

West Georgia P20 Spring Convening

In the chat, please enter:

- Your name
- Your title
- One thing you most look forward to when all pandemic restrictions are lifted

Meeting Norms



HAND RAISING



CHAT



MUTE



VIDEO OPTIONAL

Statewide P-20 Mission and Vision

Vision Statement: *Communities united to empower educators to maximize student success.*

Mission Statement: *Utilizing shared resources to provide ongoing and reciprocal learning opportunities for all stakeholders, guided by need.*

Welcome to West GEORGIA'S P-20 Spring

COLLABORATIVE

Working collaboratively to serve WG's P-12 Students

Dr. Gretta Milam, WG P-20 Co-lead

Maintaining the Profession

Agenda

- 8:30 Welcome – Dr. Gretta Milam and Sabrina Collins/WG P-20 Co-leads
- 8:35 Supporting Teacher Candidates – Roger Hatcher, Columbus State University
West P-20 Mentor of the Year, Ms. Brandy Sipling
- 8:50 Supporting Inductees – Georgia Induction Summit WG Presenters' Spotlight
- 9:00 Supporting Teachers – Georgia Teacher/Provider Retention Grant – Ms. Wina Low, GaDOE
- 10:00 Breakout Discussions
- 10:15 Share-outs
- 10:30 Updates from State Agencies
- 10:50 Closing Comments/Survey <https://www.surveymonkey.com/r/P20Spring2021>

Teacher Mentor Awardee

Introduction-Roger Hatcher,
Columbus State University



Mentor of the Year Awardee

West P-20 Mentor of the Year,
Ms. Brandy Sipling



GEORGIA VIRTUAL INDUCTION SUMMIT 2021

Soaring to New Heights with Teacher and Leader Induction through
Attracting, Preparing, Recruiting, and Retaining Effective Educators

SAVE THE DATES

Thursday, May 6, 2021 | 9am - 12pm

Friday, May 7, 2021 | 9am - 12pm

KEYNOTE SPEAKERS



Dr. Georgia Evans



Dr. Paquita Morgan

\$30 REGISTRATION FEE

Visit link to register:

http://www.ciclt.net/sn/resa/recl_application_bs.aspx?CL_ID=106356&ClientCode=mgresa



ATLANTA
PUBLIC
SCHOOLS



POWERFUL PARTNERSHIPS THAT SUPPORT
the INDUCTION of TEACHERS, LEADERS and their MENTORS

For questions please contact nstroud@atlanta.k12.ga.us or kwylar@doe.k12.ga.us

Supporting Inductees and their Mentors

Georgia Induction Summit WG Presenters' Spotlight

THE POWER OF

Choice.

Carroll County Schools

**Give Teachers
PL They Really**

Want!

**Marissa Ogando - Director of Middle Grades Education
and Professional Learning**

THE OFFICIAL HOME OF THE

CARROLLTON



TROJANS



Carrollton City School System



CARROLLTON CITY SCHOOLS

District Office

106 Trojan Drive

Carrollton, GA 30117

(770) 832-9633



LAGRANGE
COLLEGE



Troup County School System

2021
Induction
Summit

Partnering to Prepare and
Recruit Highly Effective
Educators:

A Clinical Faculty Model



Our Team

Jana Austin, LC

Jim McMickin, TCSS

Derek Pitts, TCSS

Ashley Strickland, TCSS

Sarah Gore, TCSS



ADD A FOOTER

Yearlong Student Teaching & Clinical Faculty Model

- Elementary Education
 - Since 2014
- Co-Teaching and Co-Planning
- AdvanceFeedback
 - Since 2017
 - Video Reflections
 - Teaching, Coaching, Collaborating, Observing, and Reflecting
- **100%** of our LC Elementary graduates who participated in AdvanceFeedback video reflections AND yearlong student teaching were hired as classroom teachers after graduation and are still teaching today.





LAGRANGE
COLLEGE



Troup County School System

2021
Induction
Summit

Partnering to Prepare and
Recruit Highly Effective
Educators:

A Clinical Faculty Model



Supporting Teachers
Georgia Teacher/Provider
Retention Grant

Ms. Wina Low
Program Manager Senior
Georgia Department of Education
Division for Special Education Services and Supports



Leading with Intention

Georgia Teacher/Provider Retention Grant

March 2021

Strategically Intentional

intentional

in · ten · tion · al

Adjective: Done on purpose; deliberate.

Intentional Connections



How does this work impact:

- Students
- Teachers
- Leaders
- Families

Using intentional planning to leverage resources

- CEEDAR Partnership –University of Florida, National Technical Assistance Center funded by Office of Special Education Programs
- Advancing Inclusive Principal Leadership – Council for Chief State School Officers
- Focus on Disproportionality
- Teacher Pipeline Summit
- Teacher Induction Summit
- Multi-Tiered System of Supports (MTSS)
- Special Education Leadership Development Academy
- High Leverage Practices



Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"



Georgia Professional Standards Commission
Protecting Georgia's Higher Standard of Learning



Center on
GREAT TEACHERS & LEADERS

at American Institutes for Research



High Leverage Practices

<https://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/HighLeveragePracticesSpEd.aspx>

High-Leverage Practices


High Leverage Practices (HLPs) in Georgia

Specific teacher practices likely to result in improved outcomes for ALL students

Start Here

HLP Glossary 

Four Aspects of HLPs 

HLP Resource Book Downloadable PDF  [Link to Order](#) 

HLP Crosswalk  with TeachingWorks  HLPs

Learn More

HLP Video Examples 

GA HLP Webinar Series 

Inclusive Leadership Resources 

Additional HLP Resources 

Application

HLPs & edTPA

Resources for Induction and Beyond 

HLPs in MTSS/ GTSSS 

HLP Guide for School Leaders 

Contact Information

Wina Low
Program Manager, Senior
Email: wlow@doe.k12.ga.us

Karen S. Suddeth, Ed.S.
Program Manager
Georgia's Tiered System of Supports for Students
Email: ksuddeth@doe.k12.ga.us

Andrea M. Catalano
Professional Learning Program Specialist
Georgia's Tiered System of Supports for Students
Email: acatalano@doe.k12.ga.us

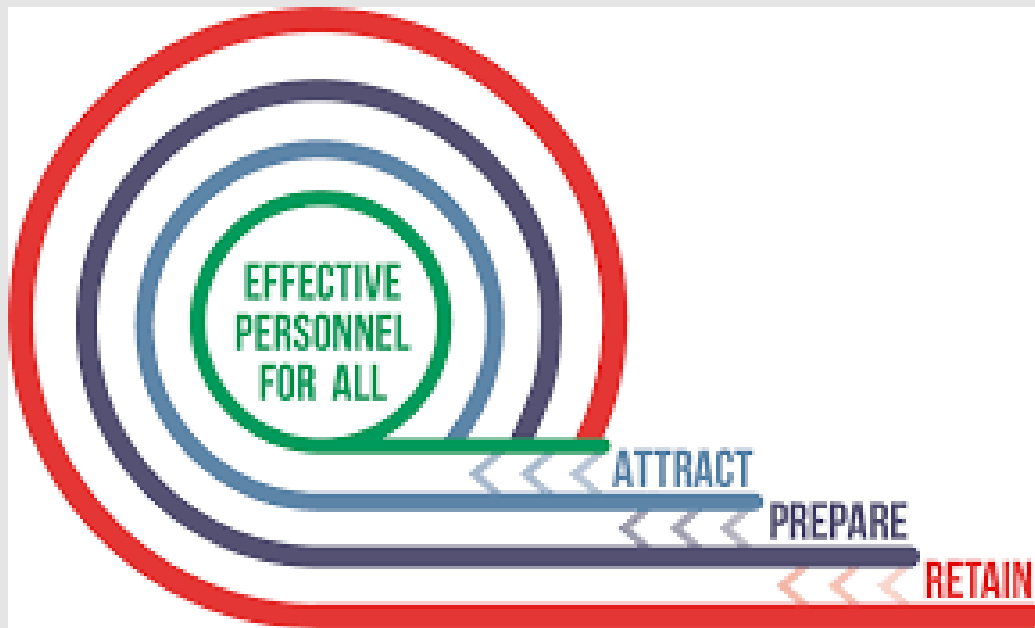
Resources

- Executive Summary
- Georgia Reform Efforts - CEEDAR Center
- Georgia Intensive Technical Assistance Profile
- High-Leverage Practice and edTPA Rubric Crosswalk



CEEDAR AVATAR Lab – Pilot FY21

- Statewide Pilot “Train the Trainers” Induction program using the Kennesaw State University AVATAR Lab.
- Regional GLRS directors and coaches learn how to use Mixed Reality Simulation and existing HLP resources to design and utilize professional learning experiences for induction teachers.
- New special education directors practice complex and difficult conversations with teachers and leaders.



Georgia Teacher/Provider Retention Program

The purpose of this project is to improve the retention of special education teachers **and** early intervention providers in Georgia – Part B and C.

- USED Office of Special Education Programs Grant
- Awarded \$500,000 per year for up to five years

Georgia Teacher/Provider Retention Program

- The purpose of this project is to improve the retention of special education teachers **and** early intervention providers in Georgia. Project will address retention in Georgia's Part B and Part C systems to ensure that children with disabilities and their families have teachers and providers with the necessary skills, knowledge, and support to be successful and happy in their positions.
 - USED Office of Special Education Programs
 - Awarded \$500,000 per year for up to five years

Special Education Teacher Retention Data

- According to Georgia teacher shortage data collected across 2018 and 2019, Georgia had **3,400 vacancies** in special education teacher positions.
- New teacher data suggested that between 2018 and 2020, Georgia hired 1,235 new special education teachers and lost approximately the same number of special education teachers each year, meaning the gap in number of vacancies and number of hires has not narrowed.
- A large proportion of Georgia's teacher workforce is within their first three years of their teaching career, meaning they have limited experience, and need extensive training and mentoring, which is often a challenge for a field with high turnover and limited numbers of teachers.

Georgia Special Education Teacher Shortage and Retention Data*

*Based on released teacher shortage data from GaPSC.

Annual Year	Special Education Teacher Shortage %	Special Education Teacher Retention %
2019-2020	15%	81.8%
2018-2019	17%	83.3%
2017-2018	Not available	81.3%

Highlights for Part B (K-12) of Teacher/Provider Retention Grant

- Professional Learning
- **Great Teachers and Leaders Center to develop a model induction program for K-12 special education teachers to support induction and retention based on HLPs.**
- Coaching Component for new Special Education Teachers
- Mixed Reality Simulation to support practice for **new special education teachers** in a safe environment with constructive feedback for professional growth.
- Mixed Reality Simulation to support practice for **building and district leaders** in a safe environment to support inclusive practice.
- Mixed Reality Simulation to support practice for **special education leaders** in a safe environment with feedback for professional growth.
- Executive coaching for new Special Education Directors(1st year directors)
- Develop a comprehensive personnel network to support birth-five for children with disabilities.

GPRA/Program Measures

- Number and percent of special education teachers and EI providers that participated in project-funded activities that are retained
- Retention rate for special education teachers and EI providers at the state, regional, or local system level that participated in project-funded activities compared to the historical retention of providers

Goal 1: Create a Model Induction Program for Georgia Teachers

- Objective 1.1a: Increase innovation in teaching high-leverage practices through the development and implementation of a Model Induction Program. (AIR & GLRS)
- Objective 1.1b: Increase innovation in teaching high-leverage practices through the use of mixed reality simulation labs
- Objective 1.2: Increase coaching and immediate performance feedback for new special education teachers (through GLRS/RESA)

Goal 2: Enhance and Extend Current New Leader and Inclusive Leadership Initiatives

- Objective 2.1: Build a robust mentorship program within Georgia's SELDA
- Objective 2.2: Increase coaching for new special education directors
- Objective 2.3: Increase statewide training series on inclusive leadership
- Objective 2.4: Implement inclusive leader awards and exemplars
- Objective 2.5: Coordinate with Part C initiatives on EI leadership development

Goal 3: Create a Comprehensive System of Personnel Development in Georgia

- Objective 3.1: Create a Part C strategic planning team with subgroups representing each component of the CSPD
- Objective 3.2: Implement and evaluate each subcomponent of the CSPD
- Objective 3.3: Sustain each subcomponent of the CSPD post-funding

Goal 4: Increase Quality and Use of Teacher/Provider Shortage Data in Georgia

- Objective 4.1: Understand the range of and gaps in available teacher/provider shortage data currently available in Georgia
- Objective 4.2: Identify strategies for increasing the quality and accessibility of teacher/provider shortage data currently available in Georgia
- Objective 4.3: Increase knowledge regarding teacher and provider retention and exit data through the development and implementation of surveys

Partners in our Work

- Georgia Department of Public Health, Babies Can't Wait
- Georgia State University, University Center for Excellence in Developmental Disabilities
- Georgia State University, Special Education Teacher Preparation
- Georgia State University, Leader Preparation
- Kennesaw State University, AVATAR Lab, Special Education Teacher Preparation
- University of West Georgia, Educational Leadership
- University of West Georgia, Early Learning Center
- University of West Georgia, Special Education Teacher Preparation
- RESA and GLRS network
- Georgia Local Education Agencies (LEAs), West Georgia RESA member LEAs
- Teacher/Leader Support Division, GaDOE Teaching and Learning

Partners in our Work

- Georgia PINES
- GaDOE State Schools
- Governor's Office of Student Achievement
- Professional Standards Commission
- Great Teachers and Leaders Center, American Institutes of Research
- Council of Chief State School Officers, Advancing Inclusive Principal Leadership
- The CEEDAR Center, University of Florida
- University of Georgia, Leader Preparation
- University of Connecticut
- Garrett Consulting, LLC (Evaluators)
- Parent to Parent of Georgia
- University System of Georgia

intentional

in · ten · tion · al

Adjective: Done on purpose; deliberate.

- Students First
- Intentional Planning
- Strategic Implementation
- Leveraging Partnerships
- Seamless Connection of Work
- Stronger Together

Contact Information

Wina Low, Program Manager Senior
Georgia Department of Education
Division for Special Education Services and Supports
wlow@doe.k12.ga.us
(470) 316-8636



Breakout Conversations

SEAs and
RESA
Updates

GaDOE

GaPSC

WG RESA

The Mother Rule

GaPSC Educator Preparation [Rule 505-3-.01, Requirements and Standards for Approving Educator Preparation Providers and Educator Preparation Programs](#) was updated effective January 1, 2021. The accompanying [Guidance Document](#) was updated to include the January 1, 2021, amendments. **Appendix E** is a good place to see an overview of amendments with links to pages within the document where guidance is provided. Rule amendments were limited to four areas:

- a. Preparation for Teaching in a Distance Learning Environment,
- b. Administrative Approval for Endorsement Programs,
- c. Changes to the Approval Review Cycle for Endorsement Programs, and
- d. CAEP Accreditation.

Online Teaching Endorsement

- Another rule amendment effective January 1, 2021, resulted in updated standards for the ***Online Teaching Endorsement*** program ([Rule 505-3-.95](#)).
- The Endorsement is being updated to support all of the distance/remote instructional delivery models across the state, and many EPPs have sought approval to offer it.
- A new guidance document is available to support your implementation of the updated endorsement standards, The document titled, *Guidance for Preparing Educators for Digital Teaching and Learning-2021*, is available now on our [Resources website](#).

Preparation Rules

Five Preparation Rules listed below were also amended with January 1, 2021, effective dates.

1. [Rule 505-3-.64, *Instructional Technology Program*](#), was updated to incorporate the current standards published by The International Society for Technology in Education (ISTE) and to reduce to six the number of content or content pedagogy courses candidates are required to complete during the program from twelve (master's) or nine (specialist or doctorate). Updated guidance is coming soon and it will be available on our [Resources website](#).
2. The title of [Rule 505-3-.46](#) was changed from *Theater Education* to ***Drama Education***; no other changes were made to this rule.
3. Revisions to Educator **Ethics Assessment Requirements** (removal of one of the two assessments implemented July 1, 2020) were included in the following rules:
 - [505-3-.05, *Georgia Teacher Academy for Preparation and Pedagogy \(GaTAPP\)*](#)
 - [505-3-.76, *Alternative Preparation for Educational Leadership Program*](#)
 - [505-3-.77, *Educational Leadership Program*](#)

The Pre-Service Certificate

Remember that once admitted to a traditional teacher preparation program, candidates are expected to hold the Pre-Service Certificate prior to beginning supervised field experiences.

GACE PAA

Effective **July 1, 2021**, the GACE Program Admission Assessment scoring model will shift from minimum component scores to a composite model.

WEST GA RESA VIRTUAL JOB FAIR 2021



MARCH 27 9AM-NOON
REGISTER NOW!

[HTTPS://TINYURL.COM/WGARES AJF2021](https://tinyurl.com/wgaresajf2021)

GaDOE Spring 2021 P-20 Updates

➤ **A Roadmap to Reimagining K-12 Education in Georgia**

https://www.gadoe.org/External-Affairs-and-Policy/communications/Documents/A_Roadmap_to_Reimagining_K-12_Education.pdf

➤ **Spring Professional Learning Catalog**

https://www.gadoe.org/External-Affairs-and-Policy/communications/Documents/GaDOE_Professional_Learning_Catalog_Spring_2021.pdf

➤ **Georgia Induction Virtual Summit 2021 (May 6/7, 2021) registration is open.**

<https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Teacher-and-Principal-Induction-Guidelines-.aspx>

➤ **Professional Learning Resources for Teachers, Leaders and IHEs**

<https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Professional-Learning-Resources-for-Teacher-and-Leader-Effectiveness.aspx>

Preparing students for life.

www.gadoe.org

   @georgiadeptofed

 youtube.com/c/GeorgiaDepartmentofEducation



Georgia Department of Education



Closing Comments and Online Survey

Sabrina Collins, WG P-20 Co-lead

<https://www.surveymonkey.com/r/P20Spring2021>



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

Spring 2021 P-20 Collaborative Survey



<https://www.surveymonkey.com/r/P20Spring2021>