

# Professional Learning for School Counselors

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Georgia Professional Standards Commission

Certificate Renewal Rule Changes  
Summer Workshop Update from  
GaPSC - 2016

# Session Overview

- New certificate renewal system requiring job-embedded learning
- Implications for school counselors
- School counselor task force – implications for professional learning

# Significant Dates

- May 8, 2015 – HB 164 signed by Governor
- Extends the suspension of PLUs through June 30, 2017
- July 1, 2017 – effective date of new rule for certificate renewal
- Educators whose certificates expire on June 30, 2018 & beyond will be under the new PL model

# Flat World of Professional Learning

**Failure to connect**  
**Lacked relevance**  
**A one size fits all**  
**Totally useless**



# New World of Professional Learning

**Relevant**  
**On-going**  
**Use of team talents**  
**Neutralizes barriers**  
**Designed with student learning in mind!**



# What does it look like?

- In the past educators have collected PLUs by attending workshops until 10 PLUs were collected. Overusing one professional learning strategy – workshops – hasn't done much to improve our profession
- Job-embedded learning is taking the place of workshops. A variety of strategies are used when educators work on the work
- Workshops will be used judiciously, but no longer as the primary means of professional learning

# Job-Embedded Learning

- Working on the work
- Working on different work, not more work
- Working smarter
- Working collaboratively
- Using workshops and other resources to support the work of teaching and learning
- Learning to use protocols to guide professional learning

# PL GOALS

Professional tier educators rated proficient or higher on their annual evaluation will design their PL Goals (PLGs):

- Based on data
- Simplified – no need to include listing of resources, timeline, etc.
- Will be accountable for successful implementation of their goals



# Required PL PLANS

## Educators with required PLPs:

- Induction level educators
- Educators working on non-renewable certificates
- Educators in new positions
- Those returning after an absence from the profession
- Educators new to the state
- Those with annual performance ratings below proficient or below satisfactory

# Steps in Development of PLGs/PLPs

- The individual educator develops his own PLGs or PLP based on performance data as well as school & district goals
- The educator collaborates (cannot be required) with colleagues to refine the PLGs or PLP
- The educator meets with his supervisor to get approval of the PLGs or PLP

# Certificate Renewal Changes

- PLPs or PLGs are developed & maintained locally
- Aligned with individual evaluation results as well as with school & system professional learning plans.
- PLPs and PLGs create a structure for improvement using job-embedded learning
- Educators & supervisors must find a balance between meeting the learning needs of the individual educator and the team

# Certificate Renewal Changes

- Schools & school districts will keep track of professional learning using whatever system they choose
- Reporting to the Professional Standards Commission will include
  - Assurance by superintendents & principals that the rule requirements are being implemented
  - Sign-off by district at the time of certificate renewal that the educator has been successfully engaged in continuous professional learning

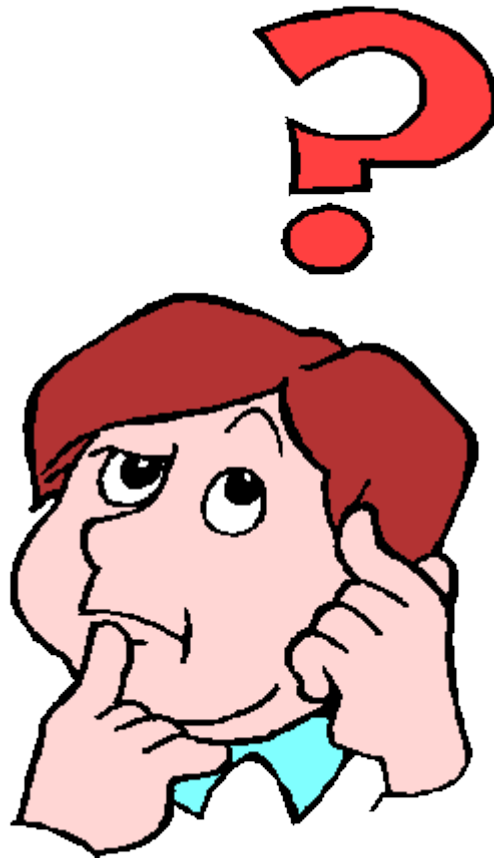
# What Does a PLC look like?



# School Counselor Task Force

- Possible recommendations
  - Professional learning related to college & career readiness
  - Professional learning to address deeper understanding of equity issues
  - Field experience each year onsite in various work environments
- Remember, these are only possible recommendations; the task force has not completed its work

# Questions



# Contact Information

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