

Annual PDC Training:

A review of the regulations and the roles and responsibilities of local Professional Development Councils



MICHAEL KOONCE
KANSAS ASSOCIATION OF EDUCATIONAL SERVICE
AGENCIES (KAESA)
MICHAEL.KOONCE@GREENBUSH.ORG

LYNN BECHTEL
EDUCATION PROGRAM CONSULTANT
KSDE
LBECHTEL@KSDE.ORG

State Board Vision and Outcomes

In January of 2016, the Kansas State Board of Education announced a new vision and five outcomes for determining the effectiveness of education systems.

VISION: Kansas leads the world in the success of each student.

OUTCOMES:

- Kindergarten readiness
- Graduation rates
- Post-secondary attendance/completion
- Individual Plans of Study (IPS)
- Social/emotional factors measured locally



Why PDC Training?



- Revisit roles and responsibilities of members
- Recalibrate
- Regulatory requirement

What is a PDC?



- Representative group of licensed personnel
 - At least as many teachers as administrators
 - Selected by group represented

 - Non-voting members are welcome, but NOT required:
 - Local Board of Education
 - Classified Staff

What is the Role of the PDC?



- Advise governing body (i.e. district/system) regarding the 5-year Professional Development Plan:
 - Planning
 - Development
 - Implementation
 - Operation

What are the Responsibilities of the PDC?



- Participate in annual training
- Develop operational procedures
- Develop the 5-year plan:
 - Needs
 - Goals
 - Activities
 - Evaluative Criteria
- Approve Individual PD Plans (IPDPs)
 - Goals and Activities (Content, Prof. Education, Service)

What? Another Responsibility?



- Award points for license renewal
 - 1 clock hour = 1 point
 - CEU's operate in the same way
 - 1 semester hour = 20 points
 - Must convert inside of point management platform
 - Quarter credits – conversion formula – call KSDE Licensure, 785-296-2288
 - Knowledge (What did I learn?)
 - Application (2X Knowledge = Becomes standard practice)
 - Impact (3X Knowledge = New practice results in positive impact with student performance or a program)

91-1-218. Awarding Professional Development Points	Content	Professional Education	Service to the Profession*
<p>Knowledge</p> <p>“What do you know that you didn’t know before?”</p>	<p>1 point = 1 clock hour</p>	<p>1 point = 1 clock hour</p>	<p>1 point = 1 clock hour</p> <p>*Activities must meet regulatory definition</p>
<p>Application</p> <p>“What can you do that you couldn’t do before over time?”</p>	<p>2X Knowledge-level points</p>	<p>2X Knowledge-level points</p>	<p>Additional points not available at this level</p>
<p>Impact</p> <p>“What’s the longitudinal result of your newly acquired knowledge and skill in terms of <u>positive</u> impact on students, other adults or programs or policy development?”</p>	<p>3X Knowledge-level points</p>	<p>3X Knowledge-level points</p>	<p>Additional points not available at this level</p>

Who Uses the PDC?



- All district licensed personnel (with a few exceptions)
 - Applies to District and Building Administrators
- Non-employed licensed personnel and those employed in a private unaccredited (not recognized by KSDE) school
 - Reside / work within USD / education system boundaries adhere to same requirements
 - Those who move out-of-state should work with KSDE licensure, not the local PDC.

Exceptions to PDC Process: Those Who May Work DIRECTLY with KSDE



- National Board Completers
- National Board Certification
 - Both can submit directly to KSDE
 - Passing National Board provides eligibility for Kansas Accomplished License
- Adding New Endorsement Area
 - 8 semester credit hours
 - Plan of Study – Approved Program
- Graduate Degree + Three Years Accredited Experience
 - Twice in Lifetime
- Specific Types of Licenses
 - Renew Initial License, when not upgraded through Mentoring Program
 - Transitional
- Licenses / Certifications NOT renewable with points
 - STEM
 - Visiting Scholar
 - Emergency Substitute
 - CTE Specialized Certification

K.A.R. 91-1-205(b)(3)(A)(B)(D); 91-1-205(a)(1)(b)(E)

How Do We Award Points?



- **Activities during Validity of License**
 - Earn within current license period for next license period
- **PDC-Approved IPDP**
- **Undergraduate Degree**
 - 160 points – 80 from semester credits from a regionally Accredited Institution
- **Graduate Degree**
 - 120 points
- **Retired* Educators**
 - Half of points (Undergrad / Grad Degree Status)
 - *Collecting from a state Education Retirement System (i.e. KPERS)
- **Standard Substitute**
 - 50 points every 5 years

<p>IPDP Details:</p> <p>*91-1-206(a) Professional development plans for license renewal. (b)...shall develop a plan that includes activities in at least one of these areas:</p> <p>(c) Each individual submitting a professional development plan shall ensure that the plan meets the following conditions:</p> <p>(1) The plan results from cooperative planning with a designated supervisor. (2) The plan is signed by the individual submitting the plan and by the individual's supervisor, if the supervisor agrees with the plan. (3) The plan is reviewed and approved by the local professional development council.</p>	<p>Content:</p> <p>Math</p> <p>ELA</p> <p>Science</p> <p>Social Studies</p> <p>and others...</p>	<p>Professional Education:</p> <p>Those standards adopted by the state board that specify the knowledge, competency, and skills necessary to perform in a particular role or position.</p>	<p>Service to the Profession:</p> <p>Definition:</p> <p>Any activity that assists others in acquiring proficiency in instructional systems, pedagogy, or content, or that directly relates to licensure of professional educators, accreditation processes, or professional organizations.</p>
---	--	--	---

Knowledge

(b) If a person documents completion of an in-service activity, the person shall be awarded professional development points equal to the number of clock-hours completed.

Application

(c) If a person who has earned points for completion of an in-service activity later verifies that the person has applied the skills or knowledge gained, the person shall be awarded two times the number of professional development points that were earned for completion of the in-service activity. Evidence of application of the knowledge gained through the in-service activity shall be presented to the professional development council and may include any of the following:

- (1) Independent observation;
- (2) written documentation; or
- (3) other evidence that is acceptable to the PDC.

Impact

(d) If a person who has earned points for application of knowledge or skills learned through in-service activities verifies that the application of the knowledge or skills has had a **positive** impact on student performance or the educational program of the school or school district, the person shall be awarded three times the number of professional development points that were earned for completion of the in-service activity. Evidence of impact upon student performance or school improvement shall be presented to the professional development council and may include any of the following:

- (1) Independent observation;
- (2) written documentation;
- (3) evidence of improved student performance; or
- (4) other evidence that is acceptable to the PDC.

What if a license has expired?



- Same requirements to renew Kansas License:
 - IPDP on file
 - Coursework / other activities
 - Points Awarded
 - “Recency” rule applies:
 - Must be shown that the individual has credit or acceptable teaching experience within the 6-year period immediately before filing a renewal application.

Important Email Contacts during Renewal



etranscripts@ksde.org

experienceform@ksde.org

Reminders / Notes from KSDE



- Issuing points for re-licensure purposes vs. local purposes (points for local purposes can be issued however the district/system would like; those for re-licensure purposes must be awarded as indicated in regulation)
 - This will likely mean two different point totals – every activity done doesn't mean points will be issued for re-licensure purposes (but can for local)
- Every licensed staff member in the system (including the superintendent, principals, etc.) must have an individual professional development plan (IPDP) approved by the PDC before points can be earned for re-licensure purposes.
 - The goals on an individual's IPDP can match the goals on his/her evaluation.
 - They don't have to be two separate situations.
- Staff switching districts should leave with a final, official point transcript and keep it for his/her next renewal. The new district should not put points earned in a previous district on their point transcripts.
- Definition of Service to the Profession

Why Professional Learning?



Increase effectiveness = Increase student learning

STANDARDS CROSSWALK

2011 STANDARDS FOR PROFESSIONAL LEARNING	2001 STANDARDS FOR STAFF DEVELOPMENT
Learning Communities	Learning Communities, Collaboration
Leadership	Leadership
Resources	Resources
Data	Data-Driven, Evaluation
Learning Designs	Design, Research-Based
Implementation	Learning
Outcomes	Equity, Quality Teaching, Family Involvement

State Board Vision and Outcomes

In January of 2016, the Kansas State Board of Education announced a new vision and five outcomes for determining the effectiveness of education systems.

VISION: Kansas leads the world in the success of each student.

OUTCOMES:

- Kindergarten readiness
- Graduation rates
- Post-secondary attendance/completion
- Individual Plans of Study (IPS)
- Social/emotional factors measured locally

