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Office of Human Capital Management

SUBJECT: REQUEST THE SCHOOL BOARD TO AUTHORIZE THE SUPERINTENDENT OF SCHOOLS TO DEVELOP AND SUBMIT THE DISTRICT'S NEW MASTER PLAN FOR INSERVICE EDUCATION (2014-2019) TO THE FLORIDA DEPARTMENT OF EDUCATION

COMMITTEE: SCHOOL SUPPORT AND ACCOUNTABILITY

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

In accordance with State Board Rule 6A-5.071, Florida Administrative Code (FAC), each district school board is required to develop and maintain an Inservice Education and Training Program for all employees that is planned, developed and administered in accordance with the rules of the Florida State Board of Education. Additionally, the state requires that a new plan be developed and approved by the local school board every five years before submission to the Florida Department of Education. This Master Inservice Plan links professional development activities with the District's strategic goals, instructional personnel needs as determined by annual assessment surveys, school improvement plans, annual school reports, student achievement data, and performance appraisal data for teachers and administrators.

The proposed plan reflects a compilation of components that guide job-embedded professional learning offerings throughout the District. Components are developed to meet state requirements in preparing teachers to become highly qualified. The Plan outlines the general and detailed objectives of each professional learning activity and stipulates the specific learner outcome, learning and implementing procedures and evaluation methods that gauge the application and impact of the professional learning on personnel and the students or individuals they serve.

The proposed plan provides an avenue for teachers, instructional personnel, and administrators to acquire new skills, stay informed of national trends in education reform, and renew their professional certificates without incurring any costs for taking college/university level courses. There is also an added benefit to both instructional personnel and District: teachers are able to add valuable endorsements to their existing professional certificates without cost and at the same time, the District is increasing its pool of teachers who are qualified to provide instruction in many of the much-needed areas. Those areas include reading, ESOL, gifted and autism education.

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Since the beginning of the current school year 5,118 teachers have taken or are now enrolled in 205 endorsement classes, each of which is equivalent to a three-credit college/university course, at no cost to the individual. In addition, during the period of the current Master Inservice Plan, 2009-2014, over 5,780 courses have been offered with over 100,000 educators in attendance.

The District's current Master Plan for Inservice Education will expire on June 30, 2014. In order to maintain continuous service to educators and be in compliance with State Board Rule 6A-5.071, (FAC), this item requests authorization for the Superintendent of Schools to submit the District's new Master Plan for Inservice Education for the five-year period of July 1, 2014 through June 30, 2019, to the Florida Department of Education.

Under newly enacted Senate Bill 1108, Florida Statute 1012.585, beginning July 1, 2014, an applicant for renewal of a professional certificate must earn a minimum of one college credit or equivalent inservice points in the area of instruction for teaching students with disabilities. A new ESE component was developed to support the state requirement.

The Master Inservice Plan for Education incorporated the following four new components for 2014-2019:

- 2-100-437 ESE for All Educators
- 2-401-001 Assessment Issues and Strategies
- 6-413-001 Family Involvement
- 7-507-322 Instructional Coaching – Leadership

Eleven components have been deleted from the Master Inservice Plan for Education 2014-2019 because they are now obsolete or have been blended with an existing component.

An indexed listing of all 2014-2019 components is attached. Additionally, a CD containing the components, in its entirety, will be forwarded to School Board Members under separate cover, and will be placed on file in the Citizen Information Center and in the Office of Board Recording Secretary.

There is no cost to the District associated with this item.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, authorize the Superintendent of Schools to develop and submit the District's new Master Plan for Inservice Education (2014-2019) to the Florida Department of Education.

EW:wr

MASTER INSERVICE PLAN 2014 - 2019

COMPONENT LISTING

Component Title	MPPs	Component Number
PHYSICAL EDUCATION		
Physical Education/Sports - Physical and Sensory Disabilities	120	2-011-344
Sports for Students with Intellectual Disabilities	120	2-011-346
Rescue and Community Water Safety	120	1-011-309
Physical Education Curriculum and Strategies	120	2-011-348
Physical Education and Health	120	2-011-349
JROTC Instructional Practice	120	2-011-351
DIVISION OF LIFE SKILLS AND SPECIAL PROJECTS		
Instructional Strategies in the Visual Arts	120	2-000-325
Contemporary and Traditional Media Arts	120	2-000-326
Music Content and Materials	120	2-010-317
Music Instructional Strategies and Techniques	120	2-010-318
Strategies and Techniques in Dance	120	2-011-343
Dance Education Content and Strategies	120	2-011-344
Instructional Strategies in Theatre	120	2-008-346
EARLY CHILDHOOD EDUCATION		
Early Childhood High/Scope	120	2-012-335
Early Childhood Instructional Practices	120	2-012-336
LANGUAGE ARTS/READING		
Language Arts Instruction	120	2-008-346
Literacy Leadership	120	7-008-001
Reading Content	120	1-013-319
Reading Instruction	120	2-013-360
Assessment and Data Analysis in Reading	120	4-013-001
Leadership in Reading	120	7-013-306
Writing Instruction	120	2-017-318
Creating Independence Through Student-Owned Strategies (Project CRISS)	24	2-013-331
MATHEMATICS		

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Mathematics Leadership	120	7-009-001
Mathematics Standards	120	1-009-316
Mathematics Assessments	120	1-009-317
Mathematics Technology	120	3-009-318
Mathematics Content	120	1-009-319
Mathematics Instructional Strategies	120	1-009-320
SCIENCE EDUCATION		
Science Content	120	1-015-332
Science Assessment	120	2-015-394
Science Instructional Strategies	120	2-015-395
Science and Leadership	120	7-015-001
Science and Technology	120	3-105-001
Informal Science Education	120	1-105-318
HEALTH SCIENCE EDUCATION		
Health Science Instructional Strategies	120	1-204-001
Health Science Education: Clinical Update for Health Occupations	120	2-204-001
Health Science Education: CPR/First Aid	120	2-002-029
SOCIAL SCIENCES		
Multicultural Education	120	2-016-365
History	120	2-016-366
Geography	120	2-016-367
Economics	120	2-016-368
Civics-Government	120	2-016-369
Character Education	120	2-016-370
Behavioral Sciences	120	2-016-371
Instructional Strategies in Speech and Debate	120	2-008-347
ADVANCED ACADEMICS		
Advanced Academics: Advanced Placement	120	2-105-321
Advanced Academics: Gifted	120	2-105-322

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Advanced Academics: Innovative Strategies	120	2-105-323
Advanced Academics: Teaching Enrichment Activities to Minorities	120	2-105-324
DIVISION OF SPECIAL EDUCATION		
Special Education: Compliance	120	4-103-001
Special Education E/BD Programs	120	5-101-308
Special Education: Behavior Management	120	5-101-309
Special Education: Clinical Services	120	5-101-310
Special Education: Autism Spectrum Disorders (ASD)	120	2-100-429
Special Education: Sensory	120	2-100-430
Special Education: Transition	120	2-100-434
Special Education: Speech and Language Services	120	4-102-002
Special Education: Assessment	120	4-102-001
Special Education: LEP Strategies	120	2-100-433
Special Education: Collaboration	120	8-104-001
Special Education: Inclusive Practices	120	2-100-432
Special Education: Curriculum Content	120	1-105-319
Special Education: Instructional Strategies	120	2-100-436
Special Education: Technology	120	3-100-001
Special Education: Orthopedically Impaired	120	2-100-435
Problem Solving and Multi-Tiered Systems Support (MTSS)	120	7-415-001
ESE for All Educators	40	2-100-437
PSYCHOLOGICAL SERVICES		
Psychological Services Cross-Battery Assessment	120	4-401-001
Psychological Services Leadership Cadre	120	7-401-002
Psychological Services School Support Team	120	2-415-306
Psychological Services Assessment and Evaluation	120	4-401-002
Psychological Services - Schoolwide Data Analysis	120	4-501-002
Psychological Services Issues in Cultural and Linguistic Diversity	120	2-411-309
Psychological Services Assessing Learner Needs	120	4-411-001

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
STUDENT SERVICES		
Student Services: Prevention/Intervention	120	8-409-003
Student Services: Workshop	120	8-409-004
Student Services: Seminar	120	8-409-002
Student Services Strategies	120	8-409-005
Prevention/Intervention: HIV/AIDS Education	120	8-409-001
Student Services: Human Growth and Development	120	2-005-332
Student Services: Child Abuse	120	2-005-333
LIBRARY MEDIA		
Implementing Effective Library Media Programs	120	1-407-308
BILINGUAL EDUCATION		
Bilingual Education: English Lang. Learners Elementary Language Arts Instruction	120	2-0700-001
Bilingual Education: Spanish-S Elementary	120	2-700-002
Bilingual Education: Dual Language Instruction K-12	120	2-700-003
Bilingual Education: English Language Learners Elementary Instructional Practices	120	2-700-004
Bilingual Education: Spanish Language and Literature 6-12	120	2-700-005
Bilingual Education: English Language Learners Secondary Language Arts Instruction	120	2-700-007
Bilingual Education: World Language Instruction K-12	120	2-700-008
Bilingual Education: Haitian-Creole-S Elementary	120	2-700-009
PROFESSIONAL DEVELOPMENT and EVALUATION		
Studies in Content and Integrated Curriculum	120	1-007-303
Continuous Improvement Model	120	2-501-002
Assessment Issues and Strategies	120	2-401-001
Data Analysis	120	4-401-001
Classroom Management	120	5-404-004
Co-Teaching	120	2-406-323
Differentiated Instruction	120	2-411-002
Family Involvement	120	6-413-001
Professional Seminar	120	2-408-372

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Professional Conference District/State/National	12	2-408-369
Instructional Support Strategies	120	2-409-411
Professional Development Liaison (PDL) Training	120	8-417-001
Effective Peer Coaching	120	8-507-001
Instructional Coaching	120	7-507-322
Clinical Supervision for Educators	30	8-409-001
HQ - Subject Area Tutorial Preparation	120	8-409-308
National Board Candidacy	120	7-416-306
Action Research	120	7-507-710
Teacher Leadership Development	120	7-416-305
Lesson Study	120	7-507-319
Professional Learning Communities	120	7-507-711
Curriculum Content for Paraprofessionals	120	1-408-306
Instructional Strategies for Paraprofessionals	120	2-408-371
ENDORSEMENTS (Professional Development)		
Reading Endorsement: Competency 1-Foundations of Reading Instruction	60	1-013-320
Reading Endorsement: Competency 2-Foundations of Research-Based Instructional Practices	60	1-013-321
Reading Endorsement: Competency 3-Foundations of Assessment	60	1-013-322
Reading Endorsement: Competency 4-Foundations and Application of Differentiation Instruction	60	1-013-323
Reading Endorsement: Competency 5-Demonstration of Accomplishment	60	1-013-324
ESOL Endorsement: Methods of Teaching ESOL	60	1-700-001
ESOL Endorsement: Curriculum and Materials Development	60	1-701-001
ESOL Endorsement: Cross cultural Communications	60	1-702-001
ESOL Endorsement: Testing and Evaluation of ESOL	60	1-703-001
ESOL Endorsement: Applied Linguistics	60	1-705-001
Issues and Strategies for Teaching LEP Students	18	1-410-314
Gifted Endorsement: Nature and Needs of the Gifted	60	1-105-301
Gifted Endorsement: Curriculum Development for the Gifted	60	1-105-302
Gifted Endorsement: Theory and Development of Creativity	60	1-105-303

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Gifted Endorsement: Guidance and Counseling for the Gifted	60	1-105-304
Gifted Endorsement: Special Populations of Gifted Students	60	1-105-305
Autism Endorsement: Nature, Needs and Assessment	60	1-103-301
Autism Endorsement: Assistive Technology & Alternative/Augmentive Communication	60	1-101-301
Autism Endorsement: Behavior Management and Positive Behavioral Support	60	1-101-302
Autism Endorsement: Implementations of Field-Based Experience (Capstone)	60	1-103-302
Athletic Coaching Endorsement: Care and Prevention of Athletic Injuries	60	1-011-304
Athletic Coaching Endorsement: Coaching Theory	60	1-011-305
Athletic Coaching Endorsement: Coaching a Specific Sport	60	1-011-306
NEW TEACHER SUPPORT (Professional Development)		
Mentoring and Induction for New Teachers (MINT)	120	2-404-007
MINT Mentor Training	120	2-404-006
Alternative Professional Preparation Program Seminar 1	120	8-410-004
Alternative Professional Preparation Program Seminar 2	120	8-410-005
SCHOOL-BASED COMPONENTS (Professional Development)		
School-Based Technology	120	2-003-395
School-Based Professional Learning Communities	120	7-507-309
School-Based Book Study	120	7-507-308
School-Based Improvement Initiatives	120	2-512-355
School-Based Action Research	120	7-506-028
School-Based Curriculum Content	120	2-408-368
School-Based Instructional Support Strategies	120	2-409-410
School-Based Lesson Study	120	7-507-320
LEADERSHIP DEVELOPMENT (Professional Development and Evaluation)		
Ethics and Professionalism	120	7-503-007
The Principal: Leading School-Based Professional Learning	120	7-506-029
Workplace Diversity	120	7-503-008
Effective Communication	120	7-507-310
Supervision of ESOL for Administrators	120	7-513-090

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Instructional Leadership	120	7-507-311
Operational Leadership	120	7-507-312
Educational Leadership for School Board Memebers	120	7-507-321
School Leadership	120	7-507-313
Mentoring for Administrators	120	7-507-314
Assistant Principal Preparation Program	120	7-513-091
Principal Preparation Program	120	7-513-092
Executive Coaching	120	7-507-315
Instructional Performance Evaluation and Growth System (IPEGS) Updates	30	1-410-318
IPEGS 1: Overview/Administrators	30	1-410-001
IPEGS 1: Overview for Instructional Professionals	10	1-410-317
IPEGS 2: Performance Standards and Rating Rubric/ Administrators	10	7-410-001
IPEGS 2: Performance Standards Instructional Professionals	10	1-410-319
IPEGS 3: Deliberate Practice Growth Targets/ Administrators	10	7-410-002
IPEGS 3: Deliberate Practice Growth Targets/Instructional	10	1-410-321
IPEGS 4: End of Year Document ation and Summative Evaluation/Administrators	10	7-410-003
IPEGS 4: End of Year Document and Summative Evaluation/Instructional Professionals	10	1-410-323
IPEGS Inter-Rater Reliability/ Administrators	10	7-410-011
ADULT ESOL		
ELITE: Adult ESOL Instruction	120	2-302-303
ELITE: Program for Disabled Students	120	2-303-304
ELITE: Instructional Strategies for Adult Education	120	2-301-316
ELITE: Strategies in GED Instruction	120	2-301-317
INSTRUCTIONAL TECHNOLOGY		
Instructional Technology Emerging Technology	120	3-003-387
Integrating Technology into the Curriculum	120	3-003-389
Instructional Technology Applications	120	3-003-391
CAREER and TECHNICAL EDUCATION		
Technology Education: Instructional Strategies	120	2-209-303

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Career Technology Education: Machine Operation	120	2-209-304
Technology Education: Communication/CAD Software	120	1-209-001
Technology Education: Engineering/Manufacturing Software	120	1-209-002
Technology Education: STEM Curriculum	120	2-209-307
Technology Education: Industry Certification	120	2-209-308
Curriculum Development and Enhancement for Standards in Career and Technical Education (CTE)	120	1-211-001
Instructional Strategies in Career and Technical Education (CTE)	120	2-211-001
Industry Certification Instruction and Preparation for Career and Technical Education (CTE)	120	2-211-002
SCHOOLS OF CHOICE		
Current Methods in Choice Programs	120	2-408-370
NON-INSTRUCTIONAL OFFERINGS		
School Board Policy and Procedures	120	8-410-004
Technology	120	8-003-001
Business Skills: Non Instructional	120	8-509-059
Operations and Safety	120	8-510-010
SCHOOL QUALITY IMPROVEMENT		
School Improvement Process	120	7-512-310
INFORMATION TECHNOLOGY SERVICES(ITS)		
Windows Operating Systems	120	3-003-394
Graphics and Web Design	120	3-003-395
Reporting Applications	120	7-508-027
Mainframe-Human Resources-Budget-Finance	120	7-508-023
Computer Literacy	120	3-003-392
Mainframe-ISIS	120	7-508-025
Electronic Gradebook	120	7-508-024
School-Student Scheduler	120	7-508-026
Communications	120	7-508-022
Business Application-Productivity Software	120	3-003-393
GRANTS ADMINISTRATION		

MASTER INSERVICE PLAN 2014 - 2019

Component Title	MPPs	Component Number
Grants: Writing and Managing	120	7-506-031
BUSINESS OPERATING SOLUTIONS FOR SCHOOLS		
SAP Human Resources Systems	120	8-506-308
SAP Procurement Systems	120	8-504-014
General SAP Features	120	8-504-015
SAP Financial Systems	120	8-504-016