Professional Learning for School Counselors

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
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!
• 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
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?
• 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
Contact Information

David Hill
Division Director, Educator Preparation & Certification

david.hill@gapsc.com