

Professional Development Training

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Warm-Up Activity

- List what you know about “professional development”
- What questions do you have?

www.ksde.org

- Professional Development document

Review the book

- Page 3—icons
- Page 7—Kansas Professional Education Standards
- Page 11—Kansas Staff Development Rubric—eleven standards
- Jigsaw and discuss
- You might not have enough background information YET but we will come back to this.

Professional Development: An Overview

1. REGULATIONS
2. RESPONSIBILITIES
3. PLANNING
 - Note the regulation numbers on many slides

1. Regulations

• Effective July 1, 2003



Professional Development Program

- ✓ Annual PDC Training required
- ✓ 3- tier system for awarding professional development points.
- ✓ Alignment with licensure requirements
(91-1-205 & 91-1-206) (91-1-215—91-1-219)

Five Year PDC Plan

- Written by local team
- Submitted to KSDE (electronically is fine)
- Approval required
- Corrections/additions will be noted by KSDE

SWPRSC writes consortium members' plans

Key Points from Kansas District/Agency Professional Development Plan

- The District has:
 - Established a Professional Development Council
 - Submitted a Professional Development Plan
 - Annual training

- District PD Plan includes:
 - Who decides the focus for staff development at individual, building, district levels
 - How the focus is determined for staff development
 - Goals that are results based
 - Activities and actions to accomplish staff development priorities (including how the annual training will occur)
 - Measures of the impact of staff development
 - System for reporting results
 - Alignment with SIP
 - Point assignments are in line with state regulations



RBSD Plan

“Each school improvement plan shall include a results-based staff development plan focusing on the results of the instruction or training for individuals and schools.”

See Pages 35-47

See QPA Reg. 91-31-18(c)(1)

Steps

- Select a planning team
- Complete students' and staff development needs assessment
- Determine needs
- Select student and staff development strategies
- Write SIP and RBS development plans
- Analyze progress
- Revise plan as necessary

Licensure

- national board certification
- professional development points
- college credit



See reg. 91-1-205 (b) (3)

Types of Licenses in Kansas

- 1 year non-renewable
- 2 year exchange
- 2 year “initial license”—**mentoring**
- Standard five year professional license
- Accomplished Teaching License—ten years
- Restricted License
- Transition License

Requirements

- Same total number of credits or credits/professional development points required:

Bachelor's = 160 points,
half college hours

Master's = 120 points, no
college hours required

Point Approval

- Professional development council must approve all professional development points – including college credit
- Renewal activities must be completed during term of license
- Renewal submitted six months prior to expiration
- Masters plus experience” for graduate degrees



**Always follow requirements printed on
your certificate/license!**

Requirement

To earn points for licensure renewal, submit an individual professional development plan to the professional development council (PDC).



See reg. 91-1-206(a)

The professional development plan :

- results from **cooperative planning** with a designated supervisor.
- is **signed** by the individual submitting the plan and by the individual's supervisor if supervisor agrees with plan. (See page 73)
- is **reviewed** and **approved** by the local Professional Development Committee.



Individual Development Plans

Name: Bill Losey		Dist & Bldg: Southwest Plains - Junior High	Position: Consultant
Date Filed: 09/28/2015		Degree: 7	Lic. Exp. Date: 2022-05-27
Teacher's Address: 525 Jayhawk Ave * Hugoton, Kansas 67951			
School Improvement Plan Goals:		Possible Activities:	Expected Date:
1.	MODEL the behavior you want to see.	Learn and use new strategies and tools with teachers and administrators	Jun 2016
2.	CONNECT with the people around you	Return E-mails, phone calls, texts in a timely fasion	Jun 2016
3.	INVOLVE them whenever you can	Empower clients to learn by doing	Jun 2016
4.			Jan 2015
Personal Professional Development Goals:		Possible Activities:	Expected Date:
1.	I will continue to market FuelEd virtual courses across Kansas to increase participation by 25% From September 1, 2016 - April, 1, 2017.	Attend trainings, create marketing materials	May 2018
2.	Work with CLC coordinators to get all CLC's profitable with the combination of district contributions and Virtual Education funding from KSDE for the 16/176 school year	Train coordinators in the new funding formula. Work with each coordinator to create their documentation	Jun 2018
3.	I will add 4 more PDC districts to the consortium	Marketing	May 2016
Service to the Profession Commitments:		Possible Activities:	Expected Date:
1.	Leadership	Attend meetings	Jun 2018
2.	KAAC	Attend meetings	Jun 2018
3.			Oct 2014
Teacher Signature & Date: Submitted by Bill Losey on 09/28/2015			
Supervisor Signature & Date: Approved by Bill Losey on 03/05/2018		Local PDC Chair Signature & Date	SWPRSC PDC Chair & Date

Look at page 80

Why was the sample IDP written
this way?

- How was the planned verification chosen?
- How were the dates selected?
- Why is there a column for indicating “Content; Professional Education; or Service to the Profession”?
- Why is there a difference in dates for Knowledge and Application?
- How is impact determined?
- Why did the teacher and supervisor sign the plan?

Think About Goals for the IDP

- See page 26 for SMART Goals
- Remember: All points AND college hours used for license renewal *must* fall under at least one of the individual's IDP goals

Eligibility



**Who is eligible
to file a
professional
development
plan with the
PDC?**

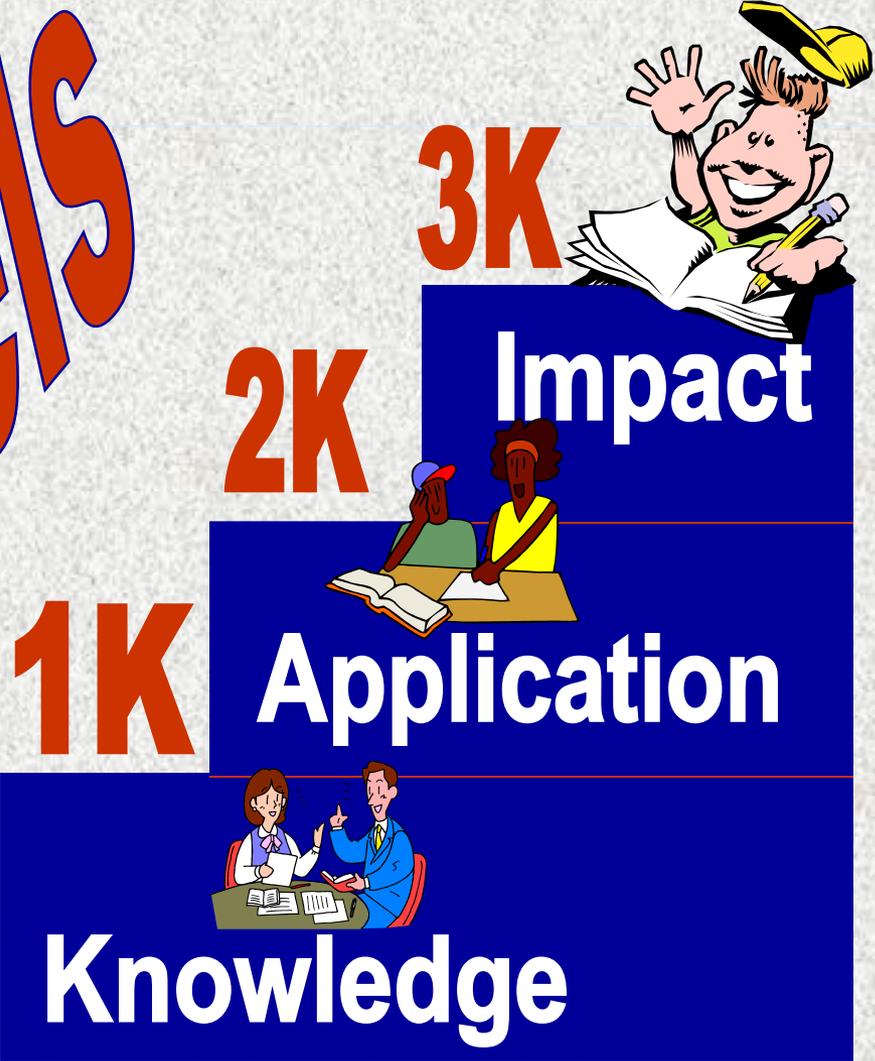
See reg. 91-1-206 (b)

Licensure Regulations

- Each person who is **employed by** or who **works or resides** within any Kansas unified school district shall be eligible to file a professional development plan with that district's professional development council for licensure renewal purposes.

See reg. 91-1-218

3 Levels



A Requirement

include one of three:

1. Content endorsement standards
2. Professional education standards
3. Service to the profession.



See reg. 91-1-206

Decision Path for Awarding PD Points

- Individual submits IDP
- Individual completes activities related to the plan
- PDC verifies and awards points (PDC must have a copy of the IDP)
- Questions about points may require additional clarification

Knowledge Level

1K



1 inservice point = one clock
hour

See reg. 91-1-218

Knowledge Level

Examples

- Description of the critical attributes of the staff development.
- Oral or written personal reflection.
- Pre and post assessment of the individual staff person's learning.

See page 70.



See reg. 91-1-218

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.



See reg. 91-1-218

Service to the Profession

1K



**1 inservice point = one clock
hour. NO Application or
Impact Points**

See reg. 91-1-218

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.

<p>Categories </p> <p>Levels </p>	<p>Content</p>	<p>Professional Ed Standards</p>	<p>Service to Profession</p>
<p>Knowledge</p> <p>“What do you ‘know’ now that you didn’t know before”?</p>	<p>(1 point = 1 contact hour)</p>	<p>(1 point = 1 contact hour)</p>	<p>(1 point = 1 contact hour) ONLY</p>
<p>Application</p> <p>“What can you ‘do’ now that you couldn’t/didn’t do before”?</p>	<p>(2x Knowledge-level points)</p>	<p>(2x Knowledge-level points)</p>	<p>Additional points not available at this level.</p>
<p>Impact</p> <p>“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?”</p>	<p>(3x Knowledge-level points)</p>	<p>(3x Knowledge-level points)</p>	<p>Additional points not available at this level.</p>

See page 75

Professional Development Points

- Look at page 75—Matrix
- Page 76- Decision Path for Awarding PD points
- Look at page 77-78

Requirements

For Individual Professional Development Plans

- ✓ Cooperative Planning
- ✓ Signatures
- ✓ Review
- ✓ Approval



See reg. 91-1-206

Professional Development

An Overview

1. REGULATIONS
- ✓ RESPONSIBILITIES
3. PLANNING

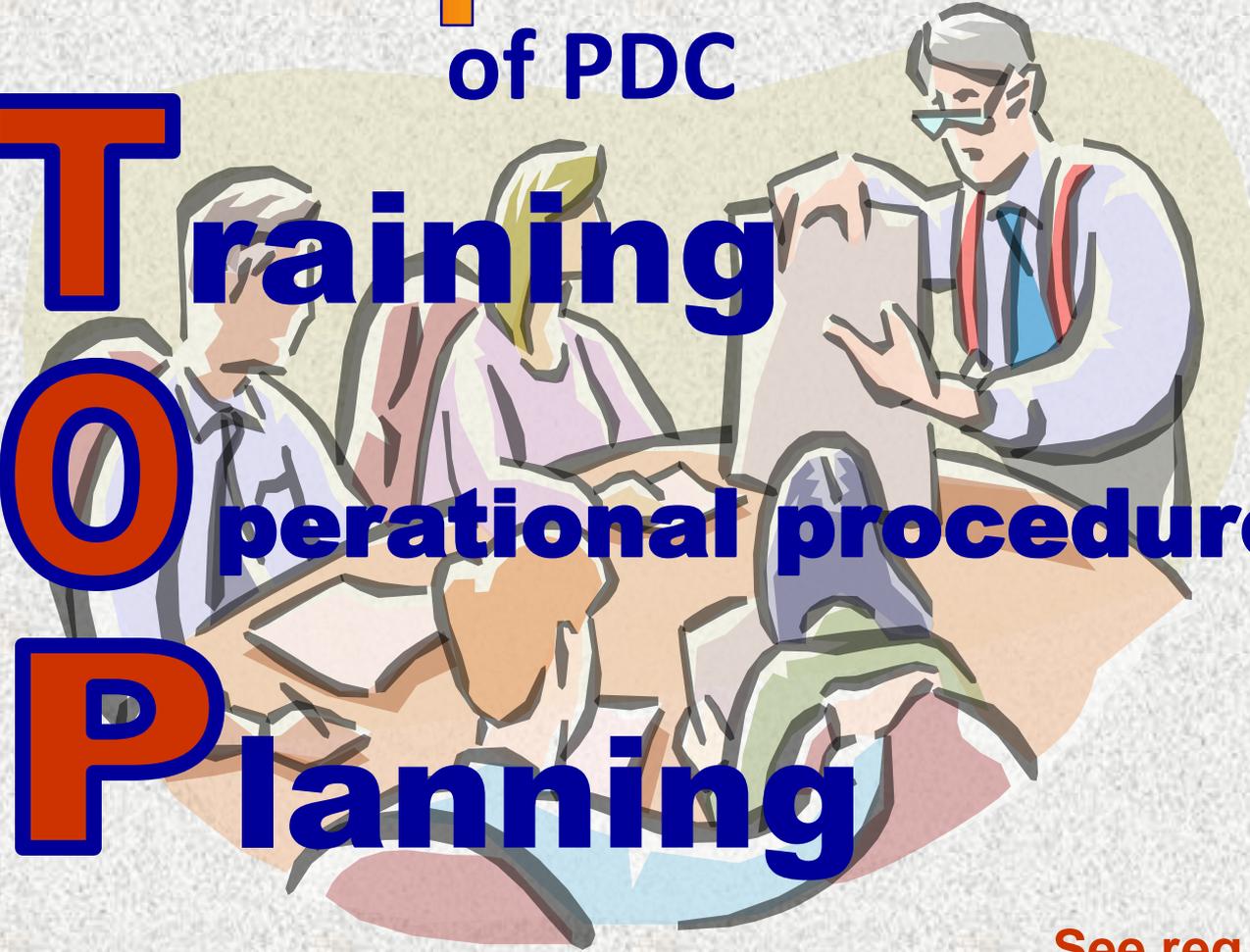
2. Responsibilities

of PDC

T Training

O Operational procedures

P Planning



See reg. 91-1-217

Professional Development

An Overview

1. REGULATIONS
2. RESPONSIBILITIES
- ✓ PLANNING

3. Planning

- ✓ Establish PDC;
- ✓ Assess needs;
- ✓ Identify:
 - goals;
 - activities
 - evaluative criteria.



See reg. 91-1-216

Assess Needs



student targets or goals

+



actual student performance

□



identified student learning gaps



staff skills needed to close student-learning gaps

+



actual staff skills

□



Identified staff development needs

PDC District

Professional Development Goals

Quality Teacher Practice □

**Desired Student Learning
Results**

See reg. 91-1-216



Staff Development



✓ LEADERSHIP
✓ MOTIVATION
SKILLS

Observation



Curriculum Planning

Focused on Student Learning



Study Groups



Visiting other schools



School Improvement Committee Work



E- learning



Journaling about teaching practices



Coaching others

Evaluative Criteria



How has teacher practice changed?

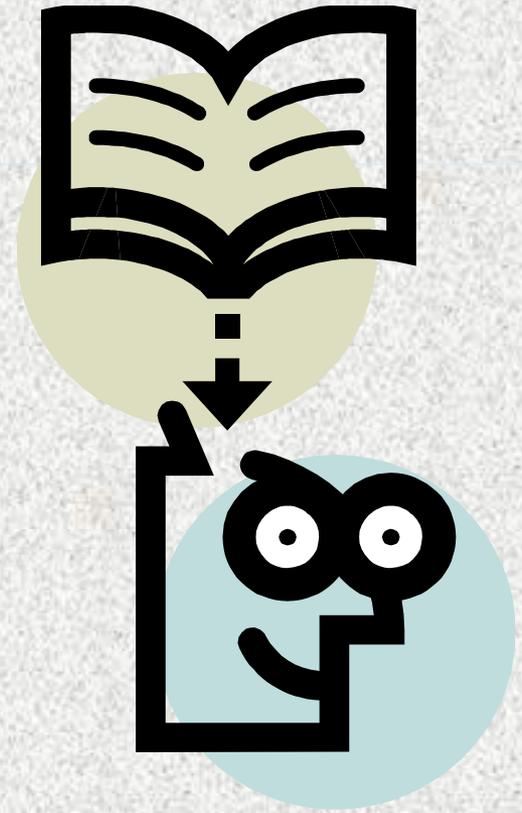


Did student learning improve as a result?

See reg. 91-1-216

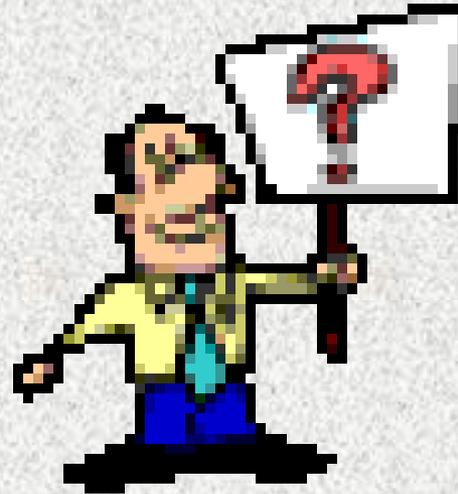
Activity

- In groups of three or four, think of some examples of point requests that you might see in your district. Each group should prepare one example for discussion.



Some Questions and Answers

- Page 85



Questions??



www.swprsc.org

- New PDC features

Access

- www.swppdc.com
- www.swprsc.org
 - Click on the Services tab and PDC

PDC 2.0

- 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

Home Page



[[Log In](#) | [Sign Up](#) | [Lost password?](#) | [Forgot username?](#)]

Southwest Plains PDC

HOME

FAQ

TRANSCRIPTS

DEV PLANS

Welcome to Southwest Plains Professional Development Council application

Log in Screen



Southwest Plains PDC

[HOME](#)

[FAQ](#)

[TRANSCRIPTS](#)

[DEV PLANS](#)

Login

Username:

Password:

Remember me (for 30 days):

First time registration



Southwest Plains PDC

HOME

FAQ

TRANSCRIPTS

DEV PLANS

PDC Signup

First name:	<input type="text"/>
Last name:	<input type="text"/>
E-mail:	<input type="text"/>
License Start:	<input type="text"/>
License Expiration:	<input type="text"/>
Address:	<input type="text"/>
Phone Number:	<input type="text"/>
Degree:	<input type="text"/>
District Code:	<input type="text"/>
Username:	<input type="text"/>
Password:	<input type="password"/>
Confirm Password:	<input type="password"/>

Sign Up

FAQs



Southwest Plains PDC

HOME

FAQ

TRANSCRIPTS

DEV PLANS

DISTRICT

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

[HOME](#)

[FAQ](#)

[TRANSCRIPTS](#)

[DEV PLANS](#)

[DISTRICT](#)

[review x](#)

View Professional Development Plan

Name: Bill Losey	Dist & Bldg: Southwest Plains - Junior High	Position: Consultant	
Date Filed: 11/14/2014	Degree: PHD	Lic. Exp. Date: 2015-10-02 08:36:01	Teacher I.D.#: 1003233
Teacher's Address: Sublette, KS			
School Improvement Plan Goals:		Possible Activities:	Expected Date:
1. Use and model technology daily in work.		Incorporate latest educational technology tools into presentations	Jun 2015
2. Stay current in content areas.		Read journals, blogs, list serve emails	Jun 2015
3. Stay current on KSDE initiatives.		Read list serve e-mails, communicate with KSDE consultants, and SWPRSC consultants.	Jun 2015
4. None		None	
Personal Professional Development Goals:		Possible Activities:	Expected Date:
1. Recognize CLC birthdays		send birthday cards	May 2015
2. Get PDC 2.0 operational		send birthday cards	May 2015
3. Get FuelEd operational		Get staff trained and market across Kansas	Dec 2014
Service to the Profession Commitments:		Possible Activities:	Expected Date:
1. Attend monthly leadership		Attend meetings	May 2015
2. Attend KAAC meetings		Attend meetings	Jun 2015
3.			Oct 2014

District Tab (Chairs only)

District Admin

- [Edit District Info](#)
- [Add/Edit Users](#)
- [View Transcripts](#)
- [Activity Load](#)

District Info - Southwest Plains

form : Id: 1

Goal One: Use and model technol
Activity One: Learn Twiter
Goal One Date: Jan 2015
Goal Two: Stay current in content
Activity Two: Read Science Framewo
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

Role	Name	Transcript
educator	Mindy Applegate	Transcript
admin	Tom Barnes	Transcript
district admin	Megan Elsey	Transcript
educator	Sonja Gayer	Transcript
superadmin	John Gillespie	Transcript
supervisor	Kelly Gillespie	Transcript

Activity Load

- ▣ Applegate, Mindy
- ▣ Barnes, Tom
- ▣ Elsey, Megan
- ▣ Gayer, Sonja
- ▣ Gillespie, Kelly
- ▣ Jenkins, Sue
- ▣ Johnson, Jenna
- ▣ Johnson, Jason
- ▣ Lentz, Jim

Closing Activity

- Based on information learned today, what changes does our PDC committee need to make?
- Based on information learned today, what is our PDC committee doing well?