



OFFICE OF SCHOOL PERFORMANCE AND ACCOUNTABILITY

PROFESSIONAL LEARNING FOR ALL UPDATE

Office of School Performance and
Accountability

Office of Academics



PROFESSIONAL LEARNING FOR ALL

Agenda

1. SURVEYS AND LISTENING TOUR

2. EFFECTIVE MODELS OF JOB-EMBEDDED PROFESSIONAL LEARNING

3. TOTAL COST OF PROFESSIONAL LEARNING

4. RETURN ON INVESTMENT



1. SURVEYS AND LISTENING TOUR

- Gauge the needs and opinions of teachers, administrators, and non-instructional staff; prepare for statewide evaluation protocol.

- **Purpose:**

- Stakeholder feedback to inform the Strategic Plan Initiative PL for All

- **Professional Learning Surveys, Fall 2019:**

- School-based Instructional and Administrative Staff (anonymous)
 - Non-Instructional Staff (anonymous)

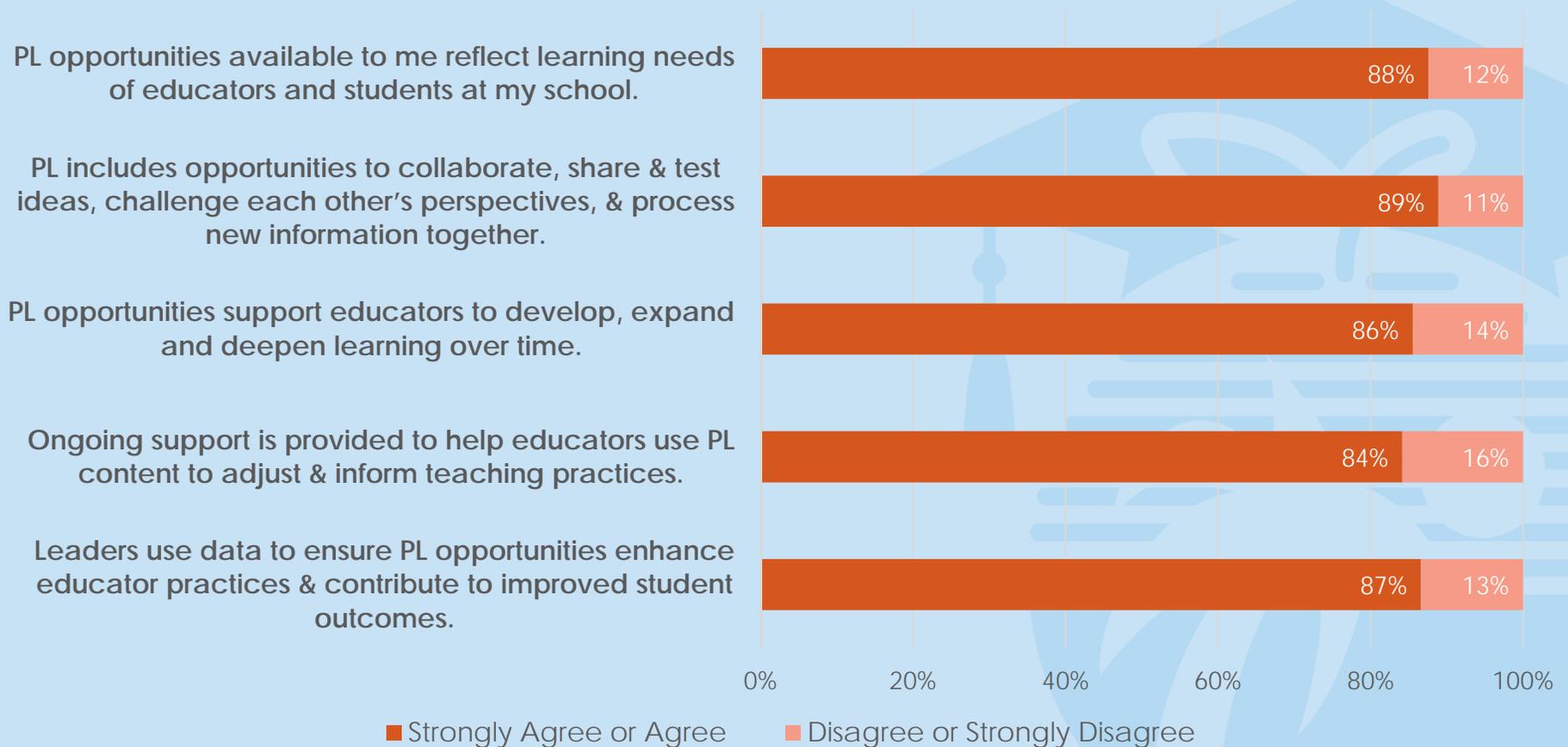
- **Listening Tours:**

- Series of interactive polling sessions with instructional and non-instructional staff



1. SURVEYS AND LISTENING TOUR

Online Survey of School-based Staff, Fall 2019 (n = 3,634)

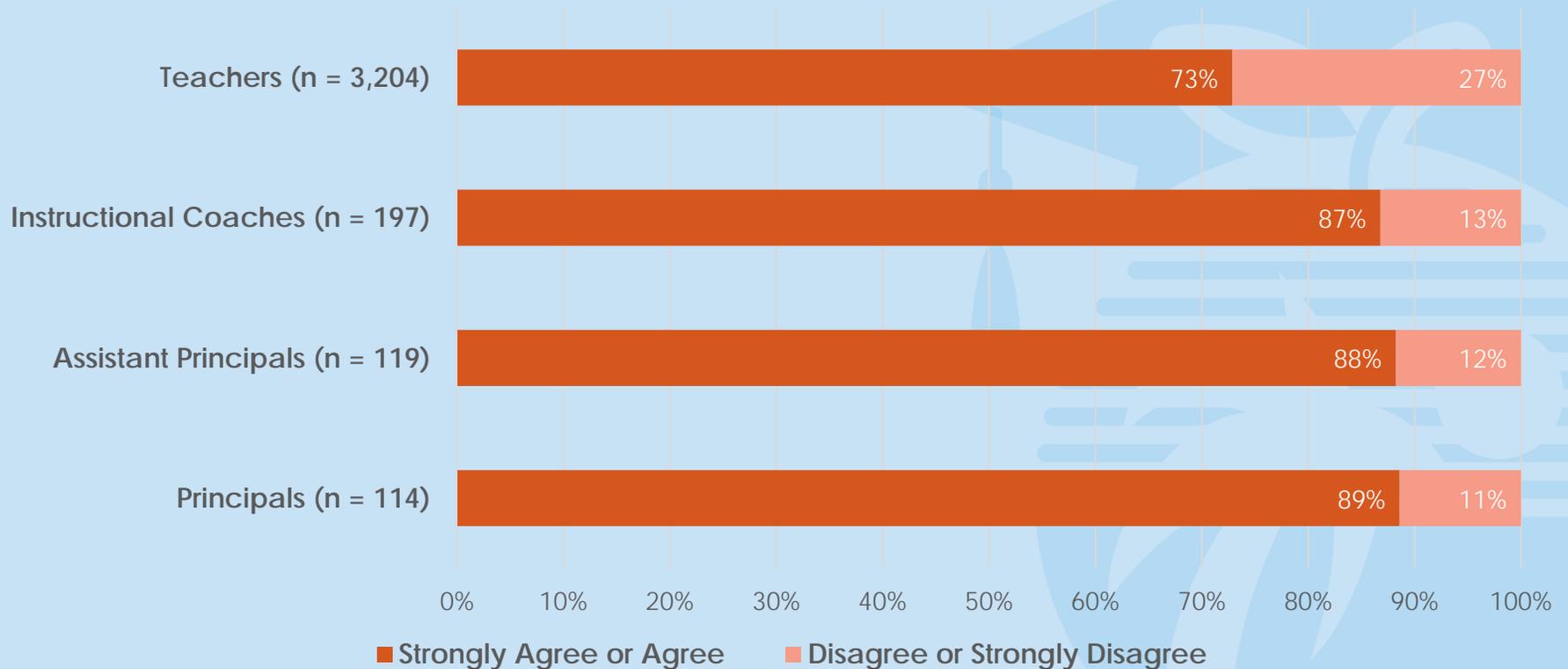


1. SURVEYS AND LISTENING TOUR

- Preliminary analysis on survey data regarding the possibility of additional days added to calendar, prior to pre-planning week, for professional learning.

Online Survey of School-based Staff, Fall 2019 (n = 3,634)

I would be interested in attending additional days of professional learning during the summer, prior to pre-planning week, paid at my daily rate.



1. SURVEYS AND LISTENING TOUR

Online Survey of Non-Instructional Staff, Fall 2019

The professional learning or training I have received... (n = 1,494)

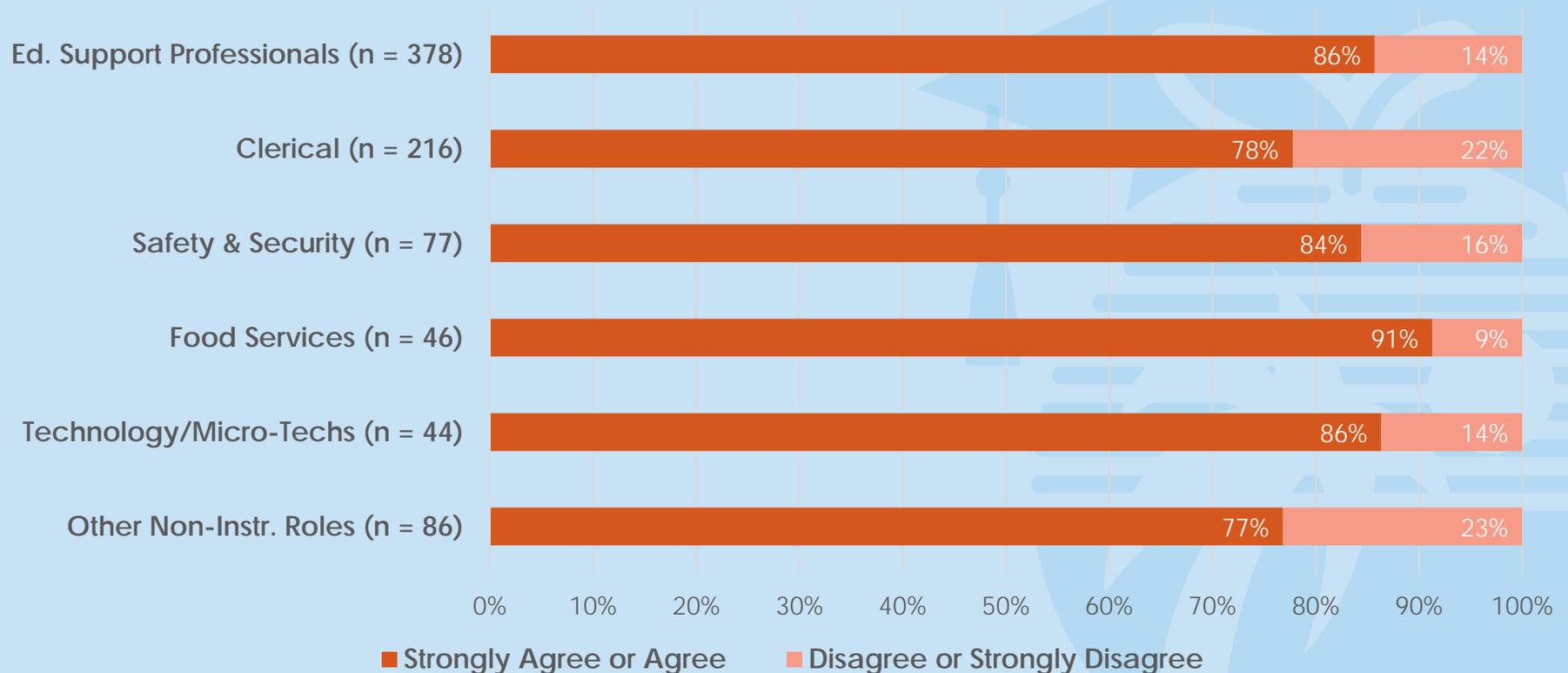


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Online Survey of Non-Instructional Staff, Fall 2019

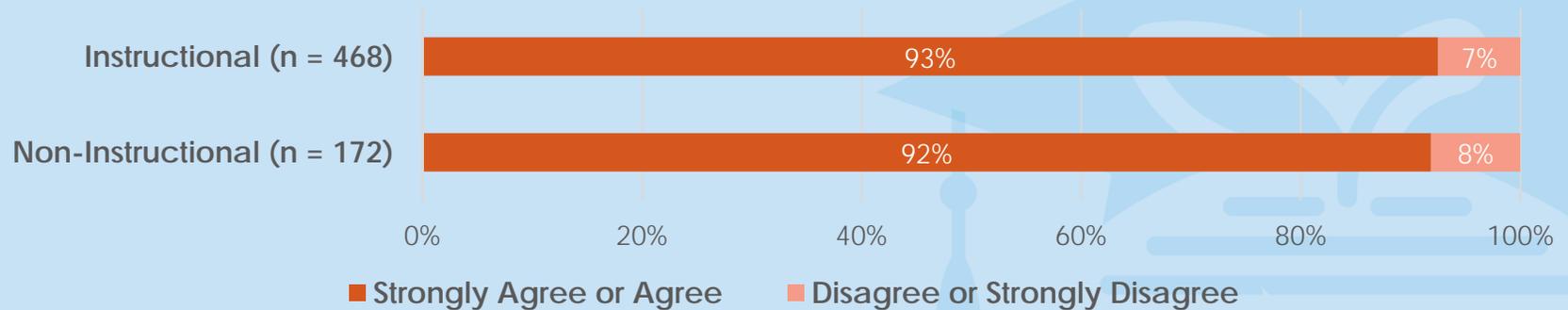
I would be interested in attending additional days of PD during the summer, prior to pre-planning week, if paid at my daily rate. (n = 847 10-mo. cal. staff)



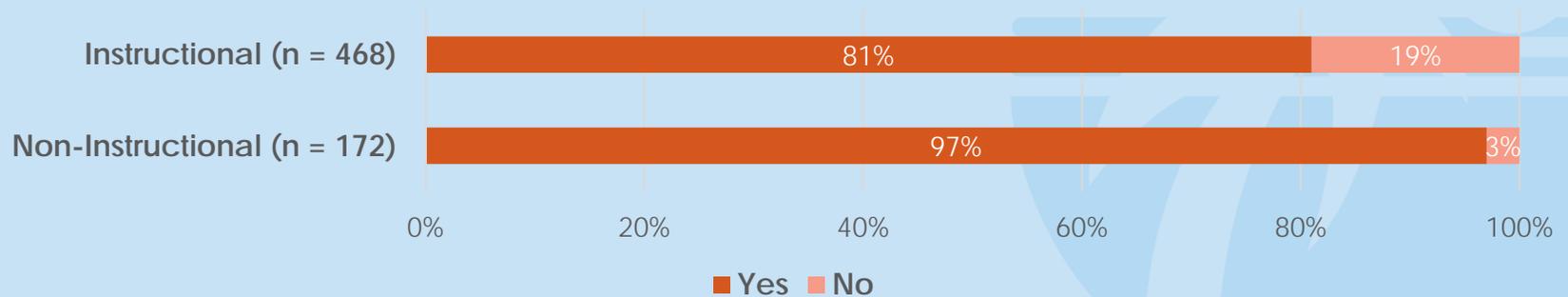
1. SURVEYS AND LISTENING TOUR

Listening Tours of Instructional and Non-Instructional Staff (n = 640)

I receive the support I need to help me use professional learning content to adjust and inform my teaching practices.



I would be interested in attending additional days of PL during the summer, prior to pre-planning week, paid at my daily rate.



2. EFFECTIVE MODELS OF JOB-EMBEDDED PL

- Identify research-based, job-embedded professional learning models currently being implemented in the District.

BCPS educators form nearly 2,400 teacher-led and teacher-owned Professional Learning Communities (PLCs) each year.



PLCs are comprised of teams of educators that collaborate to improve their practice utilizing a variety of professional development structures to further adult learning that will impact educator practice and student achievement.



Each year, PLC team members collaborate to develop a SMART goal to guide their work as they share best practices and engage in ongoing and job-embedded learning.



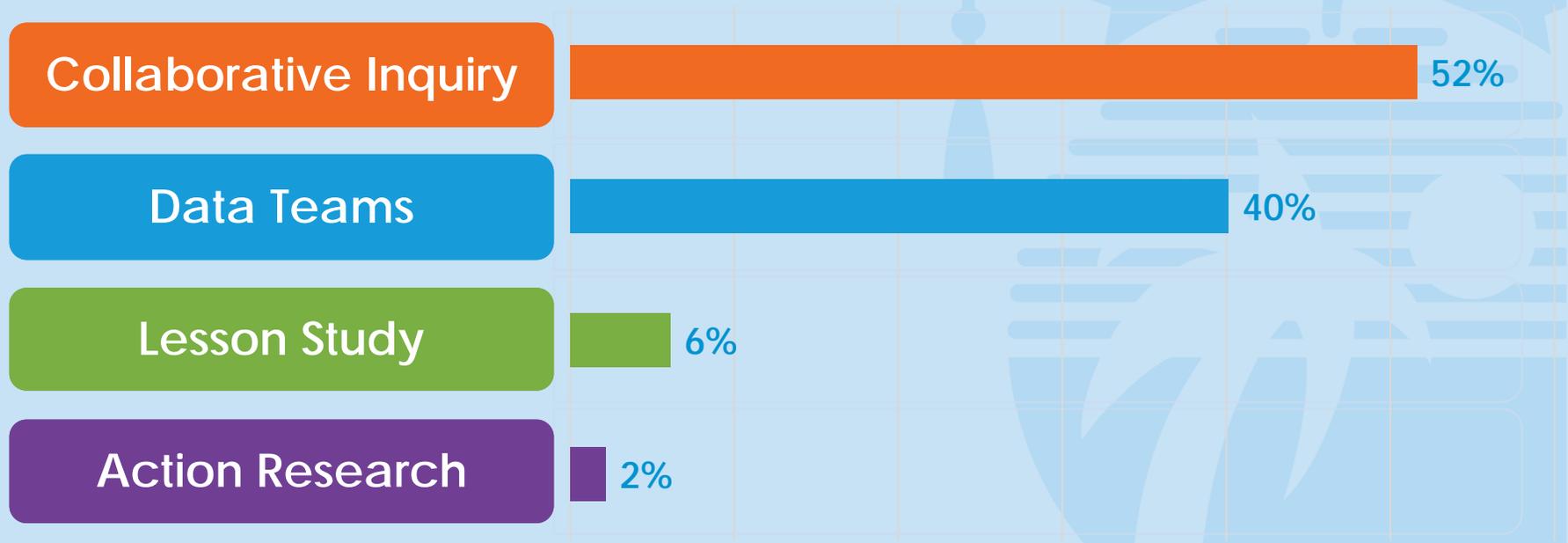
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Model Structures Selected by PLCs, 2019 – 2020

2,386 PLCs, 16,856 Participants

Over **94 percent** of teachers agreed that their PLC enabled them to establish a collaborative culture to determine student and educator learning needs, establish common team learning goals, and implement research-based implementation strategies.

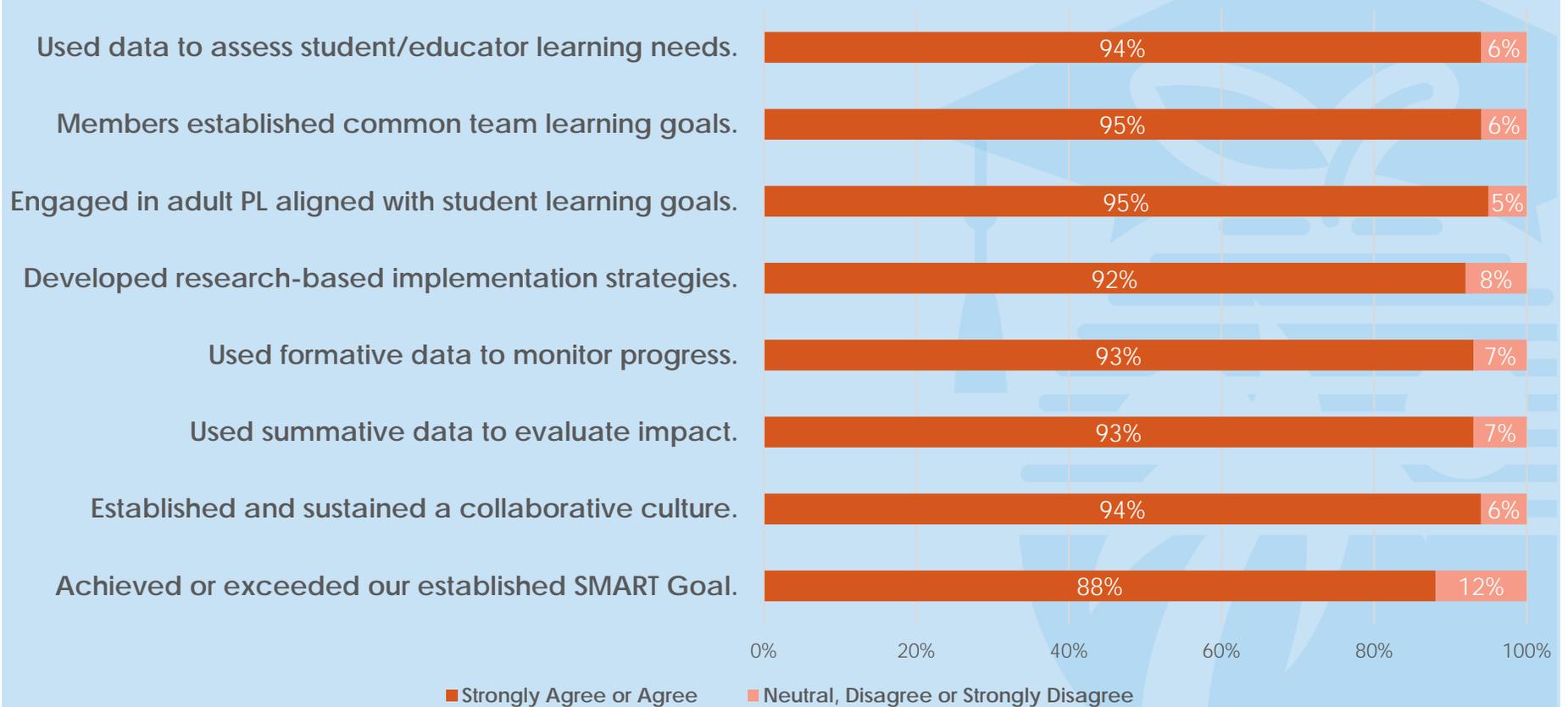


2. EFFECTIVE MODELS OF JOB-EMBEDDED PL

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PLC Feedback, 2018 – 2019 (n = 16,700)

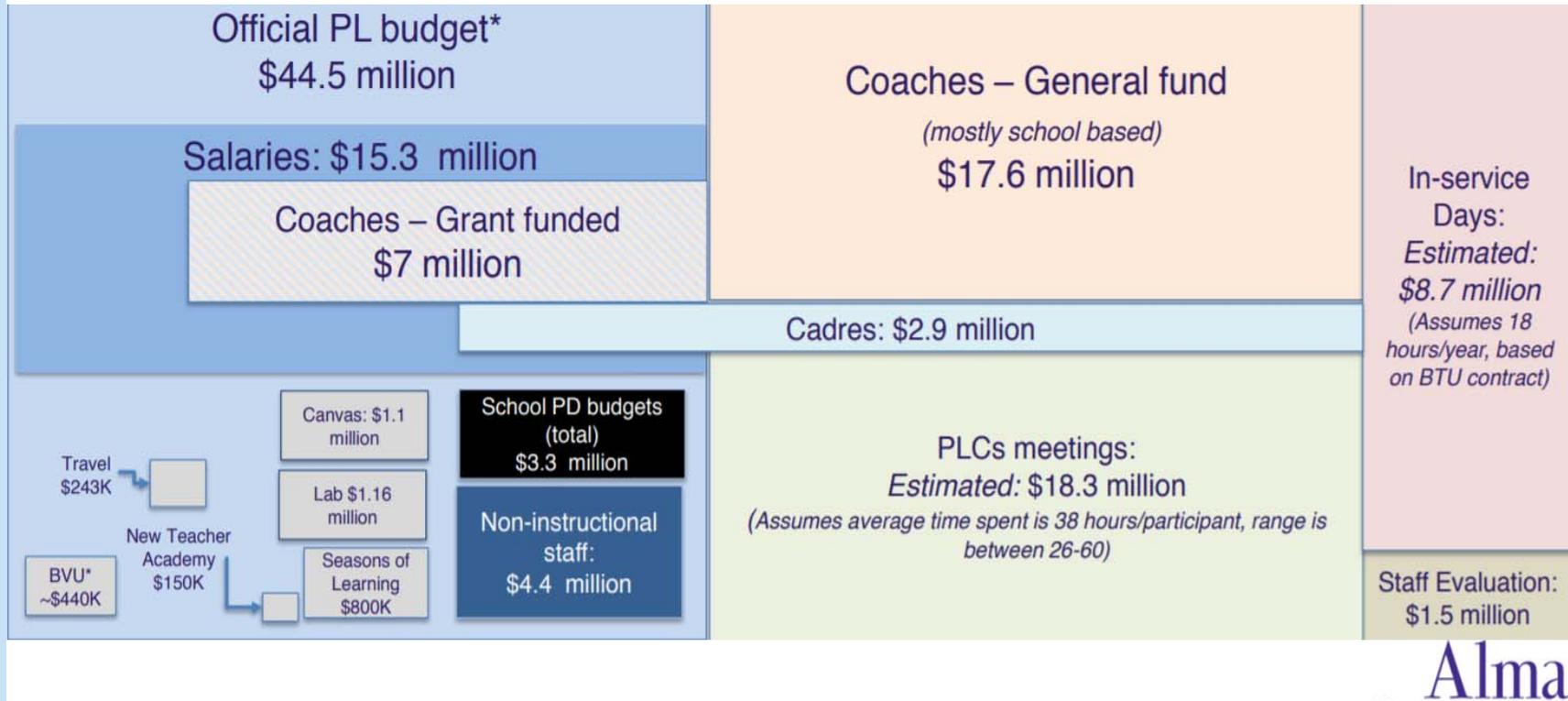
Our PLC...



3. TOTAL COST OF PROFESSIONAL LEARNING 2018-2019

- Alma Consulting Group's explanation of the total cost of professional learning District-wide presented August 13, 2019.

Broward spends an estimated \$94 million on PL per year



* Note: Of training dollars spent to date in 2018-19, over 75% comes from grant funds. Source: BCPS Finance Data and Department Data; Canvas cost from board minutes [http://bcpsagenda.browardschools.com/agenda/01111/Item%20FF-2%20\(26500\)/SUPP_DOCS/Exhibits/Doc3.pdf](http://bcpsagenda.browardschools.com/agenda/01111/Item%20FF-2%20(26500)/SUPP_DOCS/Exhibits/Doc3.pdf); Cadre costs include cost of cadre directors and IFs



3. TOTAL COST OF PROFESSIONAL LEARNING 2018-2019

- Understanding Alma Consulting Group's explanation of the total cost of professional learning District-wide presented August 13, 2019.

The \$94M is funded by General Fund in the amount of \$50.5 and Grants \$43.5.

General Fund

- Included in the General Fund amount of \$50.5M is a portion of teaching salaries apportioned to the time spent in PLCs, a portion of the Cadre Directors salaries and a percentage of In-Service Days. Assuming approximately 90% of our teachers are funded with General Funds, that cost is \$28.1M.
- Of the remaining General Fund Cost of \$22.4 (\$50.5M-\$28.1M), \$17.6M funds Coaches that are mostly based at schools.
- The remaining General Fund Costs of \$4.8M include dollars allocated to schools as part of the school allocation plan (\$3.3) and the cost of programs and travel

Grants

- Included in the Grant Fund Amount of \$43.5 is coaching salaries in the amount of \$7M, stipends in the amount of \$9M and staff salaries of \$8.6M.
- The remaining Grant Fund Costs of \$18.9M which are spent on contractual services (including required services for non-public schools), software licenses, materials, supplies and travel.



4. RETURN ON INVESTMENT

- Improve current methods to measure the impact of professional learning as recommended by PL Consultants.

Overview of Broward's PL Evaluation Model (since 2017)

Cycle of Continuous Improvement



Five-Level Model of PL Evaluation

Level 1: Participant Reactions

- Feedback forms in LAB

Level 2: Participant Learning

- Pre/post tests, lesson plans, embedded performance assessments

Level 3: Organizational Supports

- District records of on-site coaching and support aligned with learning goals of PL

Level 4: Classroom Implementation

- Reflections, walkthroughs, submitted evidence of implementation

Level 5: Student Outcomes

- Formative and summative assessments

- All Professional Learning and Training is proposed and approved in LAB.
- All Professional Learning and Training is aligned with a Master Plan.
- Each Master Plan and LAB Course identify evaluation methods at all five levels.



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