

# Informing Individualized Professional Development through Professional Learning Plans

Dr. Kristy Brown, GaPSC

Dr. Pam Wetherington, Columbus State University

## Significant Dates

- May 8, 2015 – HB 164 signed by Governor
- Further extends the suspension of PLUs through June 30, 2017
- 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



**Counting to 10**

Mind Moves

What Makes You Say That?

PROBLEM MAKES CHANGES

HEADLINES

THE IDEAS CENTER

What's the Big Deal?

Smart School Rules

Think-Solve-Explain

THI



# Job-Embedded Learning

- Working on the work
- Working collaboratively
- Using workshops and other resources to support the work of teaching and learning
- Learning to use protocols to guide professional learning

Who has a required  
professional learning  
plan?

# 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

## PL Goals- Most Educators

Professional tier educators rated proficient or higher on their annual evaluation will design their PL Goals (PLGs):

- Based on data
- Simplified – no need to include listing of resources, timeline, etc.
- Will be accountable for successful implementation of their goals

# The Collaboration for Effective Educator Development, Accountability, and Reform (CEEDAR)

- 3 Georgia IHEs involved in CEEDAR 1.0
  - Georgia State University
  - Kennesaw State University
  - Columbus State University
- Purposeful Work
  - The CEEDAR-GA Project is a partnership between Georgia and the CEEDAR Center bringing together General Education, Special Education, and Educational Leadership. The GA Department of Education, the Georgia Professional Standards Commission, educator preparation programs, and local education agencies are collaborating to develop teachers and leaders who can improve Georgia's future by graduating ALL students who are ready to learn, ready to live and ready to lead. The CEEDAR/GA partnership leverages the power of existing initiatives to address goals in teacher and leader preparation reform, certification, and educator preparation evaluation  
<http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/CEEDAR-GA-Project-Sp-Ed.aspx>.

# Sub-Committee: Licensure

- One of the Charges
  - Create a guiding document to support pre-service teachers in developing individualized PLPs
    - Guiding document should allow for
      - Alignment of Data with TAPS
      - Data Analysis
      - Self-Reflection
        - Areas of Strength
        - Areas for Improvement
      - Using Data to Develop Professional Learning Goals
        - Priority: Intentional Attention to Meeting Students' with Disabilities Needs & Meeting Culturally Diverse Students' Needs
      - Advocating for Supports/Resources to Strengthen Practice

# Plan for Implementation

- Initial Pilot, Spring 2016
  - Kennesaw State University
  - Columbus State University
- Dr. Day Patterson, Georgia State University
  - Fall 2017 Pilot
    - Process
- Dr. Pam Wetherington
  - Spring 2018 Pilot
    - Process

# Anticipated Outcomes & Benefits

- Use Data to Develop Professional Learning Goals
- Personal Goals Reflecting Intentional Attention to Students with Disabilities and Culturally Diverse Students
- Articulate Areas of Strength and Areas for Improvement with HR Directors, Administrators, and/or Mentor Teachers
- Alignment of Data with TAPS (Common Language/Common Understanding)
- Inform Professional Development (PD)
- Advocate for Support, Resources, and Specific PD that Align with Areas for Improvement
- Provides Needs Assessment to Inform PD for Partnership Opportunities Between School Districts and EPPs

Q & A