

KS Direct Connection

KANSAS
STAFF
DEVELOPMENT
COUNCIL

PROFESSIONAL
DEVELOPMENT
WITH PURPOSE

November 2009

"We are now at a point where we must educate our children in what no one knew yesterday, and prepare our schools for what no one knows yet."

Margaret Mead



Tech Tips: *21 Things For The 21st Century Educator*

By Dawn Johnson
21st Century Skills Workgroup Chair

Wonder if blogging is right for your classroom? Curious how to create a blog? Or maybe you are still just trying to understand what a blog is. One place to learn about technology and learn how to utilize it in the classroom is on the website "21 Things for the 21st Century Educator" at <http://21things.weebly.com>.

The website is based on the National Educational Technology Standards for Teachers. The purpose of the website is to provide "Just in Time" training through an online interface for K-12 educators based on the National Educational Tech-

nology Standards for Teachers (NETS-T). These standards are the basic technology skills every educator should possess. As part of the process, educators develop their own skills and discover what students need in order to meet the NETS for students.

According to the website, the 21 things of which every educator should have a conceptual understanding are as follows:

1. Assessment/Evaluation and Survey Tools—how to use online tools such as survey monkey, zoomerang, & rubistar—to create rubrics;
2. Basics—keyboard shortcuts for Microsoft office;

3. Blog—basic information on blogs *continued on page 3*

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Save the date...



Join KSDC April 12-14 for..... '**Making An Impact**'

Joellen Killion, author of *Assessing Impact: Evaluating for Staff Development*, leads the journey with the keynote address.

- Learn how to measure impact of professional development.
- Identify ways to design professional development that meets the needs of educators at all stages.

Conference program and registration will be at www.ksdc.us in January, 2010.

Calendar Countdown



KSDC Board Meeting	November 3, 2009 April 12, 2010	Airport Hilton Wichita, KS
Gateway to Learning NSDC's 41st Annual Conference	Preconference, Dec 5-6, 2009 Conference, Dec. 7-9, 2009	America's Center Convention Complex, St. Louis, MO
Making an Impact KSDC Leadership Conference	Preconference, April 12, 2010 Conference, April 13-14, 2010	Airport Hilton Wichita, KS

21st Century Learning Environment:

Built Through Quality Professional Development

Dr. Diane Gross,
KSDC President

Consider the title of an article I was reading in the October 2009 issue of *Newsleader*, a publication by the National Association of Secondary School Principals (NASSP): "Gates Foundation Says Effective Teaching is 'Silver Bullet' to Reform." Wow I thought, there is a solution to poor performing schools and districts! As I continued to read, what I realized is that through the work of the Foundation, a plan has been developed for a five-year, \$500 million effort to answer the question: what makes for an effective teacher and how those qualities can be measured in the classroom. NASSP acknowledges that several factors influence student learning, but concur with the folks of the Bill and Melinda Gates Foundation that "making all students college-ready will require shifts in beliefs, policies, and actions that ultimately empower school system's largest asset—its corps of teachers—to deliver the highest quality of instruction in every school, in every classroom, and to every student." Components of the printed words read remind me of the related concepts expressed through several organizations.

Technology Frames Our Learning

The National Staff Development Council's (NSDC) purpose is: Every educator engages in effective professional learning every day so every student achieves. The Partnership for 21st Century Skills has created a framework for 21st Century Learning that describes the following skills and knowledge components essential for all students: 1) Core subjects and



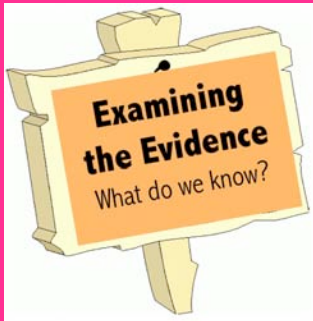
Dr. Diane Gross and Terry Eis, KSDC Past President, prepare to share information about 21st Century skills to the KSDC Board during their annual advance, held in June.

21st Century themes (such as language arts, mathematics, science, global awareness, and financial literacy; 2) Learning and Innovation Skills (such as creativity, innovation, critical thinking, and problem solving; 3) Information, Media, and Technology Skills; and 4) Life and Career Skills (such as initiative and self-direction). The Kansas State Department of Education (KSDE) has developed profiles for the 21st Century learning environment and the 21st Century Learner under unifying themes: Five Environmental Unifying Themes – Relationships, Relevance, Rigor, Results, and Responsive Culture; 10 learner unifying themes – Creativity and Innovation; Critical Thinking and Problem Solving; Communicating and Collaborating; Infor-

mation Communication Technology, and Media Literacy; Flexibility and Adaptability; Initiative and Self-Direction; Social and Cross-Cultural Skills; Productivity and Accountability; Leadership and Responsibility; and Employment and Career Development. Additionally the Kansas Learning First Alliance (KLFA) has teamed with KTWU-TV 11 to present "Reading, Writing, and A Worthwhile Education for Kansas Kids," a video intended to develop conversation and action around the changing world and the type of school systems that are required to provide a relevant education so that our students will leave our schools prepared to be a productive and

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NSDC Strategic Priorities
Leading the Race for Learning!



Every educator engages in effective professional learning every day so that every student achieves.

KSDC Leadership Conference:
Professional Development
That Makes An Impact
On Student Learning

By Penny Schuckman
 2010 Leadership Conference Chair

Have you ever wondered if the staff development in your district is making an impact? Have you ever struggled with how to measure that impact? If you answered yes to either of these questions, we have the conference for you: KSDC's annual Leadership Conference, April 13-14, 2010 at the Wichita Airport Hilton. Joellen Killion will open the conference with a keynote address. She will highlight how to make the most impact with staff



Joellen Killion,
 NSDC Deputy Executive Director

development and how to measure that impact!

Killion is the Deputy Executive Director for the National Staff Development Council (NSDC). In her work with NSDC, Killion focuses on improving professional learning for all educators. She has penned many books and articles on the topic of results-based staff development, and she has extensive experience in professional development planning, design, implementation, and evaluation both at the school and system level. The creed Killion lives by is:

- Excellence can be achieved if you . . .
- Care more than others think is wise . . .
- Risk more than others think is safe . . .
- Dream more than others think is practical . . .
- Expect more than others think is possible . . .

Breakout sessions will follow Killion's keynote address and continue through the second day of the conference. Sessions highlight the power of making an impact in Kansas schools and districts. Topics of sessions include: Differentiated PD, Parent Involvement, Individualizing Reading Strategies, Teaching Vocabulary, Recognizing the Power Within, Technology in the classroom, and Web 2.0 tools

UnConference 2.0

KSDC's second "unconference" will be held April 12, just prior to the Leadership Conference. The "unconference" is designed to be a free-flowing series of interactive/participatory encounters. There will be an opportunity to focus on one topic or to experience all breakout sessions. In this way, participants learn at their own pace, network, share, dialogue, plan, and reflect about teaching and learning for the 21st Century and Beyond! The KSDC "unconference" is held in collaboration with iConnect iLearn.

The Premiere Spring Opportunity

The Kansas State Department of Education's annual conference has moved to October, so the KSDC Leadership Conference promises to be the premiere learning opportunity in the state each spring. Be sure to MARK YOUR CALENDAR and plan to attend.

Registration will be available online in January 2010. **DC**

Collaboration Between Teachers Helps Build 21st Century Classrooms

continued from page 2

contributing member of our global society.

The Three Ts

Considered collectively, these efforts suggest a need to redesign our educational organizations and the educators working within these systems may need to adapt to or develop different skills and practices to facilitate learning for students. I agree that professional learning for our educators is essential in this shift to produce graduates of our schools who are able to demonstrate [what I call the three Ts](#):

- THINK critically,
- Work collaboratively in TEAMS, and
- use TECHNOLOGY.

I say this because these outcomes are not the outcomes for which many of our current teaching corps has been prepared. Contributing to the difficulty to incorporate 21st Century Outcomes is the issue of accountability for Adequate Yearly Progress (AYP) – 21st Century Skills are not currently measured and may prove difficult to measure. Seeing that many efforts to shift to 21st Century teaching and learning are not advocating academic (AYP) measures over 21st Century skills, it is important to consider how the two learning areas might support each other. So how does all of this impact professional learning for educators?

Why Isn't Technology More Prevalent In Our Classrooms?

Andrew Rotherham and Daniel Willingham in their writing for the September 2009 issue of *Educational Leadership* have examined "better teaching." Better teaching of 21st Century skills advocates for problem-based learning and project-based learning that allow students to collaborate, work on authentic problems, and engage with the community. Rotherham and Willingham found these approaches widely acclaimed and found in any pedagogical methods textbook, stating that teachers know about them and believe they're effective, however, they occasionally use them. Recent data show that most instructional time is composed of seatwork and whole-class instruction led by the teacher (National Institute of Child Health and Human Development Early Child Care Research Network, 2005). Even when class sizes are reduced, teachers do

not change their teaching strategies or use these student-centered methods (Shapson, Wright, Eason, and Fitzgerald research on class size reported in *American Educational Research Journal*, Vol. 17, 1980). John Goodlad in his book, *A Place Called School*, reported the same findings 20 years ago; so this is not a new issue. The question now asked is why teachers don't use methods they believe to be effective?

[A simple answer to the question](#) of why teachers don't use project-based or problem-based learning when these methods engage students in relevant learning is that classroom management problems are created. When students collaborate, one expects a certain amount of hubbub in the room, which could develop into chaos in less-than-expert hands. These methods also demand that teachers be knowledgeable about a broad range of topics and be prepared to make in-the-moment decisions as the lesson plan progresses. It is demanding work that is a constant juggling act.

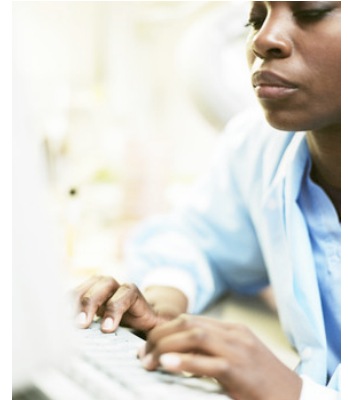
Part of the 21st Century skills movement's plan is the call for greater collaboration among teachers. Indeed, this is one of the plan's greatest strengths; we waste valuable resource when we don't give teachers time to share their expertise. But where will schools find the time for such collaboration? Will they hire more teachers or increase class size? How will they provide the technology infrastructure that will enable teachers to collaborate with more than just one teacher down the hall? Who will build and maintain and edit the websites, wikis, and so forth? These challenges raise questions about whether the design in today's schools is compatible with the goals of the 21st Century skills movement?

A Call For Professional Development

For change to occur, we must understand that professional learning is a massive undertaking. Most teachers don't need to be persuaded that project-based learning is a good idea—they already believe that. What educators need is much more robust training, practice, and support than they receive today, including specific lesson plans that deal with high cognitive demands and potential classroom management

problems of using student-centered methods.

It's unfortunate, but there is a widespread belief that teachers already know how to do this if only we could unleash them from today's stifling standards and accountability metrics. This notion romanticizes student-centered methods, underestimates the challenge of implementing such methods, and ignores the lack of capacity in the field.



Instead, professional learning planners would do well to engage the best teachers available in an iterative process of planning, execution, feedback, and continued planning. This process, along with additional teacher training, will require significant time. And of course none of this will be successful without broader reforms in how teachers are recruited, and selected in an effort to address the whole picture of education's human resource challenge.

All It Takes Is A Click...To Help

As the Kansas Staff Development Council considers how to best support educators across the state in their efforts to create 21st Century learners and 21st Century learning environments, we encourage you to look within. What are the current practices used and initiatives implemented in your schools and districts that might be replicated in other organizations? We're looking to showcase the great efforts of Kansas educators, while creating learning opportunities for others so that all students benefit from our collective expertise. Please consider submitting an article to Direct Connection or a proposal to present at one of our conferences. We're also open to a technological approach of something like a podcast, an online discussion, or the creation of an instructional DVD.

DC



Be An Award Winner

KSDC Searches For Excellence In Professional Development

By Sheri Thomas
KSDC Awards Co-Chair

The Kansas Staff Development Council Awards Program recognizes excellence in staff development at several levels annually. The program is built on three major elements:

- The program must reflect knowledge, application, and impact;
- Awards will be presented at the individual, building, and district levels; and
- Awards will be decided on verifiable evidence.

Existing awards include the:

- [Systemic Learning Award](#) - District Level
- [Professional Learning Community Award](#) - Building Level
- [Impact Award](#)- Individual Level
- [Staff Developer of the Year](#)- Individual Level
- [Fun Awards](#)-All Levels

Systemic Learning Award

The Systemic Learning Award is a school district level award. All Kansas school districts are eligible to apply for the award which recognizes district level commitment to growth in professional learning and support for change. Specific criteria for growth include the time, money, management, materials, and authority allocated to the adult learning effort in the district to foster improved student learning. The district will provide evidence of growth and achievement via the KLFA/KSDC/KSDE Systemic Learning (District) Rubric. The rubric is based on the National Staff Development Standards (NSDC) and includes all of the NSDC Standards. Up to two districts will be awarded annually.

The award includes:

- A banner for the district announcing the award (suitable for displaying outdoors)
- A one-year agency membership in KSDC
- Two registrations to a 2010-2011 KSDC Conference

Professional Learning Community Award

The PLC Award is a building level award. All schools in Kansas are eligible to apply. The building must provide evidence of excellence in professional development by measuring progress on the KLFA/KSDC/KSDE Professional Learning Community (Building) Rubric. The rubric is based on the National Staff Development Standards (NSDC) and includes the standards most often aligned to school improvement efforts. The artifacts provided must illustrate the level of performance on the rubric. Up to two buildings will be awarded annually.

The award includes:

- A banner for the school announcing the award (suitable for displaying outdoors)
- A one-year building membership in KSDC
- Two registrations to a 2010-2011 KSDC Conference

Impact Award

The Impact Award recognizes individual educators who take learning beyond knowledge and application and provide verifiable evidence of improved student learning as a result of professional learning for the educator. The number of Impact Awards is not limited and any educator may apply. The award consists of a certificate and a one-year individual membership to KSDC.

Staff Developer of the Year Award

KSDC helps districts recognize the staff developer who has had the most direct impact on your school district. Districts will be encouraged to nominate one individual (either an internal or an external source) who has had the most impact on improving student performance through professional learning in your schools. Remember, everyone can be a staff developer! Every individual nominated will receive a certificate and a complimentary one-year KSDC mem-

bership. Awardees will be recognized at the KSDC Leadership Conference.

FUN Awards

The FUN Awards are distributed annually at the KSDC Leadership conference. These awards are certificates that reflect excellence in staff development activities. Examples of FUN Awards might include completing a book study, developing a staff development portfolio, or attending KSDC conferences and events. The awards change annually and are a fun way to recognize colleagues.

Watch the KSDC website, www.ksdc.us, for more information about these awards and future awards. Deadline for application is December 15 with winners being announced at the KSDC Leadership Conference.

For more information, contact one of the KSDC Awards Co-Chairs, Sheri Thomas, thomass@mcclouth.org, or Marty Christie, mchristie@smokyhill.org. **DC**



New Award

KSDC To Recognize Exemplary Professional Development For 21st Century Skills

By Sheri Thomas
KSDC Awards Co-Chair

KSDC is proud and excited to announce a new award: [The 21st Century Skills Professional Development Award!](#)

Does your professional development highlight ways educators can seize opportunities for integrating 21st tools and strategies into their practice? Does your professional development take advantage of 21st century tools? If so, this award is for you!

The 21st Century Skills Professional Development Award recognizes a building or district that has effectively implemented 21st Century Skills in their professional development program. Application deadline is December 15. Winners will be announced at the KSDC Leadership Conference. For more information, please see the KSDC website, www.ksdc.us. **DC**

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