



# FLORIDA CONSORTIUM *of* PUBLIC CHARTER SCHOOLS

*Florida's Charter Support Organization Since 1999*

## About the FCPCS Professional Development System

During the 2014 legislative session, a bill (HB 433) was passed that allows an organization of private school or consortium of charter schools to develop a professional development system that includes a master plan for In-service activities. The system and In-service plan must be submitted to the Commission of Education for approval. [1012.98 (6) F.S.]

In response to the passage of HB 433, FCPCS developed the FCPCS Professional Development System. The Department of Education approved the system in December 2014.

The FCPCS Professional Development System is designed to supplement the state-approved master professional development plans of the school districts in Florida. The goal is to build a system that serves as a vehicle for high quality professional learning for Florida charter school instructional and administrative personnel. The system supports practices aligned with the changing expectations for student achievement, instructional and leadership practices, and professional learning processes.

The FCPCS Professional Development System was developed through the collaboration of a group of distinguished educators which serve as the FCPCS Professional Development Task Force. The members of the Task Force were selected by the FCPCS Board of Directors. The professionals serving on this Task Force possess extensive knowledge and expertise in the field of education and educational leadership in the charter school industry.

The members of the FCPCS Professional Development Task Force provide technical assistance and will continuously evaluate the quality and effectiveness of the courses offered through the FCPCS Professional Development System. A sub-committee will be identified within the Task Force that will have the responsibility of evaluating the Professional Development System annually, using specific criteria (which will be referred to as the FCPCS Professional Development Evaluation Committee).

## The Florida Principal and Teacher Academy

As part of the FCPCS Professional Development System, FCPCS created the Florida Principal and Teacher Academy to offer charter school instructional personnel and school-based administrators the ability to earn in-service points in specific areas that address the employee's professional growth needs, without having to rely solely on professional development opportunities offered by the school district. The Florida Principal and Teacher Academy offers "on demand" online courses through that charter school personnel may access at their

convenience and from any computer at any time. Charter school personnel will be able to select specific courses that meet their individual professional needs.

Educational Impact (EI), an online professional development provider, has partnered with FCPCS to provide the professional development components offered through the Florida Principal and Teacher Academy. These online courses address the Florida Educator Accomplished Practices (FEAPs), as well as the Florida Principal Leadership Standards (FPLS). EI has loaded the FEAPs and the FPLS indicators, as well as the performance indicators for the two most commonly used evaluation systems--Marzano and Danielson--into their online system. The online professional development courses and videos offered by Educational Impact are aligned to all of these performance indicators.

The FCPCS Professional Development System is a viable, useful, and practical plan for all charter schools to utilize in implementing their school-wide professional development plan because they are aligned to the most commonly used evaluation systems used in Florida. Charter schools will not need to rely solely on their district's professional development offerings, or post-secondary course offerings, to meet the professional development needs of instructional and administrative personnel.