

EXECUTIVE SUMMARY

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EVIDENCE OF COMPLIANCE PLT OPERATIONAL EXPECTATION MONITORING REPORT July 2008 – June 2009

Function: Professional Learning and Training

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

1. Provide career enrichment and advancement opportunities.

Highlights –Evidence of Compliance:

- ◆ A professional development needs assessment is under way
- ◆ Phase I of *My PLT* (professional learning management system) is complete, and Phase II implementation is well underway
- ◆ Many FCPS training offerings are now managed through *My PLT*
- ◆ Great Beginnings mentoring component of *MY PLT* has been successfully implemented
- ◆ Total of 2061 courses in 37 broad categories were administered through *My PLT* during year (Table 1)
- ◆ PLT received an Apple Federal Credit Union Educational Foundation, 5-year renewable grant with a total potential value of \$875,000
- ◆ Deployed *PD360*, providing on-line, high quality professional learning videos on-demand to teachers

2. Identify and develop a diverse pool of strong leaders and ensure leadership continuity.

Highlights –Evidence of Compliance:

- ◆ Internally filled “leadership” positions totaled 148 during 2007-08, or nearly 95 percent of such openings (Table 2) and just over half of those selected internally were Female. Whites comprised 77.7 percent (Table 3) and Black or African American (15.5 percent) and Asian (3.4 percent) comprised the next largest sub-groups
- ◆ Positions filled internally resulting in promotions during 2007-2008 were 120, or 81.1 percent (Table 4) and nearly 55 percent of those were Female, and just under 77 percent were White (Table 5). Blacks or African American comprised nearly 16 percent of internal hire promotions, while Asians made up just over four percent
- ◆ *The PLT Compass* was deployed, providing an interactive on-line magazine for administrators, teacher leaders, and school teams
- ◆ 920 employees participated in the leadership development programs offered during 2008-2009 (Table 6). Nearly 72 percent of Leadership Development participants were Female, while almost 73 percent were White, Black or African Americans comprised 17.3 percent, while the next largest group, Hispanics, made up 4.7 percent
- ◆ A *Scope and Sequence* has been developed for the *FCPS Leadership Curriculum*

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

Highlights –Evidence of Compliance:

- A Departmental Professional Development Plan (*DPDP*) communication plan was developed and implementation of *DPDP* is underway
- The *DPDP* template “went live” on the *My PLT* portal on May 15, 2009 (Page 20)
- Three training sessions were held for the Leadership Team and for departmental personnel on the *DPDP*
- *Mandatory HR New Employee Orientation* was integrated into the *DPDP* program
- *On-line Discrimination and Harassment Awareness Training for Supervisors and Non-Supervisors* was delivered. and 33,379 employees completed these courses as of June 30, 2009
- *Fair Labor Standards Act (FLSA) Training* was created internally, using *eLearnIT*, rather than costly external vendors, and 4,000 employees completed this training during the June 15 through August 1, 2009 interval
- *DPDP* reviews will be conducted during the current year, with any refinements implemented by July 2010