



Professional Learning Changes for Georgia Educators

Georgia Professional Standards Commission

**Moving to Implementation:
Certification and Program
Officials' Conference
December 6, 2016**

Introductions and Structure

- Facilitators:
 - Bobbi Ford, Education Specialist
 - Emily Poss, Certification Evaluator
- Review of rule
- How can EPPs support P-12 Professional Learning?
- “Wave your hands in the air like you just don’t care” review

Essential Question

How can we work together to implement the Professional Learning expected in the Certificate Renewal rule as we meet our goal of increased student learning?

Significant Date

- July 1, 2017 – effective date of new rule for certificate renewal
 - Educators whose certificates expire on June 30, 2018 & beyond will be under the new PL model

PL GOALS – most educators

- Professional tier educators rated proficient or higher on their annual evaluation will design their PL Goals (PLGs):
 - Based on data
 - Job embedded
 - Simplified – no need to include listing of resources, timeline, etc.
 - Will be accountable for successful implementation of their goals

Required PL PLANS

- Educators with required PLPs:
 - Induction level educators
 - Educators working on non-renewable certificates
 - Educators in new positions
 - Those returning after an absence from the profession
 - Educators new to the state
 - Those with annual performance ratings below proficient or below satisfactory

PLP Components

- Goal(s) Statement
- Data to support selection of the goal(s)
- Link to TAPS/LAPS performance standards or, for induction teachers, edTPA/GACE/key assessment data
- Strategies
- Documentation
- Timeline

Steps in Development of PLGs/PLPs

- The individual educator develops his own PLGs or PLP based on performance data as well as school & district goals
 - Educators & supervisors must find a balance between meeting the learning needs of the individual educator and the team/school/district
- The educator collaborates (cannot be required) with colleagues to refine the PLGs or PLP
- The educator meets with his supervisor to obtain approval of the PLGs or PLP

Certificate Renewal Changes

- Those who are evaluated under TKES/LKES will house their plans in the TLE. Those who are not, will be housed locally by any system decided upon locally. (Service, Parapros, etc.)
- Reporting to the Professional Standards Commission will include
 - Assurance by superintendents & principals that the rule requirements are being implemented
 - Sign-off by district at the time of certificate renewal that the educator has been successfully engaged in continuous professional learning

Brainstorming

How Can EPPs Support P-12 PL?



Website

<http://www.gapsc.com/ProfessionalLearning/professionalLearning.aspx>



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Professional Learning

In 2013 the General Assembly authorized the Georgia Professional Standards Commission (GaPSC) to restructure professional learning for our state. With the input among many educators throughout the state a new model of professional learning has been created. Changes to how we address professional learning in Georgia will take effect on July 1, 2017, with a major change in the certification renewal rule. Since the taping in 2014 of this video the 2015 General Assembly passed House Bill 164, which further suspends collection of Professional Learning Units (PLUs) for certificate renewal in 2016 and 2017. Please click this link [Kelly Henson: Professional Learning Changes in Georgia](#) to access the video by Kelly Henson, Executive Director of GaPSC.



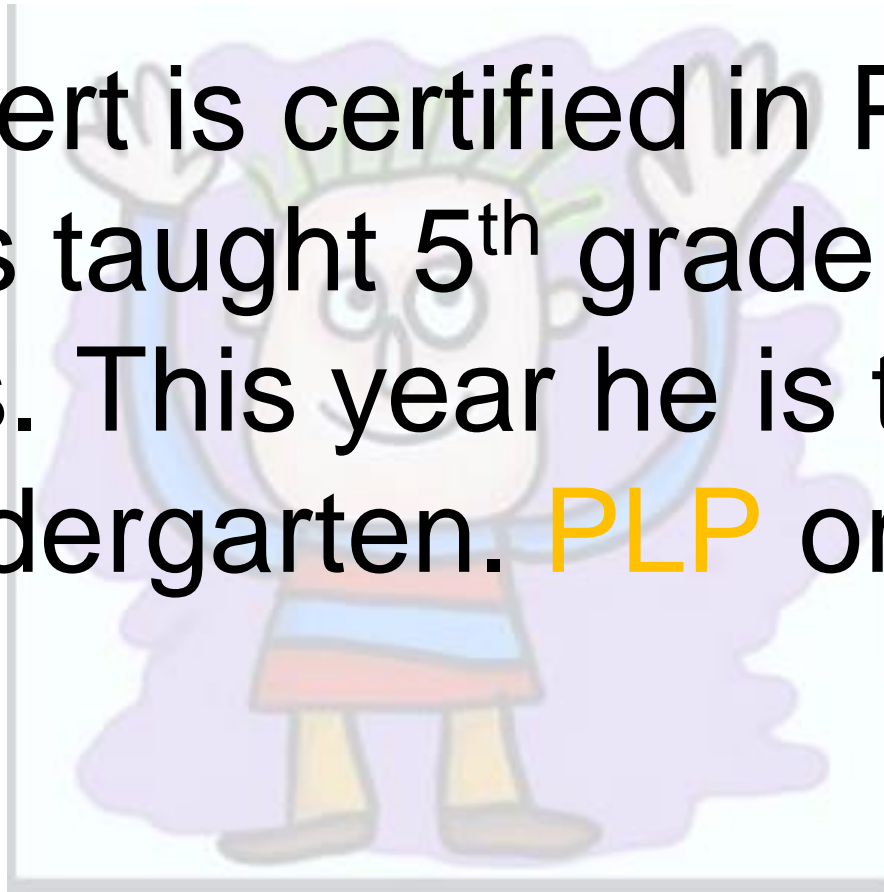
The education of our children is in the hands of every educator. To meet this challenge we all know how important it is to keep current on our practices and continually learn and develop instruction to meet the needs of our students. In the past our professional learning was measured by seat time or PLUs, mostly in workshops or conferences. It is time to change from counting hours in workshops to a more relevant and engaging job-embedded learning. As professionals we need to engage in meaningful learning with our colleagues in our school learning communities. Changes to how we address professional learning in Georgia will take effect on July 1, 2017, with a major change in the certificate renewal rule.

To help schools and school systems prepare for this change, the Georgia Professional Standards Commission has created twelve videos to provide you with models of strategies and information on implementing Georgia's new Professional Learning Model. Watch an exemplary professional learning community delve into student test data. See how members of a learning community work together to meet the needs of

Georgia Professional Standards Commission

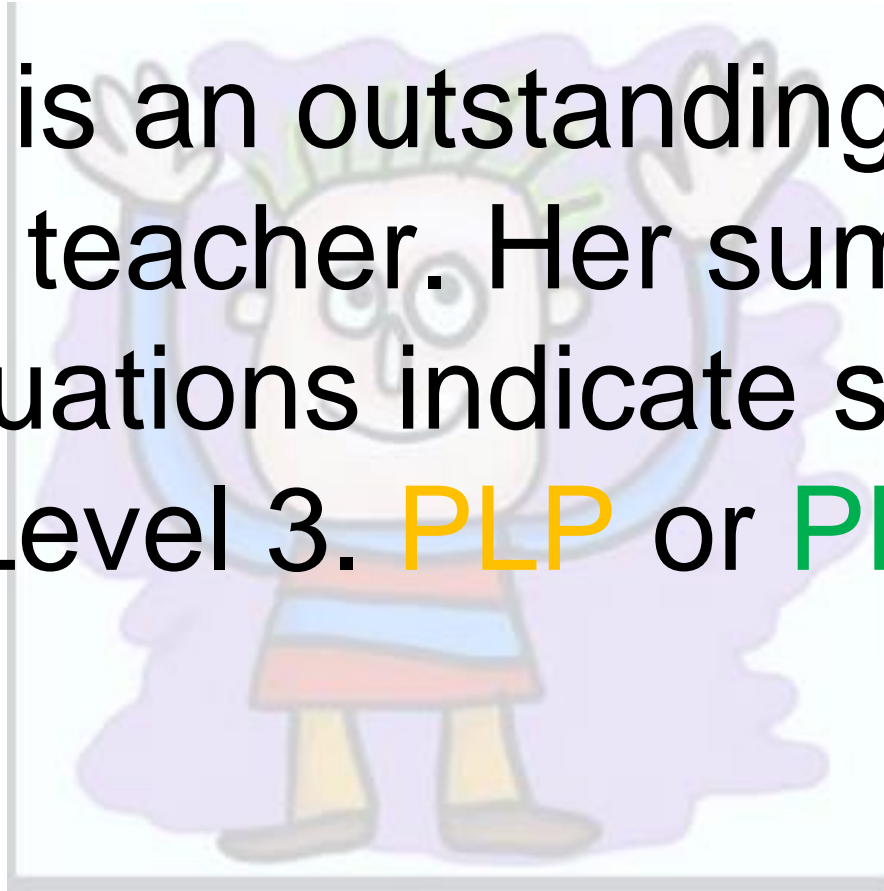
Wave Your Hands in the Air: PLPs or PLGs

Robert is certified in P-5 and has taught 5th grade for 15 years. This year he is teaching Kindergarten. **PLP** or **PLG**?



Wave Your Hands in the Air: PLPs or PLGs

Joan is an outstanding second year teacher. Her summative evaluations indicate she is at Level 3. **PLP** or **PLG**?

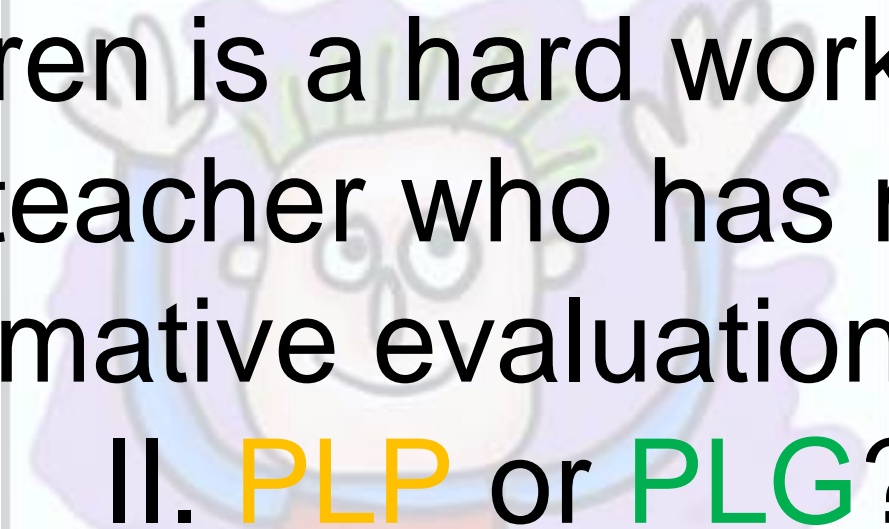


Wave Your Hands in the Air: PLPs or PLGs

Maritza is a veteran teacher of middle school. She is a mentor and leads her Professional Learning Community. Her summative evaluation indicates Level 4. **PLP** or **PLG**?

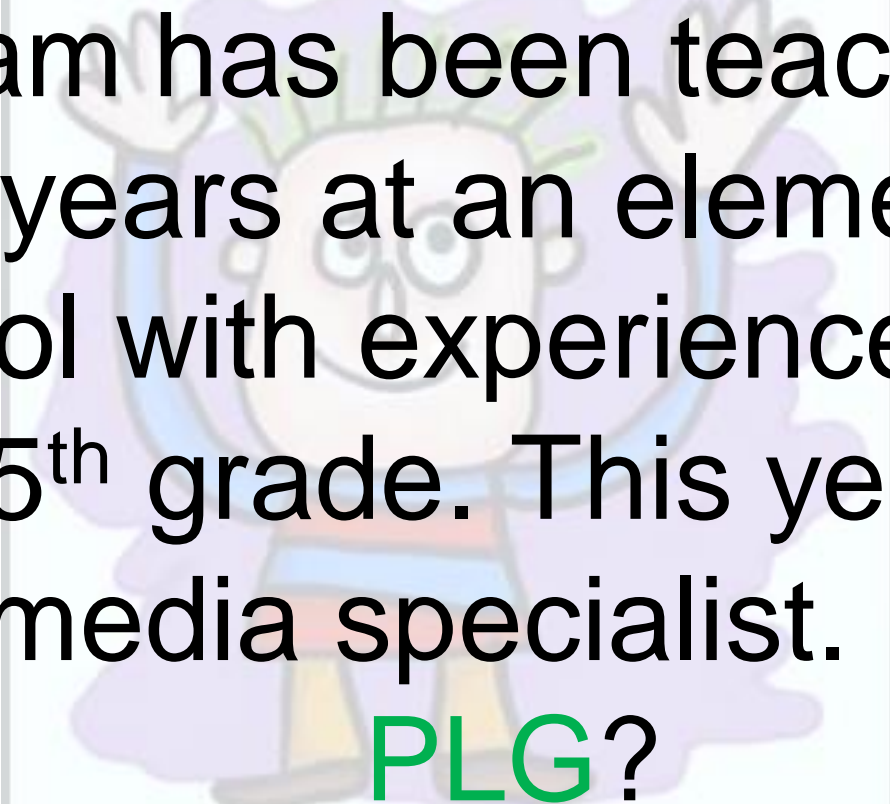
Wave Your Hands in the Air: PLPs or PLGs

Lauren is a hard working 4th year teacher who has received a summative evaluation of Level II. **PLP** or **PLG**?



Wave Your Hands in the Air: PLPs or PLGs

William has been teaching for 10 years at an elementary school with experience in 3, 4 and 5th grade. This year he is the media specialist. **PLP** or **PLG**?



Wave Your Hands in the Air: PLPs or PLGs

Rhonda is a veteran English teacher from Ohio. Evidence indicates she is an excellent teacher who understands her subject matter and high school students. **PLP** or **PLG**?

Wave Your Hands in the Air: PLPs or PLGs

Matilda has been teaching for a number of years with ECE certification. She has decided to teach Special Education and has enrolled in an M.A.T. program in Special Education. She has a non-renewable certificate and is completing her clinical practice in her own Special Education classroom. **PLP** or **PLG**?

Questions



Thank YOU!

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of
Professional
Learning!

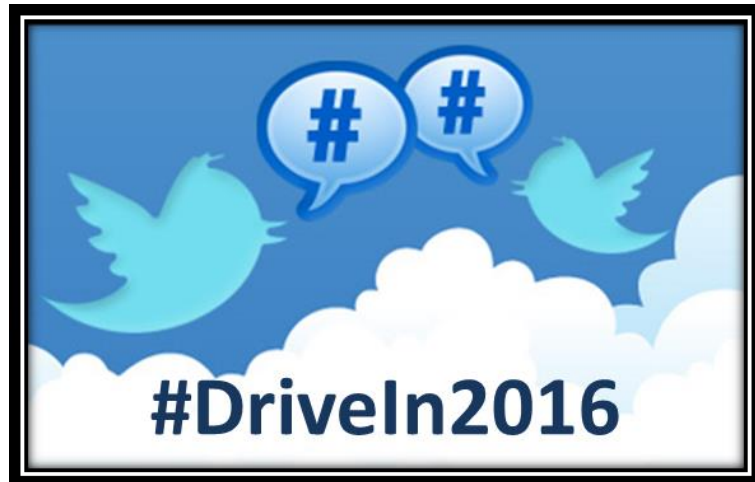


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Start the conversation



**Post your questions on
our conference Padlet!
There will be a Q & A
session at the end of the
day.**

<http://bit.ly/certconf>