Using a Statewide Stakeholder Group to Prepare for OSEP’s SPDG Proposal

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Florida’s State Personnel Development Grant
A Little History

• In summer 2011, began planning for a State Personnel Development Grant (SPDG) proposal
• In preparation, Florida would need to update its State Personnel Development Plan
• In late summer, the Personnel Improvement Center (PIC) request for applications was released
History (continued)

• PIC was approached with a request for flexibility in the type of technical assistance that would be provided

• In fall 2011, Florida submitted a proposal for technical assistance to update the state plan for personnel development
Factors Impacting Personnel Development in Florida

- Race to the Top
- Common Core State Standards
- Changes in student assessment
- Ongoing critical shortages
- Value-added teacher evaluation
- Multiple models of teacher preparation and certification
- Differentiated accountability for schools
The Team

FDOE: Bureau Chief of Exceptional Education and Student Services
FDOE: Bureau Chief for Teacher Certification
FDOE: Bureau Chief for Educator Recruitment, Development, and Retention
FDOE: Education Information and Accountability Services
FDOH: Bureau Chief Early Steps (Part C)
District Staff Development Director
District Exceptional Student Education (ESE) Director
IHEs: State University, State College and Educator Preparation Institutes
Parent Training and Information (PTI) Representatives
Various Discretionary Project Personnel
Process and Timelines

• PIC led a conference call with FDOE personnel involved in data collection
• Various staff members collected the data requested
• Convened the team and held a meeting in October 2011
  - Provided the team with an overview of Florida’s existing personnel development work and collected data
  - Reviewed data, discussed implications and developed recommendations
  - Drafted state plan
Process and Timelines (continued)

• Followed up with a virtual meeting to discuss draft and identify additional data needed (Jan. 2012)
• Completed edits to draft plan as recommended by the team, located additional data and provided it to the team
• Followed up with a meeting to review new data and edits to draft plan (Feb. 2012)
• Final draft sent for feedback to the team (Apr. 2012)
Recommendations

• Consider collection of data related to retention by teacher preparation route and students taught
• Ensure that the new value-added teacher evaluation results can be disaggregated to meaningfully determine implications for teachers working with students with disabilities
• Explore options for personnel preparation grants with IHE partners specifically targeting minority candidates
• Review the student data to determine the extent of participation, access, engagement and outcomes for students with IEPs in virtual learning environments
• Assume more explicit roles and involvement with Race to the Top initiatives
• Continue efforts to build skills of all teachers to differentiate instruction and effectively address the needs of diverse learners
• Scale-up use of evidence-based practices, especially at the secondary level, to ensure adequate system of support available to all students
• Consider a redesign of ESE teacher certification requirements
• Focus State Personnel Development Grant application on SPP Indicator improvement activities
Results of Work with PIC

State Personnel Development Grant funded in fall 2012 with focus on:

- State Performance Plan Indicators 1, 2 and 3
- Building district and state capacity to implement two evidence-based practices in secondary schools (Strategic Instruction Model® and Check and Connect)
- Research teacher certification models and convene group to review and recommend changes to teacher certification for special educators
Questions
Contact Information

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