

Teacher and Leader Keys Effectiveness Systems

Professional Learning Goals/Plans
Professional Learning Communities
Remediation Plan

Georgia Department of Education

PSC Rule 505-2-.36



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Effective July 1, 2017, the Georgia Professional Standards Commission (GaPSC) will implement revised GaPSC Rule **505-2-.36 RENEWAL REQUIREMENTS** which will have a substantive impact on educator certificate renewal beginning with certificates expiring in 2018.

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Excerpts from GaPSC Rule 505-2-.36

- While it is essential for individual educators to maintain valid certificates and licenses, professional learning should be focused toward school improvement leading to improved teaching and increased student learning.
- Written Professional Learning Plans (PLPs) or Professional Learning Goals (PLGs) shall be required for all certificate holders employed by a Georgia LUA.



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Paraprofessional Certificate Renewal

- Certificate holders who are employed by a Georgia LUA in a position requiring certification must have an individual Professional Learning Plan (PLP) or a Professional Learning Goal (PLG) coordinated with their supervisor and employing LUA. These PLPs or PLGs are developed and maintained locally, and must be aligned with individual educator evaluation results as well as with school and school system professional learning plans. To be acceptable for certificate renewal, the PLP or PLGs must be directly associated with the annual personnel evaluation.

Professional Learning Goals



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Professional Learning Goals (PLGs) will be developed by all educators including paraprofessionals:

- 1) with summative performance ratings of Proficient (Satisfactory) or Exemplary
- 2) who do not fall into one of the six categories that require a Professional Learning Plan (PLP)

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Professional Learning Plans

Required for all educators who fall into one of these categories:

- Induction
- Teaching out-of-field (non-renewable certificate)
- New position
- Out of the profession for a period of time
- Moving into the state
- Evaluation performance of Needs Development, Ineffective, or Unsatisfactory



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Professional Learning Communities

- Professional Learning Communities are an integral part of the GaPSC professional learning expectations.
- GaPSC will communicate all requirements for the development and use of Professional Learning Communities in the recertification process.

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Professional Learning Goal/Professional Learning Plan



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PSC Professional Learning Goal Setting/Plan



PSC Professional Learning Goal Setting

OR

To complete, click *New* to add Professional Learning Goals, click *Save and Exit*.



PSC Professional Learning Plan

Professional Learning Goal



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Date of Acknowledgement [reset](#)

Goal Statement

B *I* U | | | | | |

Performance Standard(s)
to which the goal relates:
(Check one or more, as
applicable)

Professional Knowledge
 Instructional Planning
 Instructional Strategies
 Differentiated Instruction

Indicate Standard in text box below

Information below this point is **OPTIONAL** as directed by your LEA.

Save and Exit. DO
NOT CLICK ACCEPT

Professional Learning Plan



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PSC Professional Learning Plan for Teacher10, Test

New PSC Professional Learning Plan

1. Edit

Delete

LEAs should continue to use appropriate instruments to evaluate positions designated as contributing Professionals. Reference page 23 of the [TKES Handbook](#) for a sample list.

This step is dedicated to writing a Professional Learning PLAN. If one of the seven indicators below does not apply, you will need to exit this step and select Professional Learning GOAL SETTING.

- Induction Level
- Educator returning to the profession after an absence of one or more years
- Educator who is new to Georgia
- Educator who is working in a field that requires a non-renewable certificate
- Educator who is working in a certification field in which the educator has not worked before or has not worked in for a long period of time even though the educator is certified in this field
- Educator who received a Needs Development
- Educator who received an Unsatisfactory

NOTE: ALL fields on this form MUST be complete if you are on a Professional Learning Plan.

Professional Learning Plan



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I acknowledge the Professional Learning Plan

Reason

Date of Acknowledgement

Goal Statement

B I U | | | | | | | | | |

Performance Standard(s) to which the goal relates: (Check Professional Knowledge Instructional Planning)

Professional Learning Plan



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Identify Data Source(s) used in creating the goal (Examples include but are not limited to: Self-Assessment results, System Priorities, School Improvement Plan, student achievement data, survey data, etc.)

Strategies

Documentation/Resources

Timeline and Target Date

Attachment

The PSC Professional Learning Plan is an ongoing step. Do not click the accept button until the end of the year once the PSC Professional Learning Plan has been completed.



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Professional Development Modules

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Professional Development Modules

- **Professional Learning Goals**

 - A Guide for Teachers and Leaders*

 - A Guide for Contributing Professionals*

- **Professional Learning Plans**

 - A Guide for Teachers and Leaders*

 - A Guide for Contributing Professionals*

- **Professional Learning Plan for Remediation**

 - A Guide for Leaders*

- **Professional Learning Communities**

 - A Guide for Leaders, Teachers, and Contributing Professionals*

Professional Learning Goal Module Purpose



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Provide a context for
Professional Learning Goals
(PLGs)

Show a connection between
Professional Learning Goals
and the Teacher and Leader
Keys Systems

Use the S.M.A.R.T goal
setting structure when
developing the Professional
Learning Goals

Understand how to
implement the Professional
Learning Goals (PLGs)
process

How to write a Professional Learning Goal: Guiding Questions



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- ✓ What do I want to learn? In what area do I want to improve?
- ✓ What resources are available to me within my Professional Learning Community?
- ✓ What kind of professional learning will I need?
- ✓ How will it affect teaching and learning in my classroom?
- ✓ How will I know I improved in this area? What evidence will I have?

Professional Learning Plan Module Purpose



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Provide a context for
Professional Learning Plans
(PLPs)

Show a connection between
Professional Learning Plans
and improved student
outcomes

Use the S.M.A.R.T goal setting
structure when developing the
Professional Learning Plans

Understand how to implement
the Professional Learning
Plans (PLPs) process



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Professional Learning Plan

An individualized plan that is:

- focused on improving professional practice and leadership skills
- aligned with educator performance standards and student performance standards
- built using a variety of sources such as student data, educator data, and school/district data
- produced in consultation with the evaluator

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Professional Learning Plan for Remediation Module Purpose



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Improve the
quality of
classroom
instruction

Support the
continuous growth
of teachers

Provide evidence
to support teacher
certification

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Overview of the PLP for Remediation

Sections
1/2/3

- My Staff TKES/LKES Plans for PLP Remediation Plan Access

Section
4-a/b/c

- Select Reason, Set Dates and Align Performance Standards

Section
4-d

- Target Areas for Improvement

Overview of the PLP for Remediation (cont.)



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Section
4-e

- Actions the Educator will take to Complete the Plan

Section
4-f

- Support Resources

Section
4-f

- Timeline for Completion of the Plan

Overview of the PLP for Remediation (cont.)



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Section
4-g/h/i

- Data Evidence for Review with added Attachments Saved

Section
5

- Teacher Comments and Acceptance of the PLP for Remediation

Section
6

- Evaluator E-Mail

Professional Learning Community Module Purpose



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**Understand the concept
of a Professional
Learning Community**

**Examine the research
that supports
Professional Learning
Communities**

**Explore the steps for
getting Professional
Learning Communities
started**

**Benefits of having
effective Professional
Learning Communities**

For further Information contact:



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