

FAQs Renewable Certificates

Q: I am not evaluated using TKES/LKES. How do I meet evaluation requirements?

A: You are evaluated by your supervisor using the LUA's evaluation system. This evaluation satisfies this requirement.

Q: I moved from teaching elementary school to teaching middle school. I have been teaching for 20 years. Why do I have to do a written PLP?

A: The written PLP is not a punishment. It is a support mechanism to guide your transition into a new role.

Q: Where is the written PLP to be housed?

A: For educators evaluated using TKES/LKES, it will be completed in the Teacher/Leader Keys Platform (TLE Platform). The LUA will determine where all other PLPs will be housed. At some point in the future, the TLE Platform may be revised to allow storage of PLPs and PLGs for all educators.

Q: What is included in a PLP?

A: A PLP includes goals, professional learning activities in which the educator will engage, timeline, expected outcomes/data, and activities to monitor professional learning.

Q: What is included in PLGs?

A: Written PLGs are simply written goals for professional learning. Details such as professional learning activities, timelines, and expected outcomes/data are not required in PLGs.

Q: Does my administrator determine my PLGs?

A: No. Professional learning goals are identified by the educator based on student learning data, TKES/LKES evaluation data, and school improvement goals. Your evaluator will review the goals with you and may possibly make recommendations or suggestions. These goals are YOUR goals, but the supervisor must sign-off (approve) the goals.

Q: I have an Advanced Professional Certificate. I received an annual rating of Proficient on TKES, but I didn't meet the minimum number of required Exemplary ratings on TKES. What happens to my certificate?

A: Your certificate will be renewed as a Performance-Based Professional Certificate.

Q: I have an Advanced Professional Certificate. During this renewal cycle (the past five years) I received one annual rating that was below Proficient on TKES. Can I renew my certificate?

A: Yes. You will renew with a Standard Professional Certificate.

Q: What is job-embedded professional learning?

A: Job-embedded professional learning refers to teacher learning that is grounded in day-to-day teaching practice and is designed to enhance teachers' content-specific instructional practices with the intent of improving student learning (Darling-Hammond & McLaughlin, 1995; Hirsh, 2009). It is primarily school or classroom based and is integrated into the workday, consisting of teachers assessing and finding solutions for authentic and immediate problems of practice as part of a cycle of continuous improvement (Hawley & Valli, 1999; National Staff Development Council, 2010). JEPD is a shared, ongoing process that is locally rooted and makes a direct connection between learning and application in daily practice, thereby requiring active teacher involvement in cooperative, inquiry-based work (Hawley & Valli, 1999). High-quality job-embedded professional learning also is aligned with state standards for student academic achievement and any related local educational agency and school improvement goals (Hirsh, 2009). Examples of job-embedded professional learning designs are listed below. The most effective job-embedded learning is focused on addressing problems of practice and results in taking action to address these problems.

- Action research
- Peer observations
- Collaborative lesson planning
- Analyzing student work
- Engaging in book study
- Engaging in classroom walk-throughs or instructional rounds
- Participating in lesson study
- Engaging in a case study
- Participating in a professional network
- Reading journals and educational magazines
- Engaging in reflection and revision

Q: Can I still attend a workshop or conference as a part of my professional learning?

A: Yes, as long as the workshop or conference is directly connected to one of your professional learning goals. The primary means for engaging in professional learning is job-embedded. Workshops and conferences are meant to support job-embedded learning. The most meaningful workshops are those that are closely connected to work in schools. Such workshops often have follow-up components that include one or more of the examples in the previous question.

