

Ms. Ava G. Byrne, Deputy Superintendent
Professional Development

**SUBJECT: REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE
 COUNTY, FLORIDA:**

- 1. ACCEPT THE PROFESSIONAL DEVELOPMENT
 FRAMEWORK FOR STELLAR SCHOOLS (SCHOOLS
 TARGETING EXCELLENCE IN LITERACY, LEARNING AND
 READING); AND**

- 2. AUTHORIZE THE DEVELOPMENT AND IMPLEMENTATION
 OF THE INITIATIVES IDENTIFIED IN THE FRAMEWORK**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

The School Board of Miami-Dade County, Florida, authorized the Superintendent to establish the STELLAR (Schools Targeting Excellence in Literacy, Learning and Reading) initiative during its meeting of October 20, 2004. Among the primary goals of the STELLAR initiative is to provide professional development tailored to the challenges facing STELLAR schools that meets the needs of principals and teachers.

The Office of Professional Development, in collaboration with the Office of Curriculum and Instruction, has developed a professional development framework for STELLAR schools. The key elements of this framework include:

- The development of an enhanced menu of professional development offerings for STELLAR instructional employees and school administrators;

- The institution of an intensive, five-day Summer Leadership Institute for school leadership teams focusing on high performance school culture, literacy, effective instructional leadership and continuous improvement;

- The creation of intensive five-day Summer institutes for teachers, focusing on literacy and core content area pedagogy, the analysis and use of student data to drive instruction, continuous improvement, reflective practice and action research;

- The development of a STELLAR Center for Teaching and Learning designed to provide extended, site-based mentoring and support to early career teachers. National Board Certified Teachers will serve as mentors, providing classroom-based modeling and coaching to novice and early career teachers. Early career

teachers will cycle through the Center, with non-education major early career teachers receiving priority.

- The introduction of new mechanisms designed to provide support to new teachers, including:
 1. A Virtual New Teacher Center to provide new and early career teachers access to an online toolkit tailored to meet their specific needs in addition to online mentoring and threaded discussions on topics such as classroom management and teacher-parent communications; and
 2. The development of a pilot, technology-based program designed to link new and early career teachers with virtual mentors, recruiting National Board Certified and retired teachers to serve as mentors;
- In partnership with an established Higher Education Consortia of local colleges and universities, the development of initiatives to support beginning teachers and school administrators by bridging the preservice and inservice experience through professional development schools and the STELLAR Center for Teaching and Learning;
- In collaboration with higher education partners and policymakers, the development of challenging professional development for highly accomplished teachers by creating action research cohorts and conducting showcases of best practices to exchange and review research projects, current literature, policy issues and trends;
- The establishment of STELLAR Support Teams consisting of school psychologists, social workers, content area support personnel (e.g., Reading Leaders, Reading Coaches, and Math Coaches) and staff from the Office of Professional Development to insure that diagnoses, interventions and professional development are aligned with student needs; and
- The establishment of a Coaching Academy as a means to provide ongoing support for Reading Coaches, Reading Leaders, Math Coaches and other support team members deployed to STELLAR schools.

The development and implementation of specific initiatives identified in the STELLAR Professional Development Framework will require contractual agreements. These agreements will be brought to the Board for review and approval pursuant to requirements in Board Rule 6Gx13-3F-1.021, Professional Services Contracts.

Staff from the Office of Professional Development, in collaboration with staff from Curriculum and Instruction, will develop and implement the components of the

STELLAR Professional Development Framework. Funding for these activities is available through 2004-2005 Title I professional development grant funds. No local funds will be used.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

- 1 Accept the Professional Development Framework for STELLAR Schools (Schools Targeting Excellence in Literacy, Learning and Reading); and
2. Authorize the development and implementation of the initiatives identified in the Framework.

Funding for these activities is available through 2004-2005 Title I professional development grant funds. No local funds will be used.

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