

South Dakota Framework for Teaching (SD FFT) Implementation System

PILOT Professional Development Plan

Phase 1: Growing Knowledge

Activity	Fall 2011	Spring 2012	Summer 2012
Online book studies (1 hr)	Session 1 (ALL)	Session 2 (ALL)	Session 3 (ALL)
Online book studies specific to administrator needs (1 hr)	Session 1 (ALL)	Session 2 (ALL)	Session 3 (ALL)
Face to face/online course (3 hr)	Session 1 (ALL)	Session 1 (ALL)	Session 2 (ALL)
Informational seminars for administrators and teacher leaders (eg., Area Supt./Prin. Meetings, webinars, Systems Change Conference, TIE Conference)	Session 1 (ALL)	Session 2 (ALL)	Session 3 (ALL)
PILOT districts may request any of the above for their staff only.			

Phase 2: Growing Skill-PILOT Districts

Training Content	Projected Dates	Who Should Attend	Options
Identification of pilot districts or schools by DOE.	October 14, 2011		
Introduction to the FfT. (Required)*	January 2012 <hr/> 2 days recommended	Team or whole district	Districts may wish to use the Trainer model and Team members share content at PLT or BLT meetings. PILOT districts may request facilitator to work with their district one-on-one depending on DOE resources.
Crosswalk of district's current standards and evaluation system to the FfT. At the end of session, districts will have a draft of their evaluation plan including which components to address in Year 1. (Required)*	February 2012 <hr/> 1 day	Designated evaluation committee members (Team) consisting of superintendents, principals, special education directors and key teachers.	All PILOT teams may meet at the same time. PILOT districts may request facilitator to work with their team one-on-one depending on DOE resources.
Observation Training. Evaluators will learn how to collect evidence against the FfT. The primary goal of this training is to get administrators calibrated so that they do reliable and valid observations (Required of all who will be conducting observations)*	April 2012 <hr/> 2 days	All who will be conducting observations	All PILOT teams may meet at the same time. PILOT districts may request facilitator to work with their team one-on-one depending on DOE resources.
Individual coaching of evaluators. The facilitator will go into classrooms with principals to observe and then have one-on-one coaching conversations with the evaluator to support them in becoming reliable with using the FfT.	Following Observation Training		

Train the Trainer seminar to train participants to deliver Introduction to the FfT to district staff.	End of May or June 2012 <hr/> 1 day	All who will be delivering the training to district staff and has attended the 2-day Introduction	In districts where TIE or EDEC 2 will be delivering the Introduction, this training isn't necessary.
Schools adopt and implement the FfT. Cognitive Coaching SM	August 2012 Summer and Fall, 2012	Designated evaluation committee members (Team) consisting of superintendents, principals, special education directors and key teachers.	All PILOT teams may meet at the same time. PILOT districts may request trainer to work with their district individually.

* Depending on DOE resources, the introduction, crosswalk and observation trainings may be offered to districts other than PILOTS.

It is recommended that the following resources be purchased by the district:

All teachers should own Enhancing Professional Practice: A Framework for Teaching: 2nd Edition by Charlotte Danielson

Districts should purchase one copy of each as a resource: Implementing the FfT in Enhancing Professional Practice: An ASCD Action Tool and The Handbook for Enhancing Professional Practice, Using the Framework for Teaching in Your School