

EXECUTIVE SUMMARY

EVIDENCE OF COMPLIANCE FCPS OPERATIONAL EXPECTATIONS MONITORING REPORT: 2008

Function: Professional Learning and Training

Operational Expectation: To provide superior training designed to increase individual and system effectiveness.

1. Provide career enrichment and advancement opportunities.

Highlights- Evidence of Compliance

- *My PLT*, the district-wide learning management system, has effectively managed 1,773 professional development opportunities since July 1, 2007. These opportunities were sponsored by all departments and 97 schools
- The Department of Professional Learning and Training has trained 658 *My PLT* administrators. (When trained *My PLT* administrators may enter courses into *My PLT*.) This includes individuals in all departments and in 177 schools
- Over 20,073 unique users have logged into *My PLT* since August 4, 2007 to August 4, 2008
- UConnect (Lawson) training records from the summer of 1998 to the spring of 2007 have been downloaded into *My PLT*. This allows all employees to have a more complete *My PLT* transcript of their training history
- Using *My PLT* as a site for on-line training, over 5,167 non-supervisors and 1,627 supervisors have been trained in *Discrimination and Harassment Awareness* during the time period of June 13, 2008-August 10, 2008. The Department of Professional Learning and Training sponsored this collaborative project with Human Resources and Legal Services

2. Identify and develop strong leaders and ensure leadership continuity.

Highlights – Evidence of Compliance

- Over 96 percent of leadership positions in FCPS are filled internally
- 189 leadership positions were open in FCPS in 2006 - 2007 and 159 of them were filled by promoting FCPS employees

- During 2006-2008 FCPS Leadership Standards were created. Using these standards, PLT conducted a needs assessment of the leadership programs and is using this analysis to improve its programs by adding more differentiated learning opportunities, and a continued focus on implementation and emphasis of the tenets of Professional Learning Communities

3. Support staff members in their efforts to help students meet high academic standards by increasing individual and system effectiveness

Highlights – Evidence of Compliance

- After extensive research of various models of professional development, a cross-departmental work group determined eight key categories of training for department personnel. Within these eight categories, required and recommended professional development courses were assigned to various job roles. These courses were then used to develop Departmental Professional Development Plans (DPDP). These plans will be housed on the *My PLT* portal