Georgia Department of Education

Teacher and Leader Support and Development Division

Professional Learning Platform

September Catalog

2019-2020

Georgia's Systems of Continuous Improvement

The Georgia Department of Education's strategic plan emphasizes transforming the agency into one that provides meaningful support to schools and districts. The agency has developed a common, continuous improvement framework to ensure that these efforts are aligned across all agency divisions, departments, and programs.

Vision

What we envision for Georgia's future: Quality leadership resulting in effective instruction and learning for all students in every Georgia region, district, school, and classroom.

Mission

Our Strategy: To provide a superior system of statewide support to districts and schools in Georgia to advance school improvement efforts that positively influence student learning.

TKES Credentialing 2019-2020- Controlled Registration
All administrators who are responsible for evaluating teachers MUST be credentialed prior to using the Teacher Keys Effectiveness System (TKES). Credentialing is a process of establishing the qualifications and proficiency of evaluators to utilize TKES. The credentialing assessment is a minimal competency assessment that measures participants' understanding of the information and practice provided during training. It includes both recall of specific TKES information and practice of the TKES process. It is a bridge to ongoing learning as evaluators work with TKES. ALL evaluators MUST pass the credentialing assessment prior to using the Teacher Keys Effectiveness System. The expectation is that evaluators continue to familiarize themselves with the TKES instrument as they work within their districts.

TKES Credentialing with Distinction I- Controlled Registration
This course is led by the Teacher and Leader Support and Development team. It is an alternative to the required online TKES Review for those individuals who have already completed the TKES Initial Credentialing. The training includes TKES process review, deeper dive into TAPS 4,5,6, and 8. Also, an overview of inter-rater reliability emphasizing Objectivity, Alignment, and Representativeness (OAR) will be provided.   Participants will receive a "Credentialed with Distinction I " certificate.

TKES Credentialing with Distinction II -Controlled Registration
This course is led by the Teacher and Leader Support and Development team. It is an alternative to the required online TKES Review for those individuals who have already completed the TKES Initial Credentialing. The training includes TKES process review, deeper dive into TAPS 1 and 2. Participants will receive a "Credentialed with Distinction II " certificate.

TKES Credentialed Evaluator Review 2019-2020
Teacher Keys Effectiveness System (TKES) Credentialed Evaluator Review 2019- 2020 is a REQUIRED course for ALL evaluators who have been credentialed PRIOR to June 30, 2018. The course is designed to update and review all components of the TKES. Credentialing is a process of establishing the qualifications and proficiency of evaluators to utilize TKES. The expectation is that evaluators continue to familiarize themselves with the TKES instrument as they work within their districts.

Inter-rater Reliability (Two Day)- Controlled Registration
The purpose of the training is to enhance TAPS evaluator effectiveness, promote quality teaching and top-notch student learning, optimize the continuous growth of teachers through meaningful feedback and reduce the variability of rigorous instruction in schools. Participants will be able to answer how do we effectively use the TAPS performance standards and rubrics to support a culture of learning? This is the full two-day training.

Inter-rater Reliability (One Day)- Controlled Registration
The purpose of the training is to enhance TAPS evaluator effectiveness, promote quality teaching and top-notch student learning, optimize the continuous growth of teachers through meaningful feedback and reduce the variability of rigorous instruction in schools. Participants will be able to answer how do we effectively use the TAPS performance standards and rubrics to support a culture of learning? This is only for those participating in a one-day training.

LKES Credentialing 2019-2020- Controlled Registration

All administrators who are responsible for evaluating principals and assistant principals MUST be credentialed prior to using the Leader Keys Effectiveness System (LKES). Credentialing is a process of establishing the qualifications and proficiency of evaluators to utilize the LKES. The credentialing assessment is a minimal competency assessment that measures participants? understanding of the information and practice provided during training. It includes both recall of specific LKES information and practice of the LKES process. It is a bridge to ongoing learning as evaluators work with LKES. ALL evaluators MUST pass the credentialing assessment prior to using the Leader Keys Effectiveness System. The expectation is that evaluators continue to familiarize themselves with the LKES instrument as they work within their districts.

LKES Credentialing with Distinction- Controlled Registration

This course is led by the Teacher and Leader Support and Development team as an alternative to the required on-line LKES Review for those individuals who have already completed the LKES Initial Credentialing.   The over-arching goal of LKES is to support continuous growth for school leaders. To provide the best required review and service possible, the Teacher and Leader Support and Development team is scheduling a half day LKES "Credentialing with Distinction" professional learning. All participants who attend will receive a "Credentialing with Distinction" certificate.   Following are the primary purposes of the professional learning:
• Strengthen the leadership abilities by using LKES ratings truly reflective of the administrator's practice.
• Take a "Deeper Dive" into Standards 1-Instructional Leadership, 2-School Climate, 3-Planning and Assessment.

LKES Credentialed Evaluator Review 2019-2020

Leader Keys Effectiveness System (LKES) Credentialed Evaluator Review 2019-2020 is a REQUIRED course for ALL evaluators who have been credentialed PRIOR to July 1, 2018. The course is designed to update and review all component of LKES. Credentialing is a process of establishing the qualifications and proficiency of evaluators to utilize LKES. The expectation is that evaluators continue to familiarize themselves with the LKES instrument as they work within their district.

Professional Learning Communities (PLCs): A Guide for Leaders

This module is designed to provide leaders with a deeper understanding of how to develop Professional Learning Communities (PLCs). Leaders will be guided on how Professional Learning Communities (PLCs) provide a systematic means of improving instruction and school culture.   The course takes approximately 1 hour to complete and was designed for leaders. The course can be utilized by an individual as a self-paced professional learning opportunity or by a group in a Professional Learning Community (PLC) environment. Along with the on-line module, the course also includes a PowerPoint, participant's guide, and resources to support the learning process.

Professional Learning Goals (PLGs): A Guide for Teachers

This module is designed to provide teachers with a deeper understanding of how to develop Professional Learning Goals (PLGs). Teachers will be shown a connection between Professional Learning Goals and TKES, provided guidance on how to create SMART Professional Learning Goals, and develop an understanding of the PLG implementation process.

Professional Learning Plans (PLPs): A Guide for Teachers

This course is designed to assist teachers with setting short- and long-term plans for professional learning and implementation of the learning. The purpose of Professional Learning Plans are to focus on the program of learning for the educator.

Professional Learning Plans for Remediation: A Guide for Leaders

This course is designed to provide leaders with the understanding that effective professional development enables educators to develop the knowledge and skills needed to improve teacher success and student achievement. Effective Professional Learning Plans causes administrators to become better leaders.

Engaging in Courageous Conversations: A School Leader's Guide for Improvement

The purpose of the module is to...

- Provide school leaders an opportunity to strengthen their understanding of courageous conversations.
- Identify key factors of courageous conversations.
- Learn strategies to assist you in having difficult conversations.
- Work with various courageous conversation scenarios.

Teacher Keys Evaluation System Standard 1: Professional Knowledge- A Teacher's and School Leader's Guide for Improvement

This module is designed to provide educators with an understanding that professional knowledge requires the teacher to combine subject matter expertise, pedagogical knowledge, and an understanding of students and their learning processes in order to increase student achievement.

Teacher Keys Evaluation System Standard 2: Instructional Planning: A Teacher's Guide for Improvement

This course is designed to support educators in understanding that effective instructional planning requires teachers to have a deep understanding of the curriculum, as well as student learning data to inform planning.

Teacher Keys Evaluation System Standard 3: Instructional Strategies

This course is designed to provide teachers resources to promote student learning by using research-based instructional strategies in order to engage students in active learning and to facilitate the acquisition of knowledge and skills.

Teacher Keys Evaluation System Standard 4: Differentiated Instruction: A Teacher's Guide for Improvement

This course is designed to assist teachers with analyzing student data to in order to provide every student with the necessary experiences and tasks to improve their learning. It is through differentiated instruction that each student is ensured the opportunity to learn at the depth, complexity, and pace most suited for every learner

Teacher Keys Evaluation System Standard 7: Positive Learning Environment- A Teacher's Guide for Improvement

This course is designed to provide teachers a well-managed, safe, and orderly environment that is conducive to learning and encourages respect for all. All of these components are part of a positive learning environment consisting of classroom management, structure and climate that supports academic achievement.

Teacher Keys Evaluation System Standard 8: Academically Challenging Environment -A Teacher's Guide for Improvement

This module is designed to provide teachers with strategies and resources to create academically challenging classrooms by maximizing instructional time, protecting instruction from disruption, orchestrating smooth transitions, assuming responsibility for student learning, setting high (but reasonable) expectations for all students, and supporting students in achieving instructional learning goals.

Leader Assessment on Performance Standards 4: Organizational Management

The course purpose is to provide participants with an understanding of the value of organizational management in a school.

LKES Performance Standard 5: Human Resources Management

The purpose of the module is to...
- Provide participants with the research foundation citing the importance of effective selection, support, and retention of quality instructional and support personnel.
- Provide participants with knowledge of how to incorporate skills necessary for effective selection, support and retention of quality instructional and support personnel.

LKES Performance Standard 6: Teacher/Staff Evaluation

The purpose of this module is to....
- provide an overview of the key components for Leader Assessment on Performance Standard 6: Teacher/Staff Evaluation.
- offer strategies to assist in providing effective feedback to teachers/staff.
- illustrate alignment of the rubric to the performance standard.
- explore actions a leader can take to support teachers in improving teaching practices and student achievement.

Principal Matters Episode One: Professional Learning and The School Leader

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. Principal Matters Episode One, addresses... what it means to be the lead learner. Mark Wilson takes participants to Griffin-Spalding and Cherokee County School Districts to discuss this topic with district leaders.

Principal Matters Episode Two: Planning for Success

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES). These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. Principal Matters Episode Two, addresses planning for success; Mark Wilson visits leaders in Carroll, Heard, and Quitman County School Districts.

Principal Matters Episode Three: Developing A Culture of Effective Instructional Practices

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. Principal Matters Episode Three, focuses on developing a culture of effective instructional practices. Mark Wilson visits Troup County School District administrators and the Heart of Georgia RESA Director to discuss what principals can do to impact culture.

Principal Matters Episode Four: Effective Support of Your Teachers

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. In Principal Matters Episode Four, Mark Wilson addresses the consistent reason why teachers leave the profession in their first five years. He explains that if teachers feel a lack of support, they may lose their confidence, leave the industry, change schools, or stay and be less effective. Mark takes module participants to Douglas County School District and Pioneer RESA to discuss supporting teachers.

Principal Matters Episode Five: Overcoming Poverty to Lead Effective Schools

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. In Principal Matters Episode Five, Stephanie Johnson, Georgia Principal of the Year 2017 and Deputy Superintendent School Improvement at Georgia Department of Education; Leigh Colburn, Graduate Marietta Student Success Center; and Sherida Habersham, Oconee RESA explain what they did to support their schools in overcoming poverty.

Principal Matters Episode Six: It's How You Say It: Communication and The School Leader

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. Principal Matters Episode Six addresses the importance of principals communicating effectively. Dr. Jimmy Stokes, Executive Director of Georgia Association of Education Leaders and Mark Wilson discuss on how leaders can do this.

Principal Matters Episode Seven: Decision Making, Judgement, Ethics and Professionalism

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. Principal Matters Episode Seven ad... dresses how thoughtful decisions lead to better leadership. Mark Wilson interviews Dr. Paul Shaw of Georgia Professional Standards Commission on making good decisions.

Principal Matters Episode Eight: Vision, Team, and Change

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. In Principal Matters Episode Eight, Mark Wilson addresses the importance of creating a vision for success.

Principal Matters Episode Nine: Priorities, Time Management, and Stress

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. Principal Matters Episode Nine, ad... dresses how principals can deal with job related stress by determining priorities and using time management.

Principal Matters Episode Ten: The Joy of Leading

To address the specific professional learning needs of school and district leaders, a series of professional learning modules have been developed by Mark Wilson of Georgia Principal Support Network to support the Leader Keys Effectiveness System (LKES) called Principal Matters. These modules will establish a foundation for reflection, collaboration, and ongoing job-embedded learning to assist school and district leaders in their professional growth. In Principal Matters Episode Ten, Mark Wilson addresses how to bring joy to your work. In addition, principals from across Georgia share what brings them joy in their job.

GAEL's Aspiring Principals Support Module I

This module's topics and resources are aligned with the GAEL's Aspiring Principal Support Program. The module will provide information on the skills and attributes superintendents look for when hiring principals. Increase the understanding of best practices when it comes to recruitment, selection, and retention of quality staff. Finally, the module provides examples of principals' instructional and organizational structures.

Mentors of Induction Phase Leaders Module 1- The Role of the Mentor

The Mentors of Induction Phase Leaders Module 1: The Role of the Mentor is designed for Leader Mentors. This is the first of five modules of this training series. The participants will be able to:

- Define the terms "leader mentor" and "induction phase leader"
- Identify the responsibilities for recruitment and selection of Leader Mentors
- Recognize the three foundations of Leader Mentors
- Compose a checklist of the characteristics of a leader who is considered "trust worthy"
- Name the type of individuals who can serve on the Leader Induction Support Team

Mentors Of Induction Phase Leaders Module 2 - Active Listening

Mentors of Induction Phase Leaders Module 2- Active Listening is the second of five modules in this training series. Participants in this module will be able to do the following:

- Identify three examples of Active Listening
- Name three examples of Reflection Skills
- Recognize several ways that "Active Listening" helps the Induction Phase Leader
- Identify several examples of good listening techniques
- Recall an example of body language that shows the mentor leader is listening

Mentors Of Induction Phase Leaders Module 3- The GROWS Model

This eLearning experience is designed for Leader Mentors of Induction Phase Leaders. It is the third module of five. Mentors of induction phase leaders will learn the following:

- Identify the words that are represented in the GROWS model
- Explain the purpose of the GROWS model.
- Recognize the 3 steps in how an Induction Phase Leader describes their current job "Reality".
- Choose the options that an Induction Phase Leader and Mentor have to obtain their goal.

Mentors Of Induction Phase Leaders Module 4- Strategic Questioning

This eLearning experience is designed for Leader Mentors of Induction Phase Leaders. It is the fourth module of five. Mentors of induction phase leaders will learn the following:

- Identify types of strategic questioning
- Recognize examples of clarifying questions
- Describe three techniques that a mentor could use if the Induction Phase Leader shuts down during mentoring
- Define closed questions

Mentors Of Induction Phase Leaders Training Module 5- Special Situations

This leader induction training module is designed for Leader Mentors of Induction Phase Leaders. Participant will explore the role of a mentor of induction phase leaders and the process of leader development. Once grounded in foundation, the participants learn various practical techniques to use with the mentor relationship.

Three-Dimensional Science Instruction
The purpose of this course is for science teachers to learn about how instruction has changed with the three dimensions of the science data for Georgia Standards of Excellence

Understanding First Grade Mathematics Content and Pedagogy
The purpose of this module is to support classroom teachers as they help students develop a deeper understanding of the Georgia Standards of Excellence for Mathematics. The course is grade-level specific and addresses the most challenging standards to teach in the grade level as reported by current classroom teachers via a state-wide survey. Research-based instructional strategies are provided. The Georgia Standards of Excellence spotlighted are: MGSE1.OA., MGSE1.OA.6, MGSE1.OA.7, MGSE1.OA.8, and MGSE1.NBT.4.

Understanding Second Grade Mathematics Content and Pedagogy
This purpose of this course module is to support classroom teachers as they help students develop a deeper understanding of the Georgia Standards of Excellence for Mathematics. The course is grade-level specific and addresses the most challenging standards to teach in the grade level as reported by current classroom teachers via a state-wide survey. Research-based instructional strategies are provided. The Georgia Standards of Excellence spotlighted are: MGSE2.NBT.5, MGSE2.NBT.7, MGSE2.NBT.9, MGSE2.OA. and MGSE2.MD.8

Understanding Kindergarten Mathematics Content and Pedagogy
This purpose of this course module is to support classroom teachers as they help students develop a deeper understanding of the Georgia Standards of Excellence for Mathematics. The course is grade-level specific and addresses the most challenging standards to teach in the grade level as reported by current classroom teachers via a state-wide survey. Research-based instructional strategies are provided. The Georgia Standards of Excellence spotlighted are: MGSEK.NBT.1, MGSEK.MD.3, MGSEK.OA.3, MGSEK.OA.4, and MGSEK.OA.5.

Understanding Third Grade Mathematics Content and Pedagogy
This purpose of this course module is to support classroom teachers as they help students develop a deeper understanding of the Georgia Standards of Excellence for Mathematics. The course is grade-level specific and addresses the most challenging standards to teach in the grade level as reported by current classroom teachers via a state-wide survey. Research-based instructional strategies are provided. The Georgia Standards of Excellence spotlighted are MGSE3.NBT.2, MGSE3.NF.2, MGSE3.NF.3, MGSE3.OA.8 and MGSE3.MD.1.

Understanding Fourth Grade Mathematics Content and Pedagogy
This purpose of this course module is to support classroom teachers as they help students develop a deeper understanding of the Georgia Standards of Excellence for Mathematics. The course is grade-level specific and addresses the most challenging standards to teach in the grade level as reported by current classroom teachers via a state-wide survey. Research-based instructional strategies are provided. The Georgia Standards of Excellence spotlighted are: MGSE4.NBT.1, MGSE4.NBT.6, MGSE4.OA.3, MGSE4.MD.1 and MGSE4.MD.2.

Reaching Every Student (FIP) Course Series
- Formative Instructional Practices: Reaching Students with Disabilities
- Formative Instructional Practices: Reaching English Language Learners
- Formative Instructional Practices: Reaching Gifted Students

Designing Sound Assessment: Clarifying Assessment Expectations
Designing Sound Assessment: Clarifying Assessment Expectations participants will examine how to create and use Rubrics, Master Rubrics, and Assessment Blueprints.

Designing Sound Assessment: Mastering the Methods of Assessment
Designing Sound Assessment: Mastering the Methods of Assessment participants will learn how to create and use Written Response Assessments, Verbal Response Assessments, Performance Assessments and Selected Response Assessments.

Designing Sound Assessment: Mastering the Methods of Assessment
Designing Sound Assessment: Mastering the Methods of Assessment participants will learn how to create and use Written Response Assessments, Verbal Response Assessments, Performance Assessments and Selected Response Assessments.

Designing Sounds Assessments: Putting the Pieces Together
1. Understand the importance of purpose and efficiency in sound assessment design.
2. Design and critique sound pre-assessment that measures where students enter the learning.
3. Design and critique sound interim assessment to know where students are as they progress through the learning.
4. Design and critique sound post-assessment that measures where students exit the learning.

Creating Clear Learning Targets- Elementary School
Go deeper with deconstruction of standards in a grade band and subject area. These courses provide teachers an opportunity to deconstruct complex standards into student-friendly learning targets with support and feedback.

Creating Clear Learning Targets- Middle School
Go deeper with deconstruction of standards in a grade band and subject area. These courses provide teachers an opportunity to deconstruct complex standards into student-friendly learning targets with support and feedback.

Creating Clear Learning Targets - High School
Go deeper with deconstruction of standards in a grade band and subject area. These courses provide teachers an opportunity to deconstruct complex standards into student-friendly learning targets with support and feedback.

School Test Coordinator Training
This course has been developed to give Georgia Milestones test administration training for Spring 2019. This course should be administered along with district specific training and guidelines.

GKIDS 2.0

This course is designed to introduce kindergarten teachers to the Georgia Kindergarten Inventory of Developing Skills (GKIDS)

Federal Programs

Foster Care - New Director's Online Course
Course provides details on program types and allocations, planning, implementation, and monitoring.

Homeless Education - New Directors Online Course
Course provides details on program types and allocations, planning, implementation, and monitoring.

Rural Education - New Directors Online Course
Course provides details on program types and allocations, planning, implementation, and monitoring.

Title II, Part A - New Directors Online Course
Course provides details on program types and allocations, planning, implementation, and monitoring.

Title IV, Part A - New Directors Online Course
Course provides details on program types and allocations, planning, implementation, and monitoring.

Title I, Part A - New Directors Online Course
Course provides details on program types and allocations, planning, implementation, and monitoring.

Navigating the Portal and the Consolidated Application
Course provides details on program types and allocations, planning, implementation, and monitoring.

TRL (Teacher Resource Link) Overview

This module introduces teachers to coherent instructional digital resources aligned with state standards to meet the needs of Georgia students. In addition, the participants will explore the resources in the Essential Tool Kit. The TRL contains over 50,000+ resources for teachers PK-12 including resources aligned to GAA, STEM, and CTAE. The Essential Tool Kit contains Curriculum Maps, Frameworks, Teacher Guidance Documents, Glossaries, and more!
This session is a prerequisite to "TRL Workshop".

SLDS-Understanding the Parent Portal

This course is designed for districts, schools, and teachers in order to understand the functions of the SLDS-Parent Portal.

The Georgia Statewide Longitudinal Data System (SLDS) is a free online tool developed by the Georgia Department of Education. Parents & students now have access to student's historical academic data through the Georgia's SLDS Parent/Student Portal.

BENEFITS OF THE SLDS PARENT/STUDENT PORTAL

Using the SLDS Parent/Student Portal helps parents and students access historical Georgia public school data on their academics as far back as 2006-2007.

Parents often ask these questions:
How can I talk to my child about how they are doing in school?

An Introduction to Student Data Privacy for Schools and Districts

Student data privacy course for the school-level and district users.