

## 2011 FASSW State Conference

### Florida School Social Work Practice: FDOE Update on Priorities from the Field

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## Agenda

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- FLDOE Notes
- District SSW Practice Priorities
- SB 736, Student Success Act (Personnel Evaluation Systems )
  - Non Classroom Instructional / Requirements
  - Purpose
  - Components
  - Timeline related to Student Services
- Family Educational Rights and Privacy Act (FERPA)
- Multi-tier System of Supports (MTSS)
- Questions / Resources

## FLDOE Notes

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- Commissioner of Education, *Gerard Robinson*  
<http://www.youtube.com/educationfl#p/c/o/gYftVL4cemQ>
- Leadership Happenings
  - *Pamela Stewart*, K-12 Public Schools Chancellor
  - *Bambi Lockman*, Deputy Superintendent for Curriculum and Instruction, Volusia County Public Schools
- Upcoming
  - Effective Strategies/Student Engagement Institute – November 7-10, 2011 (St. Pete, Hilton)

<http://www.dropoutprevention.org/conferences/2011-educational-strategies-student-engagement-institute>.

## Priorities

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- School social work appraisal (*Student Success Act - SB 736*)
- Information Sharing/FERPA (*Coop. Agrmts; MOUs*)
- Multi-tiered System of Support (*MTSS*)\*
- Staff Retention/Reallocation (*UCLA Center*)

Resource-Oriented Teams:  
Key Infrastructure Mechanisms for Enhancing Learning Supports (UCLA Center)  
[http://smhp.psych.ucla.edu/pdfdocs/Report/resource\\_oriented\\_teams.pdf](http://smhp.psych.ucla.edu/pdfdocs/Report/resource_oriented_teams.pdf)

## New Personnel Evaluation System

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### Focus of Education Reform

- Quality teachers/ leaders
- Connection to better student outcomes
- Influence of RTTT funding incentives
- 2011 FL Legislation - Student Success Act (SB 736)



## Personnel Evaluation System

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### ***New Standard***

Increase student learning growth by improving the quality of instructional and administrative services

### District Evaluation Systems

- Designed to support *effective instruction and student learning growth*
- Results used when developing *district and school level IPs*
- Results used to identify *professional development* decisions  
(Continuous improvement for instructional personnel & administrators)

## New Standard and Purpose Personnel Evaluations

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To support those objectives, the law also sets forth that teacher evaluations are to be based on sound educational principles and contemporary research in effective practices in three major areas:

1. The performance of students
2. Instructional practice
3. Professional and job responsibilities

## Personnel Evaluation System: Levels of Performance

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### Differentiate among 4 levels of performance:

- Highly effective
- Effective
- Needs improvement, or for instructional personnel in first 3 years of employment, Developing
- Unsatisfactory

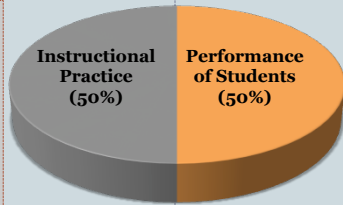
Student growth standards for each performance level

Criteria for each performance level

## Major Components of the Evaluation System

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Instructional Practice measured by the District's Instructional Practice Framework



Student performance measured by student learning growth

## Personnel Evaluation System: Criteria

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### Instructional Practice –

#### **District Instructional Practice Framework** *(Marzano, Danielson, Hybrid)*

Classroom instructional – FEAPs  
Non-classroom instructional – FEAPs + job expectations related to SS

### Student Performance –

#### **Assessed by statewide (FCAT, EOC) or district assessments for courses associated with FCAT**

Classroom instructional - 50% of evaluation based on student learning growth for students assigned 3 yrs

Non-classroom instructional - *Combination of 30% student learning growth data & 20% other measureable student outcomes specific to the assigned position*

## Personnel Evaluation System Student Performance/Learning Growth

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### Florida's Value-Added Model

- One part of a multi-faceted teacher evaluation system
- Developed independently by committee of FL educators (*Student Growth Implementation Committee*) –
- Value-added models “level the playing field” by accounting for differences in the proficiency and characteristics of students
- Measures impact on learning by accounting for other factors that impact learning

## Input to the Process

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- *FLDOE discussion* of Student Services parameters for non-classroom, instructional personnel
- *School Social Work* – special evaluation criteria are necessary (*No FEAPs specific to SSW..*)
- *Integrating professional standards* into district instructional framework
- *Collaboration with FLDOE, SSW / Student Services* supervisors to support district development of evaluation frameworks

## Information Sharing

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### Family Educational Rights and Privacy Act (FERPA)

- DOE and DCF
  - Subcontractors for direct services
  - Subcontractors for data management
  - Proper/intended use of personally identifiable student information

## FERPA / Information Sharing / Cooperative Agreements...

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### Issue defined:

#### Relevant background:

- FERPA – *Disclosure of Education Records to Non-Educational State Agencies*
- Requires Consent
  - Parent (Natural Parent; Foster Parent...)
  - Court Order (e.g., obtained at intake or upon “in care” status)
- State Cooperative Agreement (*and related guide and/or implementation documents*)

## FERPA

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### AT ISSUE – the federal requirements:

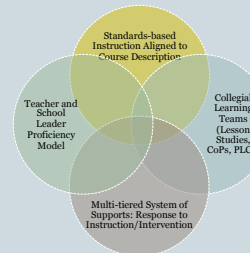
- “Absent a health or safety emergency (CPT investigations), school personnel may not provide student information to DCF staff or dependency case managers without a court order or release signed by the natural/foster parent.”
- *Rule of Juvenile Procedure* Form 8.961(a)
- *Authorization for Release of Information and Records by DCF staff or dependency case managers. Authorizes access to student’s educational information in a manner consistent with FERPA.*

## Muti-Tier System of Supports (MTSS):

Data-based Problem-solving & Response to Instruction/Intervention (RtI)

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### The Vision of One System Supporting ALL Students!



Florida’s Division of Public Schools K-12  
Florida Department of Education Bureau of Curriculum & Instruction

## Muti-Tier System of Supports (MTSS):

Data-based Problem-solving & Response to Instruction/Intervention (RtI)

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- **What is it?**
  - A way of ensuring effective resources, services, and supports are delivered in an efficient way.
  - A “logic” or framework for thinking/working that is based on integrated team-based, systematic planning and problem-solving at all levels.
- **What is it NOT?**
  - a program, resource, standard, lesson delivery method
  - content-specific, prescriptive, linear, sector-specific

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## What does MTSS do for schools?

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- **Many resources and services in schools...how are they used? MTSS provides the way to**
  - Allocate resources and services based on student need
  - Implement an organizational structure that ensures continual improvement of an effective system supporting effective instruction
  - Provide tiered support for the continual growth of students, teachers, and administrators
- **From a school leadership perspective:**
  - Do I have resources appropriately placed, given the demands of my student population?

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## What's next?

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- **Statewide Implementation Support: Phase II**
- Continuation and strengthening of cross-office/bureau collaboration: BCI, Educator Quality, BEESS, Family and Community, JRF, etc.
- PS/RtI and PBS:RtI integration of efforts to support district teams using MTSS to organize and implement integrated FDOE initiatives: Standards-based Instruction, Proficiency Model, Lesson Study, etc.

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## Collaborative Vision of PS/RtI and FLPBS/ RtI:B (MTSS)

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- Enhance the the *capacity* of all Florida school districts to successfully implement and sustain a *multi-tiered system* of student supports with *fidelity* in every school;
- *Accelerate and maximize student academic and social-emotional outcomes* through the application of *data-based problem solving* utilized by *effective leadership* at all levels of the educational system;
- Inform the *development, implementation, and ongoing evaluation of an integrated, aligned, and sustainable system of service delivery* that prepares all students for *post-secondary education and/or successful employment within our global society.*

## Translating “Mission” to “Motion” - Workgroups

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- Leadership
- Coaching
- Data-based Problem Solving
- Evaluation
- Secondary (Student Engagement)
- Family and Community Engagement
- Technology

## RtI Resources

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- National Center on Response to Intervention  
<http://www.rti4success.org/>
- RTI Action Network <http://www.rtinetwork.org/>
- Florida’s PS/RtI Website (FDOE)  
<http://www.florida-rti.org>
- Problem Solving/Response to Intervention (PS/RtI) Project  
<http://www.floridarti.usf.e>

## Handouts Available

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<http://sss.usf.edu>

Student Support Services Project Website  
CONFERENCE PRESENTATION (button)

- Power point Presentation
- State Board of Education Legislative Priorities
- Resource-Oriented Teams: Key Infrastructure Mechanisms for Enhancing Learning Supports  
UCLA Center for Mental Health In Schools (CMHS)
- Enacting the Early Ongoing Collaboration and Assistance (EOCA) Vision for School Success: Resource Mapping  
Wisconsin DOE
- AUTHORIZATION FOR RELEASE OF INFORMATION AND RECORDS/Consent
- Court FORM 8.961(a) Access To Educational Records

## Questions

THANK YOU!