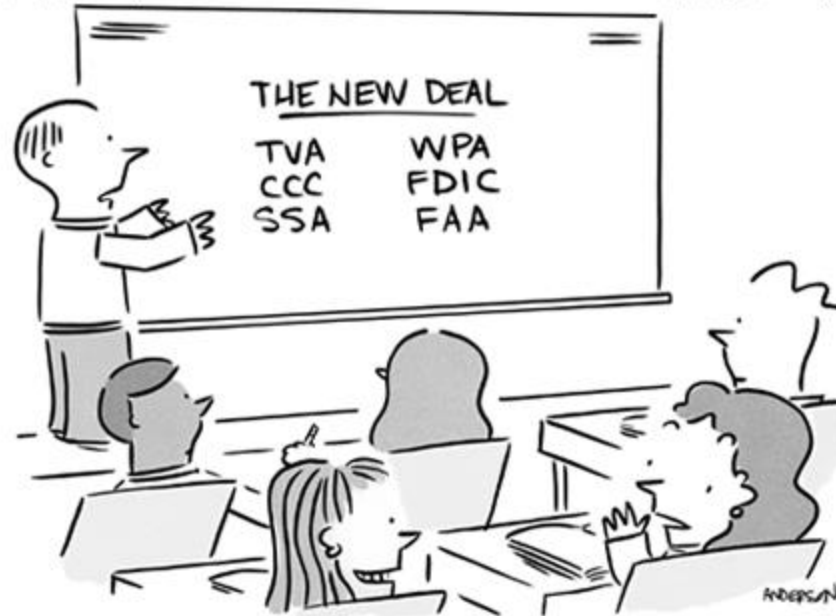




Welcome To The Wisconsin Lutheran State Teachers' Conference

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"And they complain about our text abbreviations."

The ABC's of PDP's

Wisconsin Lutheran State Teachers' Conference

October 30, 2014

Prof. Alan Bitter – Wisconsin Lutheran College



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PI - 34

Standards *Wisconsin Standards for Teacher Development & Licensure*

Levels *License Stages
Initial - Professional*

PDP Process *Teams, and Timeline*

Wrap Up *Categories, Choices, Benefits*



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- 1. Teachers know the subjects they are teaching.**
- 2. Teachers know how children grow.**
- 3. Teachers understand that children learn differently.**
- 4. Teachers know how to teach.**
- 5. Teachers know how to manage a classroom.**
- 6. Teachers communicate well.**
- 7. Teachers are able to plan different kinds of lessons.**
- 8. Teachers know how to test for student progress.**
- 9. Teachers are able to evaluate themselves.**
- 10. Teachers are connected with other teachers and the community.**



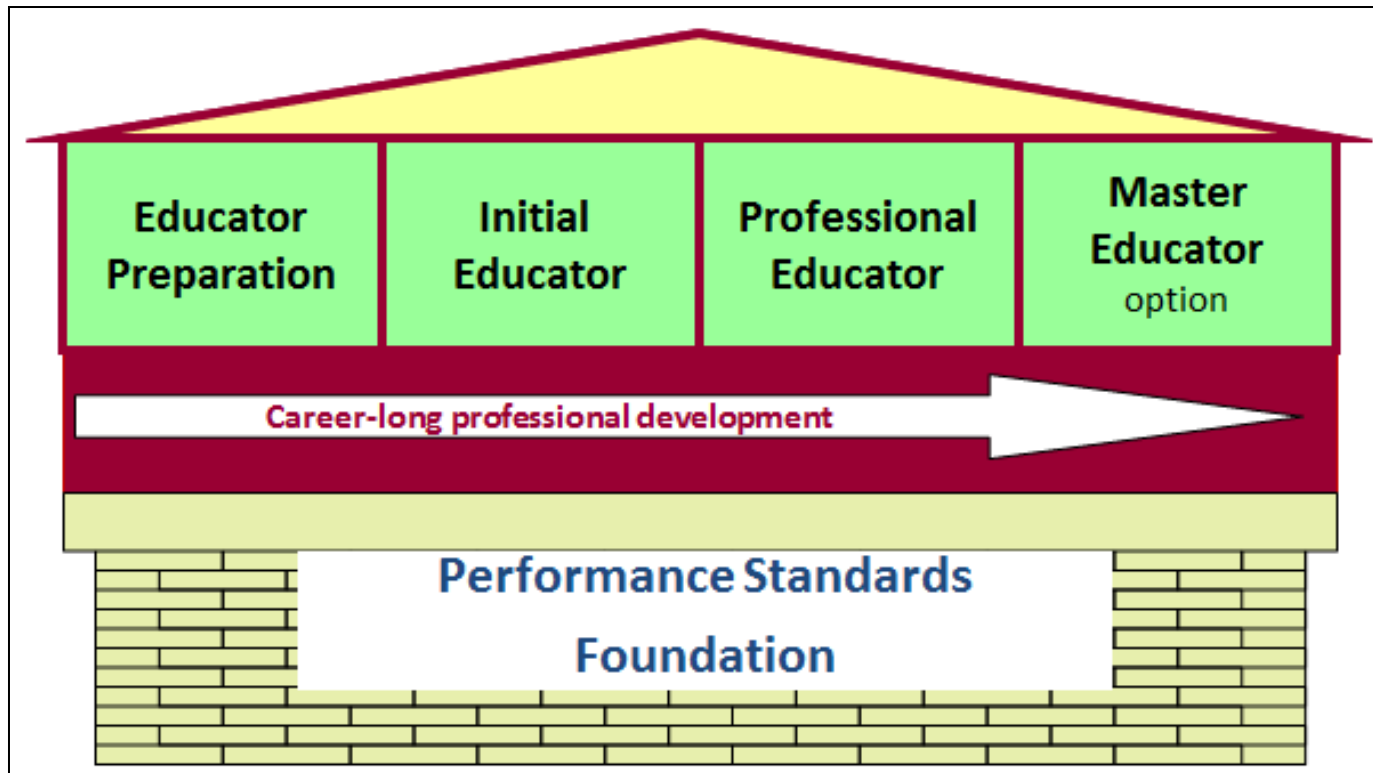
Can you connect teacher standards to these goal statements?

I will increase my knowledge and skills in instructional strategies and assessment practices in order to improve the percentage of special education students proficient in reading and math as measured on the WKCE.

I will research and implement classroom strategies so that students maintain the habit of independent reading with different types of literature.

Standards Document

Framework for Career-Long Professional Development





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ABC's and PDP's

PDP Professional Development Plan

IHE Institute of Higher Education

PDP Team - Professional Development Plan
Review Team

DPI Department of
Public Instruction



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Initial Educator License Cycle

Year 1: Reflection and work with mentor.

Year 2: Submit plan between **June 1 (end of 1st year of licensure)** and **January 1 (during 2nd year of employment)** to PDP Team - **PDP Goal Approval**

Years 2-4: Document an annual review. Provision for major revisions - **April 1**

Year 5: Submit completed PDP with documentation to a PDP Team by **January 15 - PDP Verification**

Year 5: PDP Team will review and verify the PDP by **April 1**.
Clarification of discrepancies between the PDP Team and the candidate by **June 1**.

PDP verification is done electronically through [WECAN](#) or [QEI](#).



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Professional Educator Stage

- ✓ 5 year renewable Professional Educator License
- ✓ Professional Development Plan (PDP showing growth in 2 or more Wisconsin Educator Standards)
- ✓ PDP Team verifies completion
- ✓ Current educators are grand-parented as professional educators and may renew license using 6 credits or PDP



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Professional Educator License Cycle

Year 1: Reflection

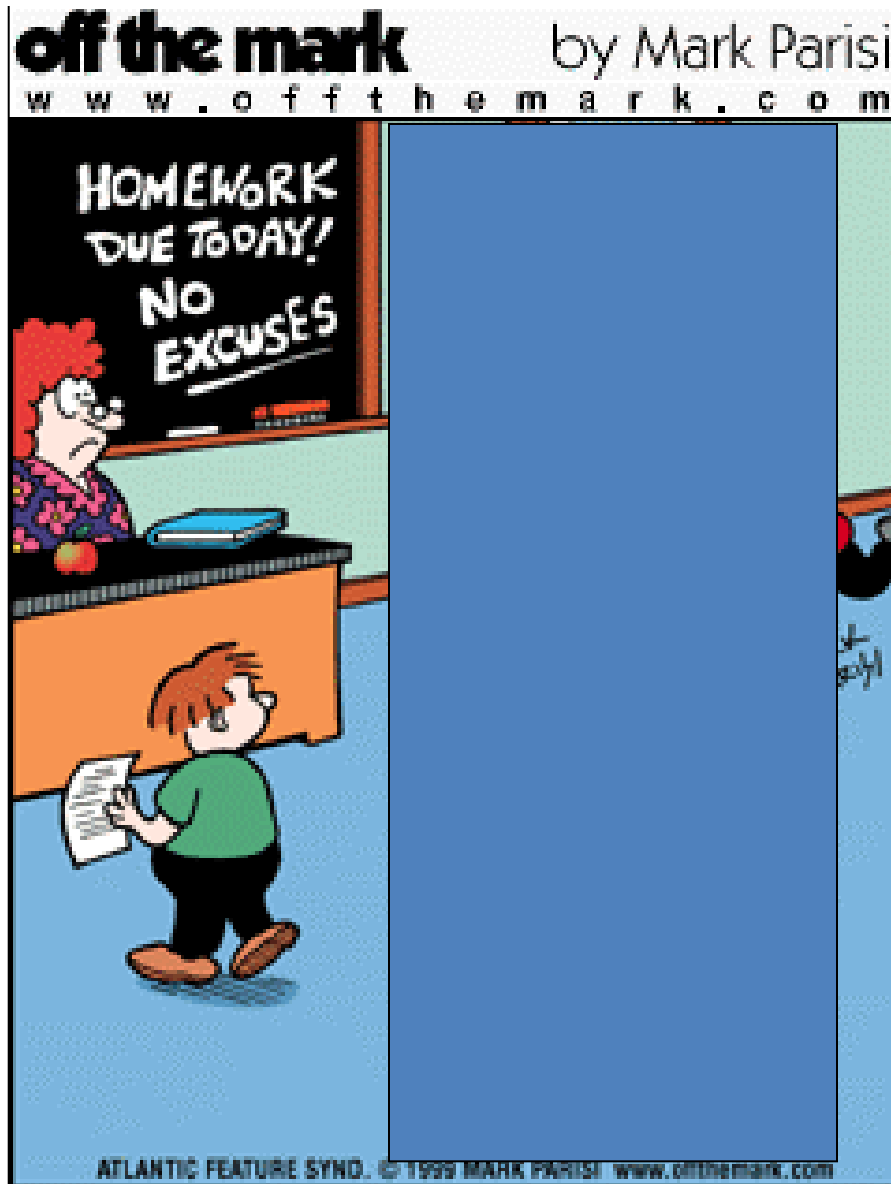
Years 1-4: Create and work on completing a PDP. Conduct annual reviews.

Year 5: Submit completed PDP with documentation to the PDP Team by **January 15**.

Year 5: PDP Team will review and verify the PDP by **April 1**. Clarification of discrepancies between the PDP Team and the candidate by **June 1**.

Year 5: Submit completed application with PDP verification form to DPI to obtain another Professional Educator License.

PDP verification is done electronically through [WECAN](#) or [QEI](#).



Cartoon Break



What Is the Plan?

Professional
Growth

- ✓ Outcomes for Wisconsin Educator
- ✓ Outcomes for independent learning
- ✓ Outcomes for continuous learning & improvement for
- ✓ Self-directed
- ✓ Data driven

Student
Learning



PDP at a Glance

Step I: Preparing to Write the Plan: Reflection

Step II: Writing the Plan: Components

If you have identified more than one goal in your plan, follow Step II, A-E, for each goal:

- A. Description of school and teaching, administrative, or pupil services situation
- B. Description of the goal(s) to be addressed
- C. Rationale for your goal(s) and link to reflection, educational situation, and Wisconsin Educator Standards
- D. Plan for assessing and documenting achievement of your goal(s)
- E. Plan to meet your goal(s): objectives, activities, timeline, and collaboration

Month/year goal(s) (including Step II, A-E) submitted to your PDP Team for approval: _____

Month/year goal(s) approved/not approved by your PDP Team: _____



PDP at a Glance

Step III: Annual Review of the Professional Development Plan

(to be completed each year of the plan except for the first and final)

- A. Completion dates for objectives and activities completed during each year
- B. Reflection summary of your professional growth made throughout the year
- C. Reflection of effect professional growth had on student learning
- D. Description of any substantial revisions made to your goal(s), objectives, or activities

Any substantial changes to your goal(s) must be submitted to your PDP Team for approval

Step IV: Documentation of the Completed Plan

(to be completed and submitted no later than January 15 of the final year of your licensure renewal cycle)

- A. Three to five pieces of evidence and a description of each
- B. Reflection and summary of your professional growth and its effect on student learning

Also include your annual reviews and your approved and signed Goal Approval Form



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Who's on My Team? (only slightly less confusing than "Who's on 1st?")

Initial Educator

- ✓ One peer (teacher)
- ✓ One administrator
- ✓ One higher representative (I/II)

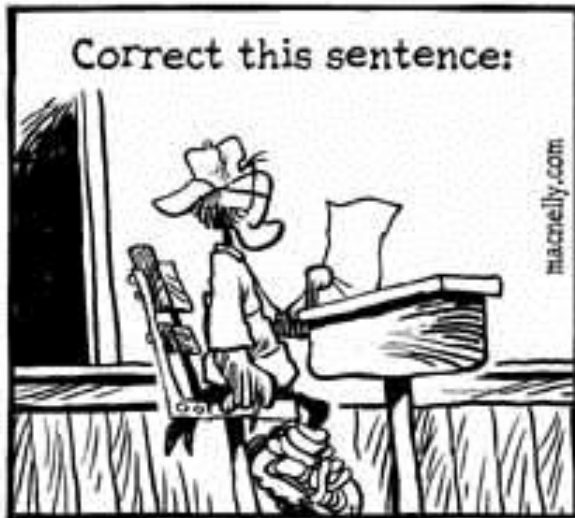
Professional Educator

- Three peers
- teachers or
- administrators or
- ✓ pupil services

Quiz
Later

*Depends on type of license
being renewed.*

Cartoon Break





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GUIDELINES: Purpose of the PDP

- ✓ To serve as a mechanism for license renewal between you, your PDP Team, and the State Superintendent
- ✓ To show how you plan to increase your proficiency based on the Wisconsin Educator Standards
- ✓ To show how you plan to improve your students' learning



If you want 1 year of prosperity, grow grain.

If you want 10 years of prosperity, grow trees.

If you want 100 years of prosperity, grow people.

Ancient
Chinese
Proverb



Timeline

Initial Educator Only

Year 1: Self-reflection

Year 2: Submit plan for initial approval **(June 1 – January 1)**.

Years 3-4: Document and submit for review. If major revisions are required, resubmit to PDP team for their review by **January 15** if changes occur.

Quiz Later

Initial & Professional Educators

Year 4: Submit plan for verification and license renewal **between July 1 and January 15**.

Year 5: The PDP Team will review the PDP by **April 1**. Clarification of discrepancies between the team and the candidate by **June 1**.



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Review and Verification of the PDP

Evidence of Annual Review

It is the responsibility of the educator to review the plan in years two, three, and four of the licensure cycle.

(The annual review form must be submitted to the PDP team for their review, by April 1st, only during the year when significant changes in the goal occur.)



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For a complete set of rules, resources and guidance see the Teacher Education, Professional Development and Licensing Team web page.



Cartoon Break

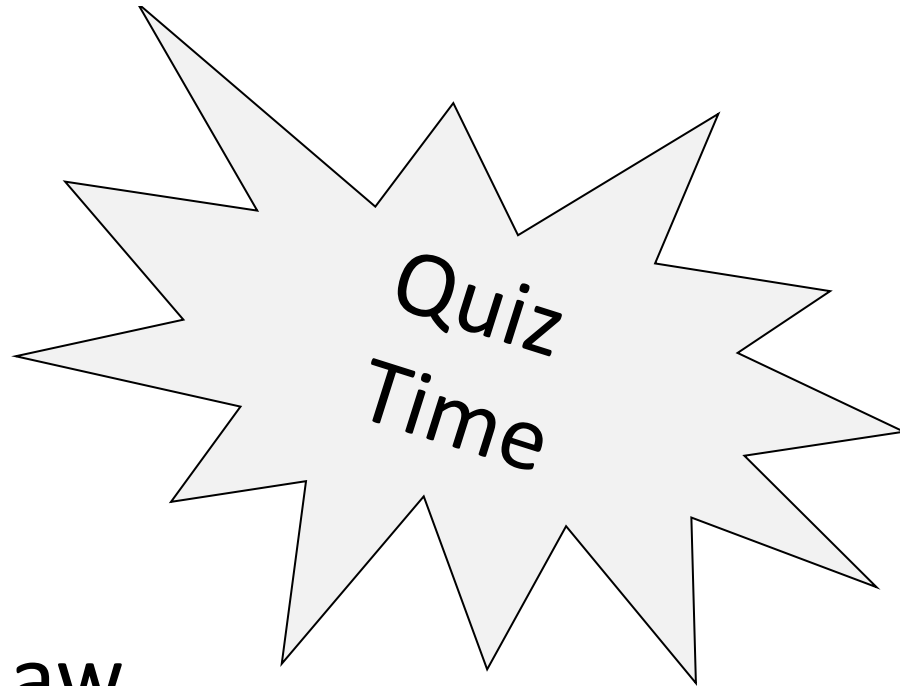
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"PLAGIARISM IS SUCH A NEGATIVE WORD.
I PREFER TO CALL IT 'PREPACKAGED CREATIVITY'."

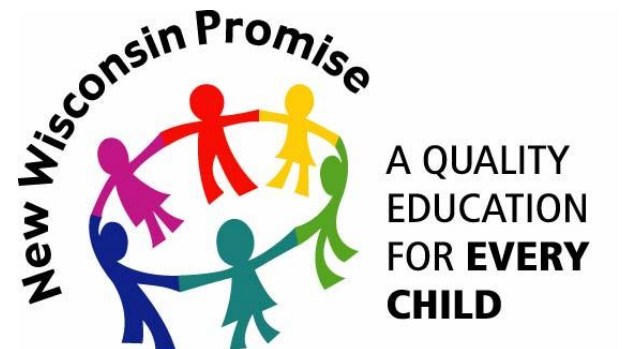


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PI 34 is a

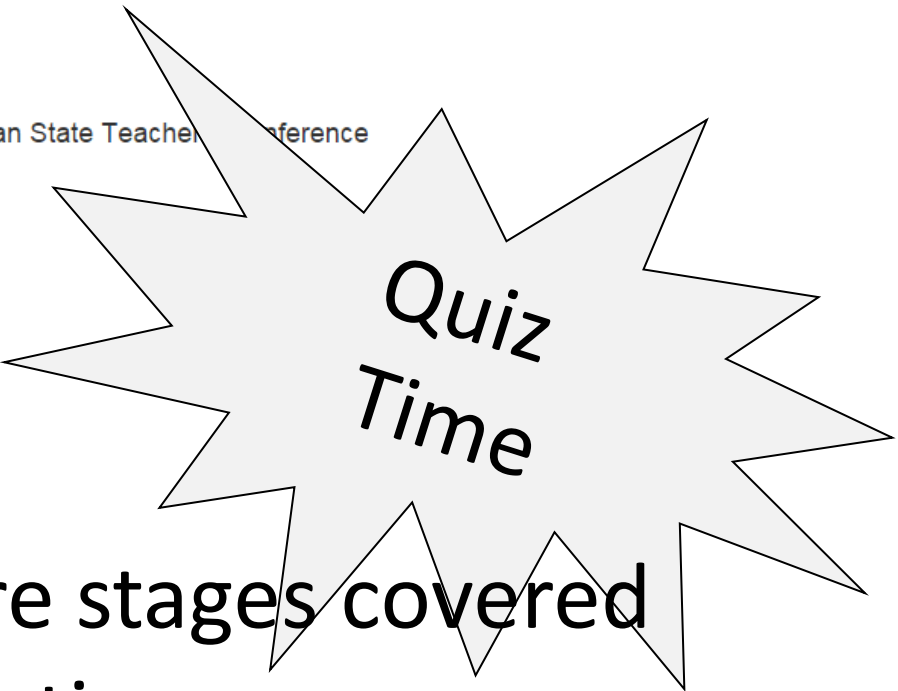
1. Federal Law
2. State Law
3. Jim Moeller Law



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Quiz
Time

The two licensure stages covered
in this presentation are

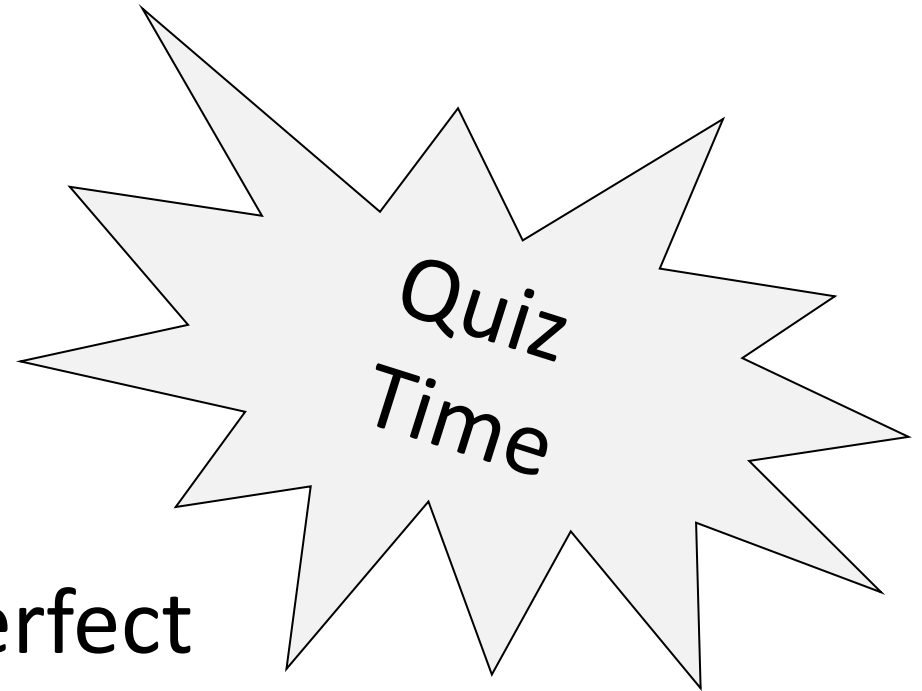
1. Initial
2. Professional
3. Incompetent



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PDP stands for

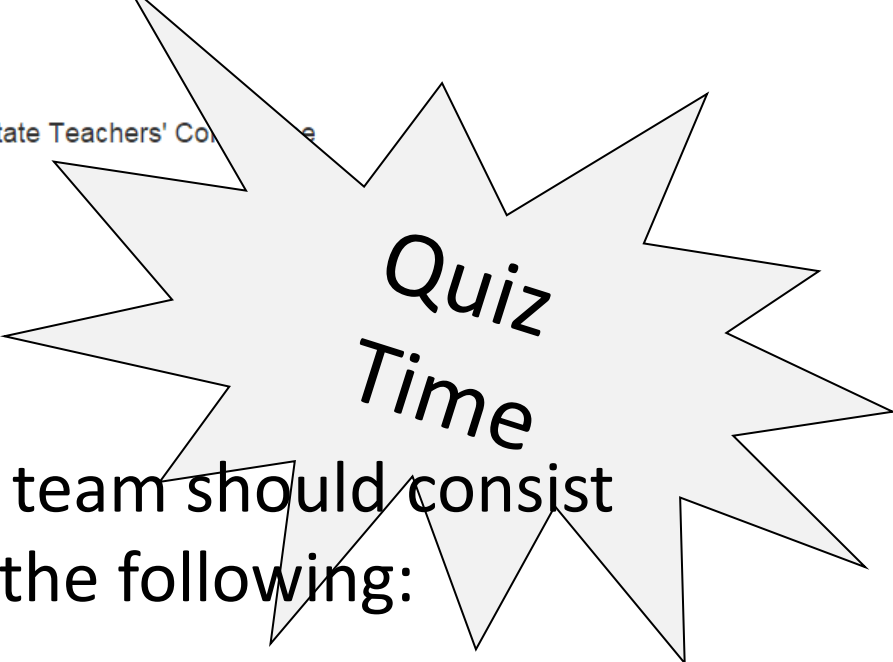
1. Pretty Dog-gone Perfect
2. Professional Development Plan
3. Popular Diet Programs



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Quiz
Time

An Initial Educator's review team should consist of which combination of the following:

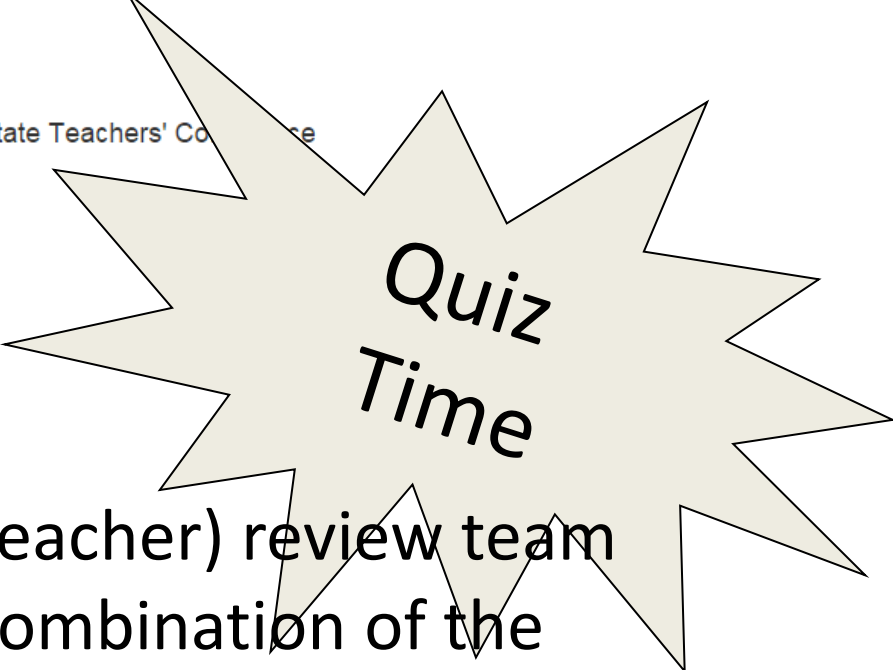
1. Licensed teacher with DPI training
2. Licensed administrator with DPI training
3. Institute of Higher Education representative with DPI training



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Quiz
Time

A Professional Educator's (teacher) review team should consist of which combination of the following:

1. Licensed teacher with DPI training
2. Licensed administrator with DPI training
3. Institute of Higher Education representative with DPI training

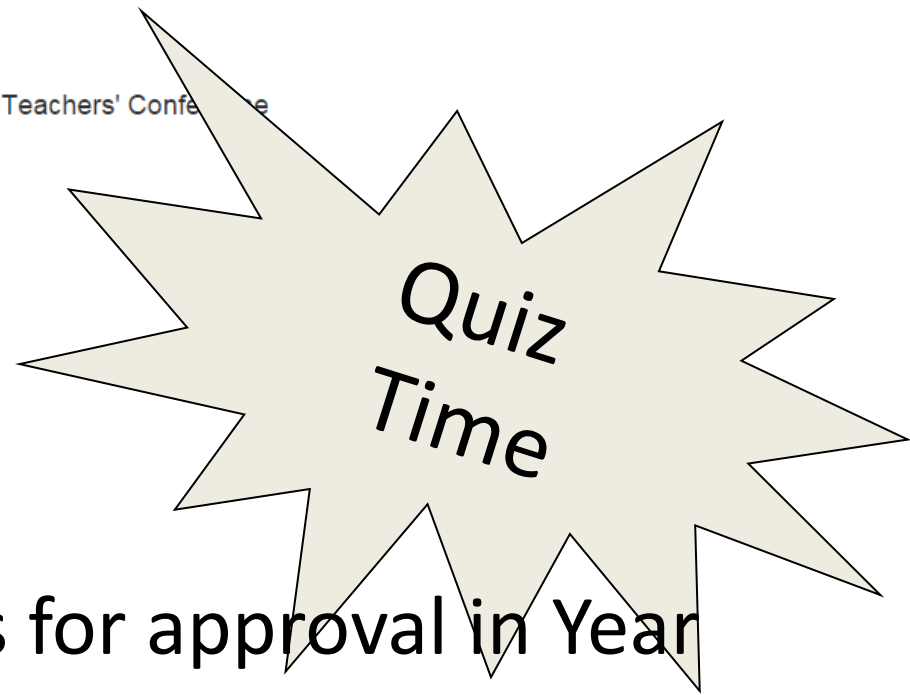


A QUALITY
EDUCATION
FOR **EVERY**
CHILD

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You submit your goals for approval in Year
2. You are a(n)

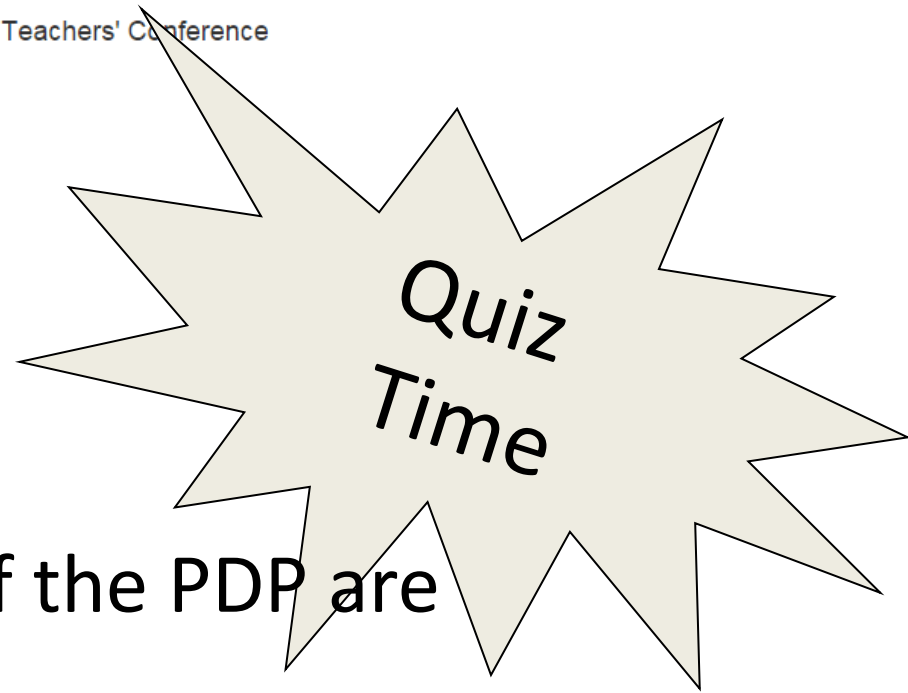
1. Initial Educator
2. Professional Educator
3. Complete Idiot



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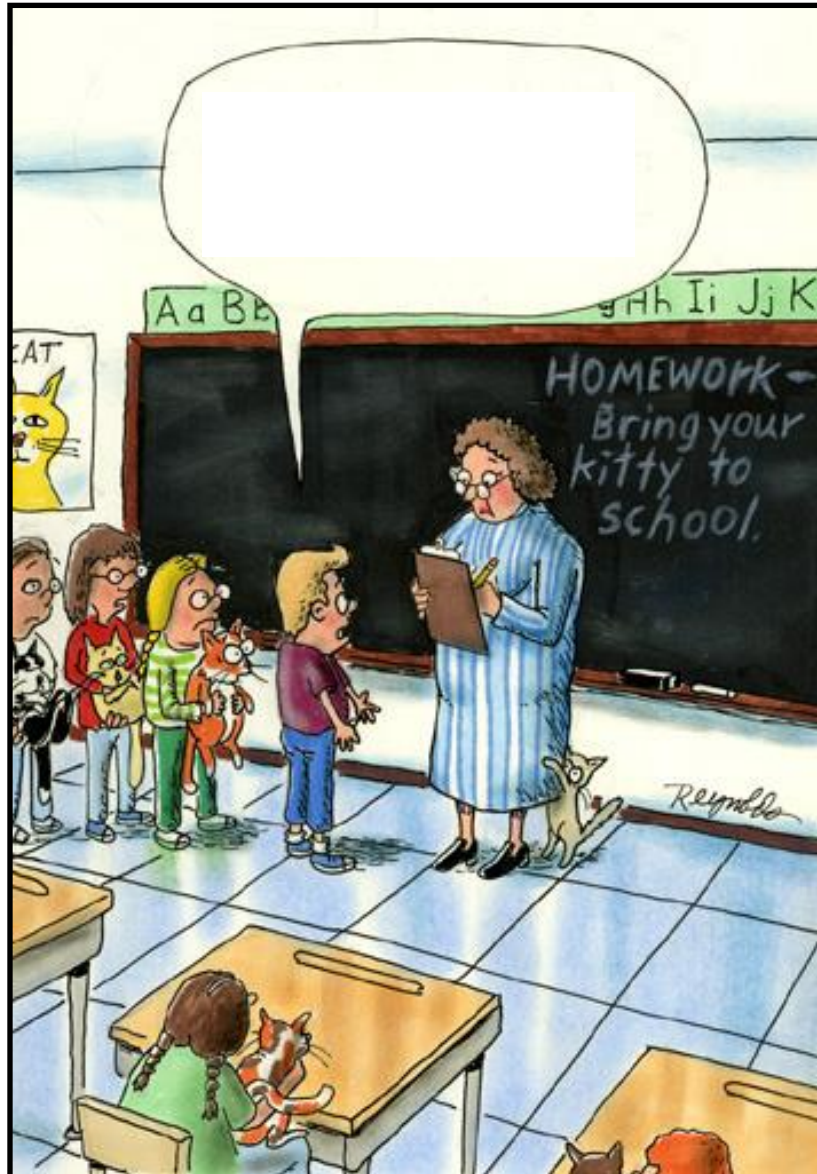


The two main goals of the PDP are

1. Professional growth
2. Student learning
3. None of the above



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Cartoon Break



PI - 34

Standards *Wisconsin Standards for Teacher Development & Licensure*

Levels *License Stages*

Initial - Professional - Master

PDP Process *Teams, and Timelines*

Wrap Up *Categories, Choices, Benefits*

Categories & Choices

Licensed before 2004

- ✓ Professional Educator
- ✓ PDP
- ✓ 6 Credits

Licensed after 2004

- ✓ Initial Educator
- ✓ PDP

Benefits of PDP

- ✓ Self-directed
- ✓ Data-driven
- ✓ Collaborative





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I learned ...

I wonder ...



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Thank You!

Do You Have a License to Teach Like That?

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