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MEMORANDUM

TO: School District Superintendents

FROM: Pam Stewart

DATE: November 15, 2013

SUBJECT: Professional Development System Supports

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DPS: 2013-172

An improved capacity to support student learning in Florida's schools is the focus of ongoing systemic changes at the state, district and school levels. Professional development systems are essential to the success of many of the improvement and systemic change efforts underway. To provide continuing support to redevelopment of district professional development systems, the department is scheduling additional optional technical assistance.

Constructive Conversations

In the months ahead, a series of national experts on various aspects of professional learning practices will be invited to Florida to engage educators in conversations about what works, what is possible and how to improve outcomes through quality professional learning practices. Each conversation will be a one-day meeting in one location. Districts will have the option to have a representative meet face-to-face with the expert, or later watch a video of the expert's perspective on the issues discussed.

National leaders in education who will engage with our educators include experts from such affiliations as Learning Forward, McREL, Learning Sciences International, 5 Essential Project- University of Chicago, Kansas Coaching Project, New Teacher Center, EDWorks, Miller Educational Consulting Services, Educators2000 and the Aspen Institute. These conversations will replace or supplement the schedule of state supports for implementation of redeveloped professional development systems anticipated in the April 26, 2013, DPS Memo 2013-57 located at <http://info.fldoe.org/docushare/dsweb/Get/Document-6692/dps-2013-57.pdf>. Supports on issues in that schedule will continue to be posted at <https://www.FloridaSchoolLeaders.org>.

The topics on which experts will share their insights and engage our educators in conversations include those listed on the following page. Dates and locations will be announced later and will be posted at the following registration site: <https://sites.google.com/site/fdoemcrelimprovingpd>.

Building a high-quality professional development system that supports our educators in meeting rising expectations for student learning is a complex task. To support district redevelopment of professional learning policies, practices and capacities, conversations with national experts on “state of the art” elements of high-quality professional learning systems will include topics such as the following.

<p>Deliberate Practice: How to use deliberate practice growth targets to improve outcomes on the Florida Standards when using a Marzano- or Danielson-based evaluation system.</p>	<p>Instructional Coaches: How can districts support instructional coaches? What coaching duties have maximum impact on student learning? How do you build a professional learning culture through facilitated learning?</p>
<p>The 5 Essentials: New insights into the data sources that drive high-impact school turnaround; aligning effective ways to connect continuous improvement with differentiated accountability and shifts in professional development systems.</p>	<p>PD Evaluation: What are high-quality methods for evaluating the fidelity of implementation and impact of professional development, using the tools McREL developed in TA sessions?</p>
<p>Collaborative Practices - PLCs and Lesson Studies: Developing model components for implementing lesson study and professional learning communities at the school site, as well as district- and school-level processes for evaluating the impact of such offerings.</p>	<p>Beginning Teacher Induction Programs: A conversation about effective beginning teacher programs, including structures and support for new teacher mentors and supervisors. How do we align district beginning teacher induction and support programs with research-based “state of the art” practices?</p>
<p>Monitoring Skills: What are the most effective ways to use school leader monitoring skills to provide feedback on individual educator professional learning? How can school leaders link such learning to impact on students?</p>	<p>Linking PD and Personnel Evaluation Systems: What are the most effective ways to create tools to align evaluation of professional development offerings with proficiencies in educator evaluation systems?</p>
<p>Collegial Learning Processes: What are the most effective ways to build and sustain a school-site learning culture that supports collegial (team) learning practices, including how to establish and maintain collegial practices?</p>	<p>Meeting the Protocol Standards: How do we improve capacity to meet the educator-level Protocol Standards with the shift to school-based professional development?</p>

Districts are encouraged to have representation at any of the conversations that focus on priority issues in their redevelopment process.