

# Colorado's Integrated Professional Development System

## SYSTEM COMPONENTS

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- Professional Development Self-Assessment for Colorado Adult Education Teachers
- Literacy Authorization Instruction
- Professional Development Point System
- Professional Development Resource Bank
- Professional Development Resource Centers
- Statewide Professional Association

## FACTORS

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- Description of the component
- Stakeholders involved in the development
- Development and implementation
- Integration with the other components of the PD system
- Stakeholders in sustaining the component

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## Professional Development Self-Assessment for Colorado Adult Ed Teachers

Component description	A web-based tool. Teachers identify their PD needs and interests by ranking their level of proficiency and interest in 110 skill-and-knowledge descriptors in nine categories pertinent to adult ed. Teachers, program directors, resource center staff, and state staff receive individual or aggregated reports which are used as the basis for developing PD plans and PD activities.
Stakeholders in the development	Professional Development Advisory Group (PDAG) – a ten-person team of teachers, program directors, resource center staff, and state staff.
Development & implementation	Development of 1 <sup>st</sup> draft (4/05 – 8/05). Feedback received from six teacher focus groups and five director focus groups (9/05). Presentations given at CAEPA and CoTESOL conferences. Developed for web access (5/06 – 7/06). First year policy: 60% of all teachers statewide completed the self assessment by 9/26/06. Reports were sent to directors (10/06).
Integration w. other PD components	Completion of the self-assessment earns 1 PD Point. Results are used to inform the content of PD offered by the PD Resource Centers and session selection at the annual CAEPA conference. Self-assessment descriptors constitute the structure of the <i>PD Resource Bank</i> . Conference program for the annual CAEPA conference lists the PD Self-Assessment descriptors addressed by each breakout session.
Sustaining stakeholders	PDAG, State PD Coordinator, State Web Support office, program directors
For more information:	Colorado adult education teachers can take the self-assessment and Web visitors can download a copy of the self-assessment from: <a href="http://www.cde.state.co.us/cdeadult/PDSelfAssessIndex.htm">http://www.cde.state.co.us/cdeadult/PDSelfAssessIndex.htm</a>

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## Literacy Authorization Instruction

Component description	A state-issued adult education teaching credential. Earned by completion of four community college courses, by submission of a portfolio, or by a combination of coursework and portfolio. Requires renewal every five years.
Stakeholders in the development	15-person work group with representatives from the state office of adult education, state Even Start office, community colleges, adult ed programs, state PD Resource Centers, CO Dept. of HHS.
Development & implementation	Course competencies and syllabi developed (1/03 – 9/03). On-line courses introduced (10/03). State adult education office offers scholarships to teachers from each adult education program. Face-to-face and hybrid courses begun (8/04). Complete course and portfolio information posted on website (2004). Portfolio review committee established (9/05). Presentations made annually at Program Directors' Meetings and CAEPA conference. Compliance policy introduced (2005) with deadline of July 2007.
Integration w. other PD components	LIA renewal earned by participation in ongoing PD (as informed by the <i>Professional Development Resource Bank</i> ) and earning LIA Renewal points.
Sustaining stakeholders	State office of Adult Education and Family Literacy (AEFL). LIA Portfolio committee. CDE Office of Educator Licensing.
For more information	<a href="http://www.cde.state.co.us/cdeadult/LIAIndex.htm">http://www.cde.state.co.us/cdeadult/LIAIndex.htm</a>

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## Professional Development Point System

Component description	A means by which adult education teachers receive recognition for the PD activities in which they engage. A means for programs to document the PD completed by their teaching staff. Point values are assigned to two dozen PD activities across four delivery strands: Self-Study, Collaboration with Colleagues, Workshops/Trainings/Conferences, and Courses for Credit.
Stakeholders in the development	PDAG, LIA Portfolio Committee, AEFL.
Development & implementation	PD activities identified and point assignments made (3/06 – 8/06). Recommended annual PD point totals established based on teacher's weekly instructional hours. Presented to adult education program directors (8/06).
Integration w. other PD components	Earning of LIA points is required for credential renewal. Certificates of Completion with earned point totals are issued to participants in PD activities and at the annual CAEPA conference.
Sustaining stakeholders	Program directors, AEFL, CDE Office of Educator Licensing
For more information	<a href="http://www.cde.state.co.us/cdeadult/download/pdf/PointSystemPDV8.pdf">http://www.cde.state.co.us/cdeadult/download/pdf/PointSystemPDV8.pdf</a>

## Professional Development Resource Bank

Component description	An on-line list of resources linked to each of the 110 skill-and-knowledge descriptors of the <i>Professional Development Self-Assessment</i> . Resources for each descriptor are organized by the four strands: Self-Study, Collaboration with Colleagues, Workshops/Trainings/Conferences, and Courses for Credit.
Stakeholders in the development	PDAG
Development & implementation	PDAG members identified resources (1/06 – ongoing). Citations verified and prepared for web posting (6/07 – ongoing). Posted on CDE website (2/07). Presented to program directors and teachers at the 2007 CAEPA conference (02/07).
Integration w. other PD components	Structure of the resource bank parallels the structures of the <i>Professional Development Self Assessment</i> and the <i>Professional Development Point System</i> . Resources provide access to PD activities from which teachers can earn points for renewal of LIA credential. Many of the resources are available through PD Resource Centers.
Sustaining stakeholders	PDAG, State PD Coordinator
For more information	<a href="http://www.cde.state.co.us/cdeadult/PDResourceBankIndex.htm">http://www.cde.state.co.us/cdeadult/PDResourceBankIndex.htm</a>

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## Professional Development Resource Centers

Component description	Four regional centers that provide support for the professional development priorities of the state adult education system. Three of the PD Resource Centers maintain library collections of materials related to adult education, English as a Second Language, theory and practice of teaching adults, family literacy, workplace literacy, assessment and instruction, GED, learning differences, adult development, and related social, economic, and cultural issues. One of the PD Resource Centers focuses on the delivery of distance learning and alternative formats and the integration of technology into the classroom for both teaching and learning. An online catalog of library holdings is maintained by the State office. All four centers sponsor or co-sponsor training events and workshops.
Stakeholders in the development	Office of Adult Education under the Adult Education Act, State Leadership advisory group, NIFL LINCS, Governor's Office
Development & implementation	Long history dating back to the 1970s. Services evolved with the times and prevailing priorities. Current evolution is from Literacy Resource Centers toward Professional Development Resource Centers.
Integration w. other PD components	Regional needs are drawn from results of PD Self-Assessment compiled results. Collection development includes needs of both the PD Self-Assessment and the LIA curriculum, as well as the standards, trends, and innovations in the field of adult education and related fields.
Sustaining stakeholders	PD Resource Center managers and state coordinator, State PD Coordinator, LIA, PDAG, program managers and staff
For more information	<a href="http://www.cde.state.co.us/cdeadult/adultslrcindexnew.htm">http://www.cde.state.co.us/cdeadult/adultslrcindexnew.htm</a>  See the library catalog at: <a href="https://athena.cde.state.co.us/screens/opacmenu_s2.html">https://athena.cde.state.co.us/screens/opacmenu_s2.html</a>

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## Statewide Professional Association

Component description	Colorado Adult Education Professional Association (CAEPA) membership is open to teachers, administrators, and other professionals in the field of adult education including community colleges, developmental education, continuing education, higher education, community education, and adult basic literacy education. CAEPA plans and hosts an annual themed conference in collaboration with AEFL.
Stakeholders in the development	Colorado adult education professionals, CDE/AEFL office
Development & implementation Integration w. other PD components	The conference committee utilizes self-assessment reports in its planning and selection of conference presenters/topics. In collaboration with CDE/AEFL, CAEPA lists the appropriate PD skill descriptor numbers in its conference booklet to assist adult educators in planning their conference session attendance and participation. Certificates of Completion with earned point totals are issued to participants at the annual CAEPA conference.
Sustaining stakeholders	CAEPA elected board members, PDAG, LIA portfolio committee, and CAEPA conference committee
For more information	<a href="http://www.caepa.org/about.htm">http://www.caepa.org/about.htm</a>



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