



Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
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ESSA Working Committee Educator and Leader Development: Supporting Excellent Educators

August 22, 2016

Georgia Department of Education

Clarification

- Regional Feedback sessions are optional.
- State Advisory will develop guiding principles.
- There are some non-negotiables that we must honor.
- Our work will intersect with the work of the other committees.

Goals for Today



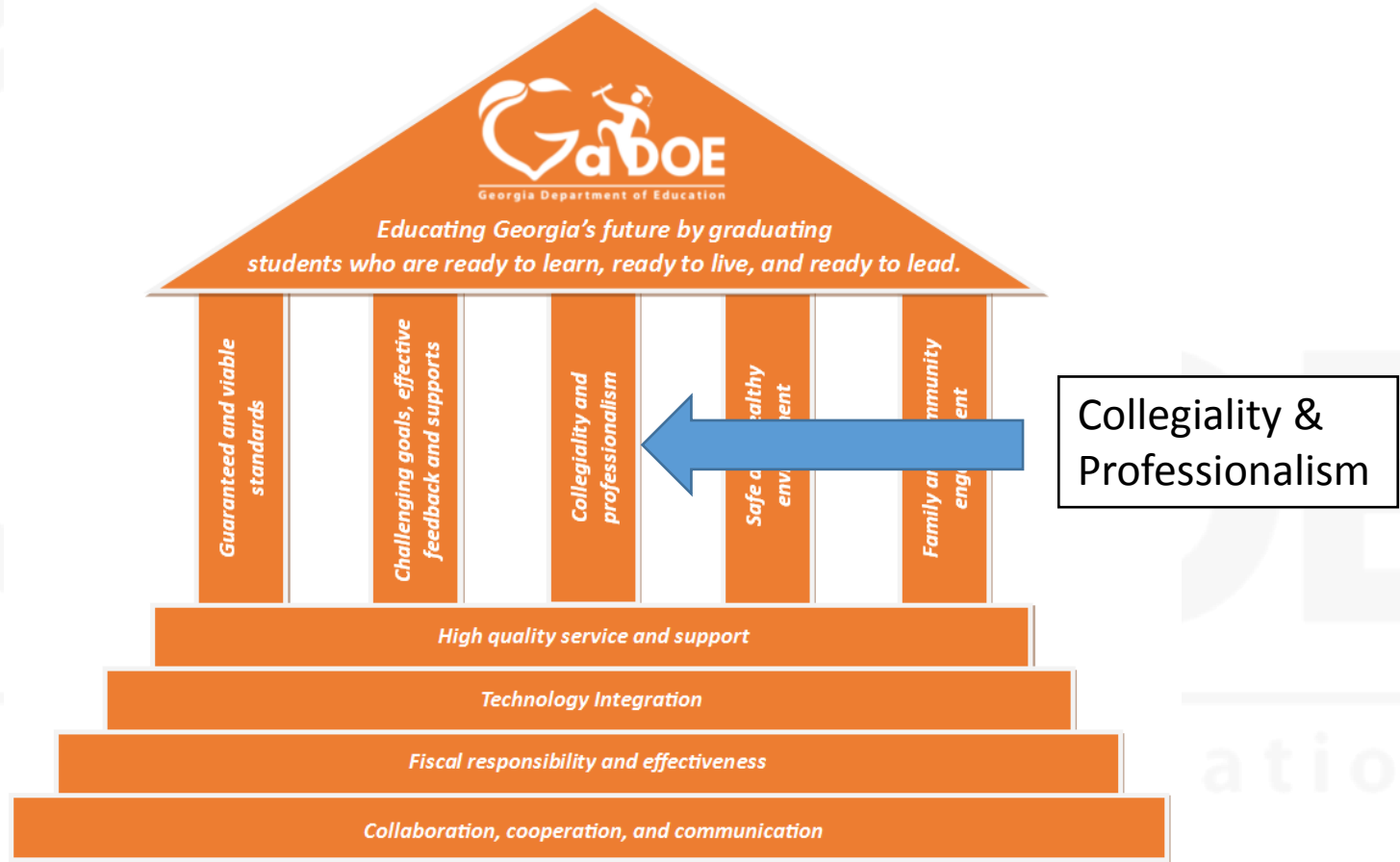
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- Review our Plan of Action
- Review the sections of GaDOE's Strategic Plan related to our work
- Develop a broad understanding of the sections of the ESSA plan related to our work
- Develop an understanding of the work currently underway
- Brainstorm new and innovative approaches to the work

Plan of Action

- Very aggressive
- Requires focused work
- Today's work will set the tone for plan
- Virtual meetings between full committee meetings may be necessary
- Draft template:
 - provides an appropriate starting point
 - contains components that must be addressed
 - usable even if the template changes

GaDOE Strategic Plan





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GaDOE Strategic Plan

- *“Our agency must lead through collaboration and must shift the focus from one that is primarily compliance and control to one that provides service and support.”*

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Strategic Goal:

Increase district, leader and teacher effectiveness through high quality service and support.

GaDOE Strategic Plan



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- Identified strategies to meet the strategic goal:
 - Enhance the quality, personalization and relevance of professional learning
(Teacher Resource Link and TLE Electronic Platform)
 - Streamline state/ federal requirements for districts
(Needs Assessments and Risk Assessments)
 - Provide on-going cross-divisional support
 - Promote school leader and educator development through personalized professional learning
(TRL, TLE Electronic Platform, IRR/Calibration)

ESSA Plan Template



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- Pages 23-31
- Pre-populating sections where possible
- State Equity Plan correlates and both plans will be adjusted as necessary to ensure continuity
- Section is a cross agency endeavor between GaDOE, GaPSC, and University System of GA/IHEs
- Work of sub-committees as well as work of all working committees will cross-over

5.1 Educator Development, Retention and Advancement



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- 5.1 A
 - Certification
 - Educator Preparation
 - Educator Development including induction
 - Educator Advancement including teacher leadership
 - Professional Growth – GaDOE – effectiveness (evaluation system) and GaPSC – recertification

5.2 Support for Educators



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- 5.2 A
 - Equitable access for all students – GaDOE – Equity Plan
- 5.2 B
 - Skills to Address Specific Learning Needs – GaDOE – State Systemic Improvement Plan (Special Education leading) and Equity Plan
 - MTSS – Multi Tiered System of Support – GaDOE
 - Crosses over multiple committees and divisions
- 5.2 C
 - Evaluation and Support Systems – GaDOE – TKES and LKES implementation
- 5.2 D
 - Educator Preparation - Consider CTAP Teaching as a Profession Pathway through full year of residency for student teachers



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5.3 Educator Equity

- Primarily the State's current Equity Plan
- Graphs to be populated with current data
- LEA Equity Plan implementation initiated 2016-2017
- Updates to align with the work on other sections
- Includes annual updates and public reporting



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Sub-Committee Assignments

- Assignments based on choices submitted and current position
- Work of Professional Qualifications Sub-Committee anticipated to conclude more quickly so will dissolve and join other sub-committees
- Continuum Sub-Committee may divide and adjust as necessary

