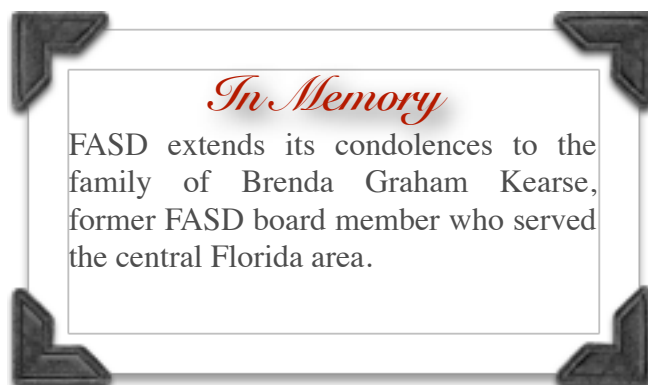
Advanced peer coaching includes training in specific strategies such as differentiated instruction, integration of technology, effective feedback, climate of inquiry, high yield strategies, and higher-order questioning.

Although teachers were reluctant at first, they have grown to appreciate and solicit feedback from their peers.

FASD is proud to recognize these accomplishments of the Professional Development Department of Brevard County Public Schools.

Accepting this award was Ms. Debra Pace, Associate Superintendent for Human Resources in Brevard County.

Congratulations, Brevard County!



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FASD President, Brenda Crouch

A Word From Our President

Dear FASD Membership,

Once again, we crossed the “bridge under construction” at St. Pete Beach to return from September’s annual Florida Association for Staff Development Fall Leadership Conference. If you were at the opening general session of the conference, you’ll agree that Chuck Bradley did an excellent job relating St. Pete’s ongoing construction project to the sweeping education reforms in our state and to the important role you play in transforming reform from a concept at the state level to student impact at the classroom level. As leaders in professional learning, you are truly architects of change!

Each year the FASD Board of Directors holds a fall board retreat where we gather to learn and plan for upcoming events. This year Linda Munger from Learning Forward’s Center for Results led the board in reviewing resources from the Learning Forward initiative, *Transforming Professional Learning to Prepare College-and Career-Ready Students: Implementing the Common Core*. These comprehensive resources, focused on implementing Common Core State Standards, were developed to assist educational leaders at all levels in providing results-focused professional learning to support education reforms. Although we will offer opportunities for guided exploration of selected resources at upcoming events, I strongly encourage you set aside some time to review them, identify those that will be useful to you, and most importantly, use them. They may be accessed at <http://learningforward.org/publications/implementing-common-core>.

Tracy Crow’s editorial in the December issue of JSD *The Learning Forward Journal*, underscores the importance of leaders taking time to attend to their own professional learning needs. It is my sincere hope that our fall conference met your learning needs, heightened your sense of value for the work you do, and empowered you with new ideas and tools. A key goal of our organization is to serve you by providing meaningful professional learning opportunities and information that will enable you to be successful in your work. With needs expressed by our members in mind, planning for upcoming FASD events is well underway. As details for Spring Forum and Leadership Conference for 2014 are shared, you are certain to be as excited as I am!

More often than not, the work you do as a learning leader is intense, relentless, and exhausting – mentally and physically. Therefore, I encourage you to take advantage of time off during Christmas break to find “personal” time for relaxation and renewal, reconnect with loved ones, and simply enjoy the wonder of the Christmas season.

Merry Christmas and Happy New Year!

Brenda Crouch, President

An Affiliate of Learning Forward



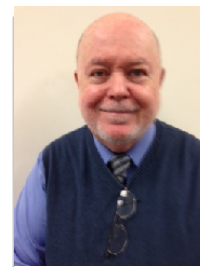
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*Eileen McDaniel,
Chief, Bureau of Educator Recruitment,
Development and Retention*

FLDOE Update



*Dr. John Moore,
Senior Educational
Program Director*

National Experts Coming To Florida

Paradigm shifts and systemic change work are underway in Florida districts to redevelop professional development systems. This process presents district and school leaders with opportunities to promote quality improvements in school and district professional learning processes. Many difficult conversations may lie ahead as we engage in productive change on a multitude of system elements impacting professional learning and growth. To help prepare district and school leaders for implementing redeveloped PD systems and support school leaders engaging in faculty development tasks, the Department of Education and McREL are arranging a series of “constructive conversations” with national experts on an array of important professional growth issues.

These conversations are an opportunity for district and school leaders to meet with and learn with national experts on issues of interest to the district.

- The experts will share their own perspective about “state of the art” on the topic of the conversation.
- The participating Florida educators will be able to ask clarifying questions, explore ways to make changes in their district, and discuss barriers to quality improvements on the issue.
- The participating Florida educators in each conversation will have an opportunity to become a “community of practice” workgroup to continue professional learning and sharing of resources on the topic.

The schedule of conversation topics, dates, and locations have been distributed to all district contacts for professional development and evaluation systems. District PD directors are encouraged to attend the sessions of most interest to your district’s redevelopment needs.

Schedule for January through March 2014:

(All sessions are from 9:00 AM to 3:30 PM)

Date: January 8, 2014

Location: Seminole

Topic: PD Evaluation

Expert: Ceri Dean, Senior Fellow at McRel

Date: January 13, 2014

Location: Orange

Topic: Collaborative Practices

Expert: Heather Clifton, Senior Consultant for Learning Forward

Date: January 15, 2014

Location: Orange

Topic: Deliberate Practice

Experts: Dr. Michael Toth (Marzano expert) and Dr. Duffy Miller (Framework of Teaching expert)

Date: January 22, 2014

Location: Leon

Topic: The 5 Essentials

Expert: Dr. Stefanie Rome, Director of 5 Essentials

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Schedule for January through March 2014 (continued from FLDOE

Updates):

Date: January 27, 2014

Location: Duval

Topic: Collegial Learning Processes

Experts: Cindy Harrison and Ann Delehant, Senior Consultants from Learning Forward

Date: February 7, 2014

Location: Hillsborough

Topic: Learning Forward Tools for Feedback on PD Impact

Expert: Dr. Linda Munger, Director of Munger Education Associates

Date: February 13, 2014

Location: Leon

Topic: Meeting the Protocol Standards

Expert: Joellen Killion, Senior Advisor and Consultant, Learning Forward

Date: February 19, 2014

Location: Date

Topic: Linking PD and Personnel Evaluation Systems

Expert: Terry Wilhelm, Educators2000, Adjunct Professor for Educational Leadership at National University

Date: February 25, 2014

Location: Orange

Topic: Monitoring Skills of School Leaders and Leadership Teams

Expert: Shelia Brown, Co-Director of the Aspen Institute

Date: February 26, 2014

Location: Orange

Topic: Beginning Teacher Induction Program

Expert: Cindy Brunswich, Senior Vice-President, Induction Programs, New Teacher Center

Date: February 28, 2014

Location: Manatee

Topic: Standards-based Grading

Expert: Patty Scriffiny, author of *7 Reasons for Standards-based Grading*, ASCD

Date: March 13, 2014

Location: Orange

Topic: Instructional Coaches

Expert: Jim Knight, Director of the Kansas Coaching Project

Date: March 19, 2014

Location: Leon

Topic: Partner Groups Collaboration

Experts: Robin Wisniewski, McRel, John Moore, FLDOE

Date: TBA

Location: TBA

Topic: Using Learning Forward's Innovation Configurations

Experts: Terry Mortghani-Fisher of Learning Forward

Date: TBA

Location: TBA

Topic: High-Quality MIP

Expert: Debbie Cooke, Executive Director, FASD

Date: TBA

Location: TBA

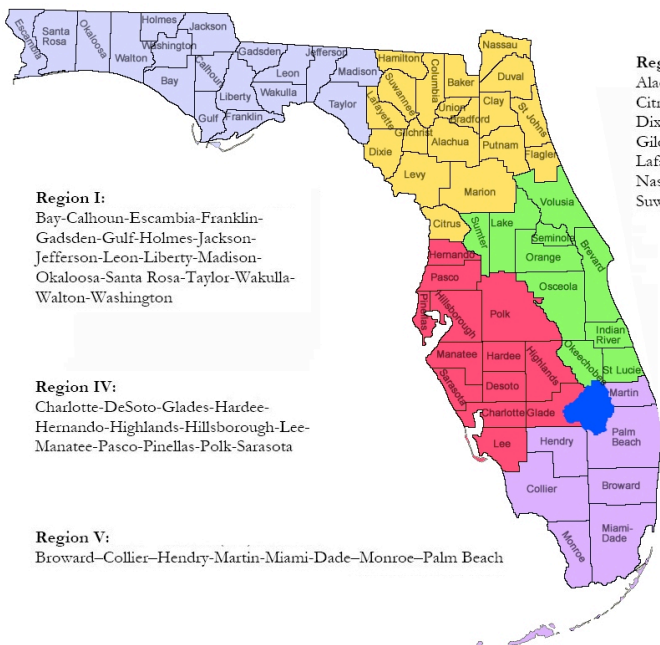
Topic: Assessing the Impact of Online Learning

Expert: TBA

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Regional News



Region I:
Bay-Calhoun-Escambia-Franklin-Gadsden-Gulf-Holmes-Jackson-Jefferson-Leon-Liberty-Madison-Okaloosa-Santa Rosa-Taylor-Wakulla-Walton-Washington

Region IV:
Charlotte-DeSoto-Glades-Hardee-Hernando-Highlands-Hillsborough-Lee-Manatee-Pasco-Pinellas-Polk-Sarasota

Region V:
Broward-Collier-Hendry-Martin-Miami-Dade-Monroe-Palm Beach

Region II:
Alachua-Baker-Bradford-Citrus-Clay-Columbia-Dixie-Duval-Flagler-Gilchrist-Hamilton-Lafayette-Levy-Marion-Nassau-Putnam-St. Johns-Suwannee-Union

Region III:
Brevard-Indian River-Lake-Okeechobee-Orange-Osceola-St. Lucie-Seminole-Sumter-Volusia

and highly effective levels was needed. Our Professional Learning team went into action, training teacher leaders from each school in early September in this component of the Danielson Framework (*Component 3c: Student Engagement*). We provided them with ready-made professional development activities focused on understanding student engagement at a deeper level that included self-assessment, gallery walk, video evidence-gathering, and group consensus building. After modeling and practicing these activities during their personal training, teacher leaders replicated these activities at their schools during the first semester.

In January, we will once again gather our teacher leaders together and focus on training them in a peer observation protocol for observing a partner teacher in this same component. Once they replicate this training back at their schools, teachers in all schools will partner up for the peer observation project. Substitutes will be provided so that partner teachers can observe each other, applying their new knowledge of student engagement and use of the observation protocol to gather evidence. Partner teams will confer with each other following the observations. Our goal is for teachers to gain a deeper understanding of student engagement. An added bonus is the opportunity for teachers to experience a classroom from the role of the observer.

Region I, Barb Eubanks, Director



Escambia County is currently involved in a student engagement peer observation project. Last year's teacher evaluation scores and feedback from both teachers and evaluators showed that more understanding of student engagement at the effective

Region II, Carol Milton, Director

The Hamilton County School District, under the leadership of Superintendent Tom Moffses has partnered with Pearson as a pilot district to implement a 1:1 digital curriculum for reading and math in Kindergarten through 2nd grade. To roll out this initiative, teachers were provided with three days of professional development over the summer.

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The fall semester included classroom modeling, coaching and follow up training sessions from Pearson staff on designated professional development days in the district. Teachers have implemented “drop-in” lessons this fall as a part of the phase-in process for implementation. A team of teachers and school/district level administrators conducted a school visitation to connect with other professionals utilizing a strong instructional program as a part of this process. Beginning in January, the elementary schools in the district will begin full implementation of the digital curriculum with K-2 students.



A critical aspect of this project included the allocation of funds for devices. The district designated funding to purchase iPads and cases for each teacher and student in grades K-2. raising student achievement is accomplished.

Apple TVs and storage/charging cabinets were purchased for each classroom and technology support has been provided to ensure that schools are successful with implementation and the overall goal of raising student achievement is accomplished.

Region III, *Dori Bisbey, Director*

On November 7, Volusia County Schools and Stetson University received the 2013 Community and Campus

Award from the Florida Campus Compact for the 16 year partnership of Professional Development Schools.



As we prepare for our Protocol Review in February, the PD team continues its work on the following:

- New Professional Development System approved by DOE/RTTT
- “PD on PD” for district and school-based PD facilitators
- New communication plan implemented including intranet site, weekly PD Educator updates and monthly online newsletter, “PD News”
- Professional Learning Communities Renewal, including partnership with Brevard model PLC schools
- Instructional Leadership for Principals
- Instructional Leadership for Assistant Principals
- Empowering Educators for Excellence, E3, new teacher program with 500+ teachers in year one
- Lesson Study
- Creation of online avatar vignettes and online courses for teacher evaluation system and Common Core
- K-12 Collaborative Coaching Teams

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Region III, continued



In Brevard county, teachers selected for the Video-Instructional Performances (VIPS) initiative have completed their first video-taped class lesson on specific topics (high-order questions, climate of inquiry, differentiated instruction, effective feedback, evidence-based research strategies, and integrating technology) for use throughout the district for training, coaching, and inter-rater reliability practice. Teachers will reflect and provide two additional tapes second semester. Meanwhile, administrative inter-rater reliability rounds are also occurring district-wide. In these rounds, teams of school administrators are observing classes at different schools and levels to discuss ratings and areas of concern.

With financial assistance from the Gates Foundation, Brevard County School District is also hosting its first *Teacher Convening* in January. Teachers from each school will attend an evening and a half-day of inspirational and informational speakers, breakout sessions, and collegial sharing.

Florida Virtual School has partnered with several state universities' colleges of education to provide

professional development opportunities for instructors. The opportunities include Clinical Educator training, Civics Professional Development, Action Research/Teacher Inquiry coaches' training and Lesson Study facilitator training. All of these programs have been redesigned to be delivered to a geographically-disperse faculty. The intent of these programs is to develop a teaching workforce that has a strong understanding of their subject matter, is made up of reflective practitioners, and able to use classroom data to guide instruction.



In addition to developing professional development in conjunction with the state universities, Florida Virtual School hosts pre-service teaching interns in their virtual classrooms for colleges of education and educator preparation institutes. These internships are structured and prescriptive in nature in order to meet the requirements of the Florida Educator Accomplished Practices and to immerse the participants fully into the responsibilities of the virtual classroom. If you have any questions about these programs at FLVS, please reach out to universitypartnerships@flvs.net.

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Region IV, *Patti Brustad, Director*

Professional Development representatives from the Region IV counties met in November for Leadership Collaborative hosted by USF Anchin with support of Dr. Gladis Kersaint. Topics discussed at this meeting included sharing of student growth measures, the District Administrator Evaluation System Training, EQuIP Training, and Master Inservice Plan updates. Dr. Joan Kaywell also shared information on USF's SCATTER, the COEDU's Honors Program. The Leadership Collaborative meets quarterly to share and discuss current topics on professional development. We commend Debra Elliot for coordinating and facilitating this opportunity.



Region V, *Shari Huene-Johnson, Director*

Martin Co. – working on the RTTT deliverables (Project #10) that also relate to the redesign of the PD System. I am working on creating collaborative teams to review and revise the MIP along with the PD plan.

Collier County:

By popular demand Dr. Stephen Peters will return to Collier County Public Schools for the District In-Service Day in January! After addressing a standing room only crowd during the Leadership Institute, the

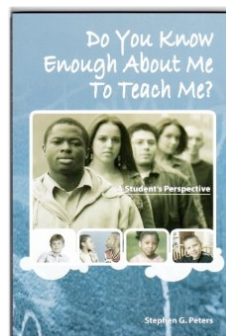
feedback overwhelmingly requested that Dr. Peters come back and talk with all of the teachers in Collier. Stephen Peters, Ed.D. is a motivational speaker, educational leader, and well-known author.



Dr. Stephen Peters

Over the course of his 32 years in education, Dr. Stephen Peters has been a classroom teacher, assistant principal, principal, and director of secondary education. Most of his experiences have been in schools that made significant growth in short periods of time, resulting in both National and State Blue Ribbon distinction.

Dr. Peters will address the District on: ***Do You Know Enough About Me to Teach Me?*** Understanding the reason we teach, with special emphasis on the student, is the central theme of this presentation. Stephen Peters gives a refreshing look into the eyes of ALL students and a better understanding of the type of student we teach. Peters will use his best-selling book ***Do You Know Enough About Me to Teach Me?*** as a resource for this workshop. Participants will learn how effective relationship building with children is fundamental for student and school success.



Learning Forward Update



Debbie Cooke, Executive Director

In spite of the challenges that Mother Nature presented to the Dallas area in early December, more than 2200 members of Learning Forward came together for five days of learning and networking at the Learning Forward 2013 Annual Conference. Participants were challenged to “Elevate Your Practice” through implementation of new learning as a result of their time in Dallas. Whether engaging in the Thought Leader series with Michael Fullan, Linda Darling-Hammond or Gwendolyn Webb-Hasan, participating in the myriad offerings through concurrent sessions, roundtables, or pre-conference sessions, or accessing the various technologies available at the conference, there was something for everyone interested in teaching and learning.

While there were many “take aways” from the conference, Pedro Noguera from NYU delivered perhaps the most compelling challenge at Tuesday’s general session. His message, “Achieving Excellence through Equity” aligned with much of the work we are doing in our own state to minimize the gaps in achievement for specific populations of students. He presented ten principles that, if attended to, will help to accomplish this critical imperative. He contends that educators must:

1. Challenge the normalization of failure...race and class should not predict achievement

2. Be the guardians of equity
3. Embrace immigrant students and their cultures
4. Provide students with clear guidance on what it takes to succeed
5. Build partnerships with parents based on shared interests
6. Align discipline practices to educational goals (restorative justice)
7. Rethink remediation; focus on acceleration
8. Implement evidence-based practices and evaluate for effectiveness
9. Build partnerships with communities to address student needs
10. Teach the ways our students learn rather than expecting them to learn the way we teach

For more information on this particular presentation, or about the conference in general, be sure to access the Learning Forward website at www.learningforward.org. You may also want to make plans now to join other affiliate members at the 2014 Annual Conference in Nashville, Tennessee, December 6 – 10 at the Gaylord Opryland Resort and Convention Center. Hope to see you in Music City!

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Upcoming FASD Events

Save the Dates!

FASD 2014 SPRING FORUM:

Cultivating Leadership through Effective Professional Development



Featuring

Alan Sitomer, 2007 California Teacher of the Year

This award-winning author and speaker will focus on growing and cultivating leaders at all educational levels to support increased student achievement.

** Sponsored by Triumph Learning*

Date:

May 5-6, 2014

Location:

Lake Mary Marriott
1501 International Parkway
Lake Mary, FL 32746

Hotel Reservations

Phone: 407-995-1100

\$109 per night

Reserve by April 1, 2014

Ask for "FASD room block" to secure rate

Registration

www.fasdonline.org under "Events"

\$125 includes Mon. lunch and Tues. breakfast

Reserve by April 1, 2014

Topics Include

- FDOE Update
- Establishing Time for PD
- Leadership Development
- Supporting Struggling Teachers via Instructional Rounds
- Panels of Exemplary Practices
- Networking Opportunities
- Effective Instruction for Struggling Learners: Creating a UDL Friendly Environment

FASD 2014 LEADERSHIP CONFERENCE



Date:

Sept. 22-24, 2014

Location

Tradewinds Resort
5500 Gulf Boulevard
St. Pete Beach, FL 33706

Hotel Reservations

Phone: 727-367-6461

\$126 per night

Reserve by August 22, 2014

Ask for "FASD room block" to secure rate

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About FASD

Our Vision

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 Mission

The Florida Association for Staff Development, Inc. will promote professional growth, leadership, and support for those involved in facilitating learning opportunities for the educational community.

Our Website

<http://www.fasdonline.org>



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