

## State of Florida Professional Development Protocol Standards Matrix: District and FOR-PD Alignment

<p><b>Relevance of Professional Development:</b> The training objectives of the delivered training reflect directly the student achievement objectives of the school district and specify the outcome expectations of course offerings.</p>	<p>FOR-PD meets this standard through the delivery of training on reading content, materials, and assessments designed to meet the State and district goals of improving instruction in literacy and reducing the achievement gap of struggling readers.</p>
<p><b>Learning Strategies:</b> The training uses learning strategies appropriate to the intended goal that apply knowledge of human learning and change including modeling effective teaching practices as well as practice and feedback.</p>	<p>The lessons in FOR-PD are full of strategies for planning, delivering, and evaluating effective teaching and learning activities. The specific examples of what teachers need to know and be able to do to teach diverse populations are embedded into each of the lessons and addressed for struggling readers and second language learners through specific sections devoted to their needs.</p>
<p><b>Sustained Training:</b> Training delivered is sufficiently sustained and intense to ensure mastery of the needed skills by the participants.</p>	<p>The high level of engagement and practice allows teachers to master the content offered in the FOR-PD course. Through the structured design, practice activities for application of new knowledge, and quizzes that provide feedback to ensure retention of knowledge, teachers are given opportunities to determine whether they have grasped the material covered in the FOR-PD course</p>

<p><b>Use of Technology:</b> Training is delivered through a variety of technologies that support individual learning.</p>	<p>The online platform that FOR-PD uses includes a variety of experiences with the World Wide Web, Web CT course delivery, and the use of Adobe Acrobat documents for downloading and completion of course requirements. The tutorial available at the beginning of the course and the continuous Help Desk support allow teachers to experience online learning with the assistance they need to be successful. A collaborative effort by districts and FOR-PD can ensure that teachers have the requisite knowledge and skills to further their learning through online delivery systems.</p>
<p><b>Time Resources:</b> Sufficient time resources are available to implement the planned professional development.</p>	<p>FOR-PD encourages districts to set aside time for teachers to get started in the course and to support their ongoing time and resource needs. Together, we help teachers form collegial networks for learning communities to form within schools and across the district. FOR-PD provides continuous improvement after the course is over through newsletters, an open database of materials and resources, and reading specialists who are available to meet teachers' ongoing needs.</p>
<p><b>Dollar Resources:</b> Sufficient dollar resources are available to implement the planned professional development.</p>	<p>FOR-PD is funded by the Florida Department of Education to assist districts in meeting the <i>Competency 2</i> requirement for Add-On Certification. The course is free to teachers who sign on through the district or open enrollment.</p>

<p><b>Coordinated Records:</b> The district maintains up-to-date records for all professional development including certification and inservice points that is easily accessible by school faculty and administrators.</p>	<p>FOR-PD assists districts in maintaining records for their teachers by providing a list of participants and their date of completion. Teachers are awarded certificates of participation that they can turn into their district office for processing as part of inservice points and meeting <i>Competency 2</i> for Reading Endorsement.</p>
<p><b>Leadership:</b> The district recognizes and supports professional development as a key strategy for supporting significant improvements.</p>	<p>FOR-PD encourages districts to select facilitators, to be trained by our project, who can continue to provide leadership in the area of reading instruction within their district. Many Reading Coaches, Staff Developers, and Instructional Technology Specialists have joined the ranks of FOR-PD facilitators to broaden the outreach in their district.</p>
<p><b>Growing the Organization:</b> The district seeks out and fosters professional development and promotion for employees with potential.</p>	<p>The <i>Collaborative Agreement</i>, initiated by FOR-PD, allows districts to identify key people in their staff development, instructional technology, and reading and curriculum departments to serve as leaders in expanding the knowledge base of their teachers.</p>