Professional Development Training

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Southwest Plains Regional Service Center
2,308
Resources

- www.swprsc.org
- Resources
- Presentation Handouts
- PDC Handouts
Responsibilities of the PDC

- Operational Procedures
  - Approves Individual Development Plans
  - Establishes the standards for evidence or documentation for awarding points
  - Awards points (1 clock hour equals 1 point and 1 college credit equals 20 points)
  - Award points upon demonstration of application or impact based on previously awarded knowledge points.
  - Keeps records of activities
  - Provides official transcripts and other purposes.
  - Conducts a needs assessment
Responsibilities of SWPRSC

• Maintain the required plan for KSDE
• Track points and college hours for member districts
• Provide the annual training
• Provide two days of to-the-door consultation for each member district
• Guide certified staff in writing IDPs and in relicensure
• Make suggestions to districts about staff needs
• Provide access of each member’s point transcript
• Keep a website for district access to transcripts – password protected
Focused on Student Learning

- Observation
- Curriculum Planning
- Study Groups
- E-learning
- Journaling about teaching practices
- Visiting other schools
- Coaching others
- School Improvement Committee Work
- Leadership
- Motivation Skills
Renewal Options for 5 year certificates (licenses)

- **Undergraduate degree holder**
  
  - 160 points on approved Professional Development Plan;
  - 80 points must be college credit (4 college hours)

- **Graduate degree holder**
  
  - 120 points on approved Professional Development Plan;
  - No requirement for any college hours
Needs Assessment

- Student targets or goals based on state curriculum standards
- Actual student performance
  - Identified student learning gaps
- Staff skills needed to close student-learning gaps
- Actual staff skills
  - Identified staff development needs

Professional Learning...
Innovative Solutions
Types of Licenses

- 1 year non-renewable
- 2 year Initial
  - Teaching
  - Specialist
  - Leadership
- 5 year professional
- 10 year Accomplished Teacher
- Restricted License
- STEM License
- Substitute License
Definition

A written document describing the Inservice education activities to be completed during a specified period of time by the individual filing the plan.
Writing Goals

- Teachers may need assistance in writing goals
- Goals vs. Activities
Goals

• “I want to be better at classroom management”

• During the 16/17 school year there will be a 50% decrease in office referrals from my classroom.
Goals

- Specific
- Measurable
- Attainable
- Realistic
- Time bound
Goals

• All USD ### teachers will understand the new Kansas Education System Accreditation(KESA) measured an a staff survey administered in January 2017.
Goals

• Write a SMART goal and pass it around the table for feedback.
Activities

• What you do to achieve your goal.

• Attend workshops, read professional journals, watch instructional videos.
Three Levels of Professional Learning

- **Knowledge**: 1 hour = 1 pdc point
- **Application**: X 2 of the knowledge experience
- **Impact**: X 3 of the Knowledge experience after application
Knowledge Level

1K

1 inservice point = one clock hour
Knowledge Level

• Examples
  – Workshops
  – District Inservice
  – Video/Blogs/Journals
  – Oral or written personal reflection.
  – Pre and post assessment of the individual staff person’s learning.
Application Level

2K

Knowledge Level Points X 2
Application Level

Examples

- Direct observation using trained observers or video/audio tapes.
- Structured interviews with participants and their supervisors.
- Lesson Plans.
- Pre and post samples of student work.
- Examination of participant’s journals, portfolios or other artifacts.
Impact Level

3K

Knowledge Level Points X 3
Impact Level

Examples of Organizational Change

- Evidence of related district or school policy change.
- Revision of district, grade level, or content area curriculum.
Impact Level

Examples of Student Learning

- Evidence of improved student academic performance.
- Samples of positive changes in students’ behavior such as:
  - Study habits.
  - Improved school attendance.
  - Increased enrollment in advanced classes.
  - Decreased dropout rates.
  - Increased participation in school-related activities.
  - Improved homework completion rates.
Service to the Profession

1 inservice point = one clock hour. NO Application or Impact Points
Service to the Profession

Examples

- Minutes noting contribution to meeting and time spent at meetings.
- An explanation of time spent on a school committee, council, or team such as...
  - Membership in the school or district PDC.
  - Serving on a curriculum development committee.
  - Providing staff development.
  - An explanation of time spent and contribution made while holding an office or serving on a committee for an educational organization.
Professional development plans for license renewal. (b)...shall develop a plan that includes one or more of these three areas: Content, Professional Education, Service to the Profession.

91-9-218 Awarding Professional Development Points: (See “layman’s interpretation below)

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Professional Education</th>
<th>Service to the Profession</th>
</tr>
</thead>
<tbody>
<tr>
<td>“What do you ‘know’ now that you didn’t know before?”</td>
<td>1 point = 1 contact hour</td>
<td>1 point = 1 contact hour</td>
</tr>
<tr>
<td>Application</td>
<td>What can you ‘do’ now that you couldn’t/didn’t do before?”</td>
<td>2X Knowledge-level points</td>
</tr>
<tr>
<td>Impact</td>
<td>“What’s the result of your newly acquired knowledge and skill in terms of impact on students, other adults (i.e. mentorship) or program or policy development?”</td>
<td>3X Knowledge-level points</td>
</tr>
</tbody>
</table>
Point Limits

No Limits on Points Earned at Any Level
Common Questions

• One point = one seat time hour
• Twenty points = one college hour
• College credits must be to your PDC transcript
• College credits will be added to the professional development transcript with documentation of enrollment, Unofficial transcript or grade report with grade marked out if desired.
• All need to be tracking college hours.
Scavenger Hunt

• Kansas Professional Development Program Guidelines
Scavenger Hunt

• What page has needs assessment information?
Scavenger Hunt

• What page can you find SMART goal information?
Scavenger Hunt

• What page has information about results based staff development?
Scavenger Hunt

• What page describes a professional development council
Scavenger Hunt

• What page can you find information about Individual Development Plans?
Two Systems

- www.swppdc.com
- 209.203.169.202/pdc
- Both can be accessed at www.swprsc.org
  – Click on the Services tab and PDC
    • New
    • Old
PDC 2.0

- A new portal at www.swppdc.com
- Paperless system
- Email alerts to chairs when points request has been made
- District wide load of goals
- Mass points entry for district wide inservices
PDC 2.0

- Easy process to request points
- Password protected with lost password feature
- Easy registration and set up
- Paperless
- Did I say Paperless!!
Welcome to Southwest Plains Professional Development Council application
First time registration

Southwest Plains  PDC

PDC Signup
First name:
Last name:
E-mail:
License Start:
License Expiration:
Address:
Phone Number:
Degree:
District Code:
Username:
Password:
Confirm Password:

Sign Up
FAQs

Southwest Plains PDC

FAQ

PDC overall list of links

- Video for PDC Chairs on how to load building wide activities
- Video for PDC Chairs on how to auto fill building goals
- Video for teachers on how to add knowledge points
- Video for teachers on how to add application points
- Video for teachers on how to add impact points
- Video for teachers on how to add service to the profession points
Transcripts

Transcripts

- Transcript Record
- Submit Transcript/Point Request - Knowledge
  - 2014-12-18 Bill Losey - December Leadership
  - 2014-12-18 Bill Losey - KAAC
  - 2015-02-27 Bill Losey - Social Networking
  - 2015-02-27 Bill Losey - met with John
  - 2015-03-04 Bill Losey - Training Ashley on PDC
  - 2015-05-06 Bill Losey - PDC Meeting with Ness City
  - 2015-05-20 Bill Losey - PDC demo
  - 2015-07-27 Bill Losey - Elise's demo

- Submit Transcript/Point Request - College Credit
  - 2015-03-04 Bill Losey - Data and Assessments

- Submit Transcript/Point Request - Application
  - 2015-02-27 Bill Losey - Taught Assessment strategies

- Submit Transcript/Point Request - Impact

- Submit Transcript/Point Request - Service to the Profession
  - 2015-03-26 Bill Losey - Principals' Council
## Development Plan

### View Professional Development Plan

<table>
<thead>
<tr>
<th>Name: Bill Losey</th>
<th>Dist &amp; Bldg: Southwest Plains - Junior High</th>
<th>Position: Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Filed: 11/14/2014</td>
<td>Degree: PHD</td>
<td>Lic. Exp. Date: 2015-10-02 08:36:01</td>
</tr>
</tbody>
</table>

**Teacher's Address:** Sublette, KS

### School Improvement Plan Goals:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Possible Activities</th>
<th>Expected Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Use and model technology daily in work.</td>
<td>Incorporate latest educational technology tools into presentations</td>
<td>Jun 2015</td>
</tr>
<tr>
<td>2. Stay current in content areas.</td>
<td>Read journals, blogs, list serve emails</td>
<td>Jun 2015</td>
</tr>
<tr>
<td>3. Stay current on KSDE initiatives.</td>
<td>Read list serve e-mails, communicate with KSDE consultants, and SWPRSC consultants.</td>
<td>Jun 2015</td>
</tr>
<tr>
<td>4. None</td>
<td>None</td>
<td></td>
</tr>
</tbody>
</table>

### Personal Professional Development Goals:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Possible Activities</th>
<th>Expected Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Recognize CLC birthdays</td>
<td>send birthday cards</td>
<td>May 2015</td>
</tr>
<tr>
<td>2. Get PDC 2.0 operational</td>
<td>send birthday cards</td>
<td>May 2015</td>
</tr>
</tbody>
</table>

### Service to the Profession Commitments:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Possible Activities</th>
<th>Expected Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Attend monthly leadership</td>
<td>Attend meetings</td>
<td>May 2015</td>
</tr>
<tr>
<td>2. Attend KAAC meetings</td>
<td>Attend meetings</td>
<td>Jun 2015</td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td>Oct 2014</td>
</tr>
</tbody>
</table>
District Tab (Chairs only)

District Info - Southwest Plains

- Goal One: Use and model technology
- Activity One: Learn Twitter
- Goal One Date: Jan 2015
- Goal Two: Stay current in content
- Activity Two: Read Science Framework
- Goal Two Date: Jan 2015
- Goal Three: Stay current on KSDE in
- Activity Three: 
- Goal Three Date: Jan 2015
- Goal Four: 
- Activity Four: 
- Goal Four Date: Jan 2015

District Users

Add New User
- Mindy Applegate
- Megan Elsey
- Sonja Gayer
- Kelly Gillespie
- Sue Jenkins

View Transcripts

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Transcript</th>
</tr>
</thead>
<tbody>
<tr>
<td>educator</td>
<td>Mindy Applegate</td>
<td>Transcript</td>
</tr>
<tr>
<td>admin</td>
<td>Tom Barnes</td>
<td>Transcript</td>
</tr>
<tr>
<td>district admin</td>
<td>Megan Elsey</td>
<td>Transcript</td>
</tr>
<tr>
<td>educator</td>
<td>Sonja Gayer</td>
<td>Transcript</td>
</tr>
<tr>
<td>superadmin</td>
<td>John Gillespie</td>
<td>Transcript</td>
</tr>
</tbody>
</table>

Activity Load

- Applegate, Mindy
- Barnes, Tom
- Elsey, Megan
- Gayer, Sonja
- Gillespie, Kelly
- Jenkins, Sue
- Johnson, Jenna
- Johnson, Jason
- Leutz, Jim
What did we learn one year in?

- Teachers need to be sure their teacher ID is in and correct
- Teachers need to be sure their license dates are in and correct
How can we get better?

• At your table start a list of things we need to know and do better.