



*Statewide Professional Development in
Transition: Discussing Essential Elements for
Cross-agency Approaches*



What We Hope to Learn and Support

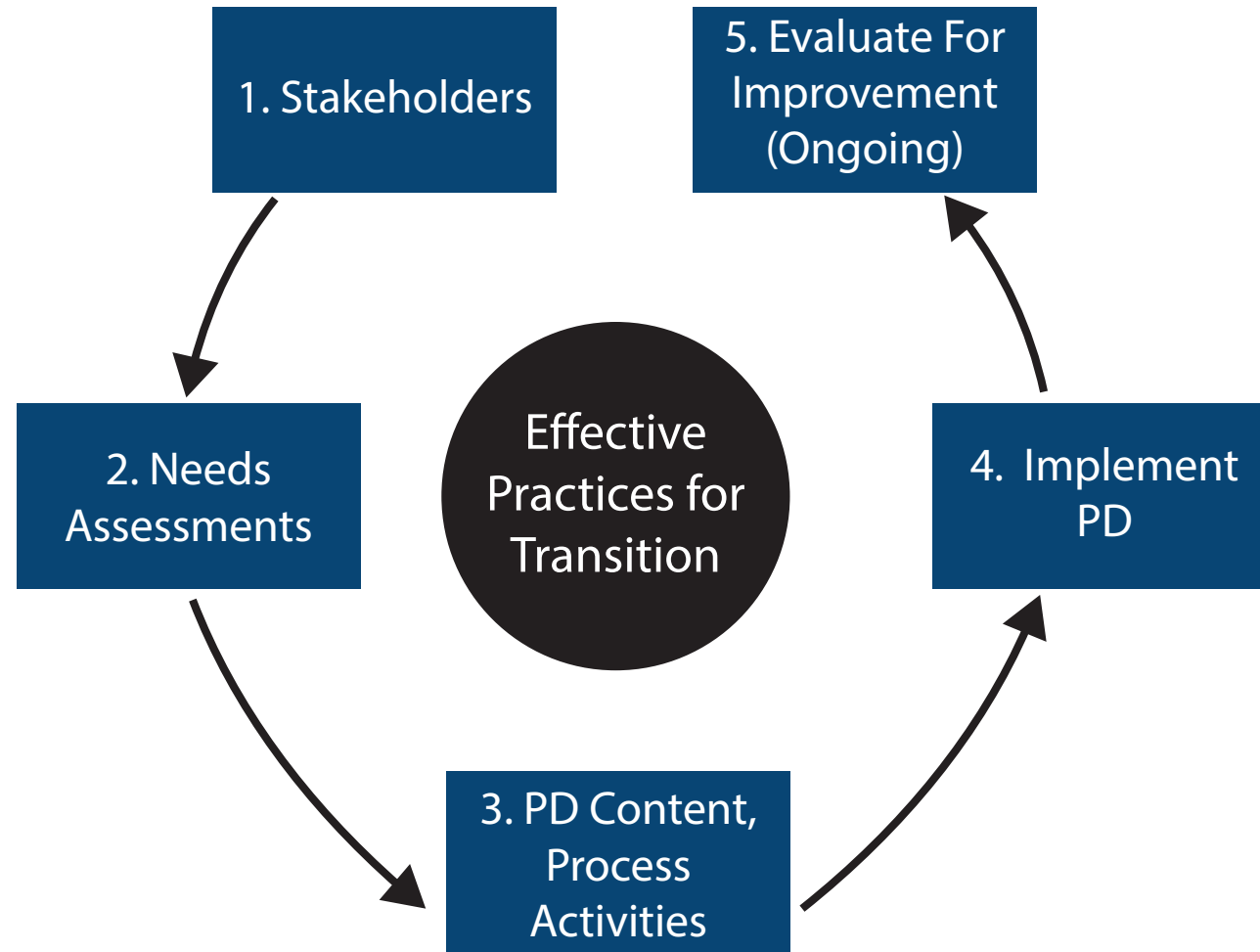


- Develop for providing & supporting statewide cross-agency PD
 - What is working well?
 - Where do you still need assistance?
- Unique components of PD Systems
 - (onboarding, skill development, policy and procedures)
- Statewide resources currently supporting PD
 - Funding, people power, online systems, other...
- How NTACTC can continue to support PD systems

Professional Development: Learning from the Best

How to Apply it to Transition

Professional Development Cycle



1

ID Key Statewide Stakeholders

State and Regional Professionals invested in PD

- NTACT:C State Team (Ed., VR, IDD, PTI, Youth, etc.)
- State-level transition team
- Network of training/TA providers
- Conference planning group
- Other ways....

1. Who is a part of your Statewide PD Team?
2. How are you collaborating across agencies/organizations?
3. What ways are you collaborating with non-traditional organizations/agencies (e.g., DEI organizations, student-focused communities, informal community networks, faith-based, community libraries)?
4. Who is working on similar initiatives with whom you can collaborate?
5. Who else needs to be on your cross-agency team?

2

Needs Assessment & Gap Analysis for PD

- **Identify multiple sources of data (formal & informal)**
 - I-1&2, I-13, I-14, SSIP/SiMR, VR data, conference/training evals, needs assessments, policies, qualitative data, stakeholder experiences
- **Identify strengths and gaps across content areas**
- **Prioritize for specific content & audience**
- **Develop a plan for addressing gaps & sustaining PD**

- What data are you using for identifying PD needs across agencies?
- How are you collaborating across agencies to prioritize specific content?
- What does your long-term PD plan include? (e.g., scale-up, sustainability)
- What policies and procedures do you have to ensure cross agency needs assessment?

3

Professional Development Features (The WHAT)

Content

Relevant
On-the-Job
Aligned with
Needs
Consistent & Clear

Active Learning

Sufficient Length
Modeling
Problem-solving
Discussion
Application
Activities

Team- Based

Collaborative
Examining Local
Data
Problem-solving
Solution-based

Practice & Feedback

Modeling
Examples
Opportunities to
Implement
Explicit and
Constructive
Feedback

3

Content and Methods of PD?

- Workshops/seminars, Curriculum/instructional materials, Vignettes, videos, Student products/portfolios, Online opportunities, Other
- Staff, TA Centers, RRCs, IHEs, SIGs/SPDGs, online resources...)
 - What are linkages for opportunities for co-training? (e.g., SPED, VR, Families, etc.)
 - What are areas of need for training related to Pre-ETS and transition?
 - How are states using their stakeholder communities to develop content/methods (practitioners, student, families)?

4

Statewide PD Implementation (The HOW)



→ **How do you Organize State systems and structures?**

- Website, interagency team, statewide institute, online modules, coursework/certificates, other?
- Statewide, Regional PD providers, Collaborating partners, Mentors, Coaches?
- Coordinating among systems (SEA, VR, CTE, PTI)? (communication, policies, etc.)?

→ **How do you Sustain PD? Regional systems and structures being used?**

- Policies and Procedures needed to support collaboration?
- Regional PD & TA systems, mentors, practitioner groups, etc.
- Coordination among regions

→ **SEA/VR support for LOCAL systems PD?**

- Local transition teams; LEA building mentors, study groups, etc.
- What coaching tools do you use for supporting districts?
 - How do you incorporate and revise PD/Coaching to address emerging cultural needs of students/families?

→ **Coordinating Local PD with other statewide & cross-agency initiatives?**

- Feedback and continuous improvement

5

Evaluating PD Systems : How are you evaluating effectiveness?

- ✓ What evaluation structures do you have in place?
 - ✓ Formal & informal?
 - ✓ Built in mechanisms?
- ✓ Do you know how your target audience benefitting?
- ✓ Are reaching your target audience?
- ✓ Are you collaborating across systems to share evaluation measures (e.g., same data across trainings)?
- ✓ Do you make decisions about improving, scaling up, changing PD systems? Content?
- ✓ How do you identify new needs?
- ✓ Are outcomes improving? (student, youth, practices, services)

What's NEXT?

- While this is all still fresh, what **additional information, examples, resources, etc.** do you **need** from **NTACT:C** in order to improve the capacity for your state to provide PD for transition youth?
- What is the best way to **share innovation** and keep **learning**?

“Effective professional learning must be consistent, targeted, and job embedded. Otherwise, it is a hope, not a practice.”

- Allison Rodman



Find us on:  

#transitionTA | transitionTA.org | ntact-collab@uncc.edu



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