

State-Mandated Professional Development in New Jersey

Prepared by **Mark Duffy** • June 22, 2016



Presentation Overview

1. Overview of the Project
2. Defining State-Mandated Professional Development
3. Findings on State-Mandated Professional Development
 - Types of Providers
 - Formats for Training
 - Cost and Time
 - Documenting Completion and Measuring Quality
 - Perspectives on Value and Limitations
4. Innovative Practices from the Field
5. Policy Recommendations
6. Questions and Discussion

Overview of the Project

To better understand how local education agencies (LEAs) in New Jersey meet the state-mandated professional development requirements and explore innovative practices, Research for Action (RFA) conducted the following activities:

- **Online Survey:** Administered between December 2015 and January 2016, the survey was sent to all LEAs, including both school districts and charter schools. The overall response rate was 62 percent and each county in the state was represented in the data.
- **Survey Analysis:** Findings from the survey were reported to the New Jersey Department of Education (NJDOE) in late February 2016.
- **Field Work on Innovative Professional Development Practices:** Field work was conducted in three innovative sites during the spring of 2016 and profiles on each site were provided to the NJDOE in May 2016.

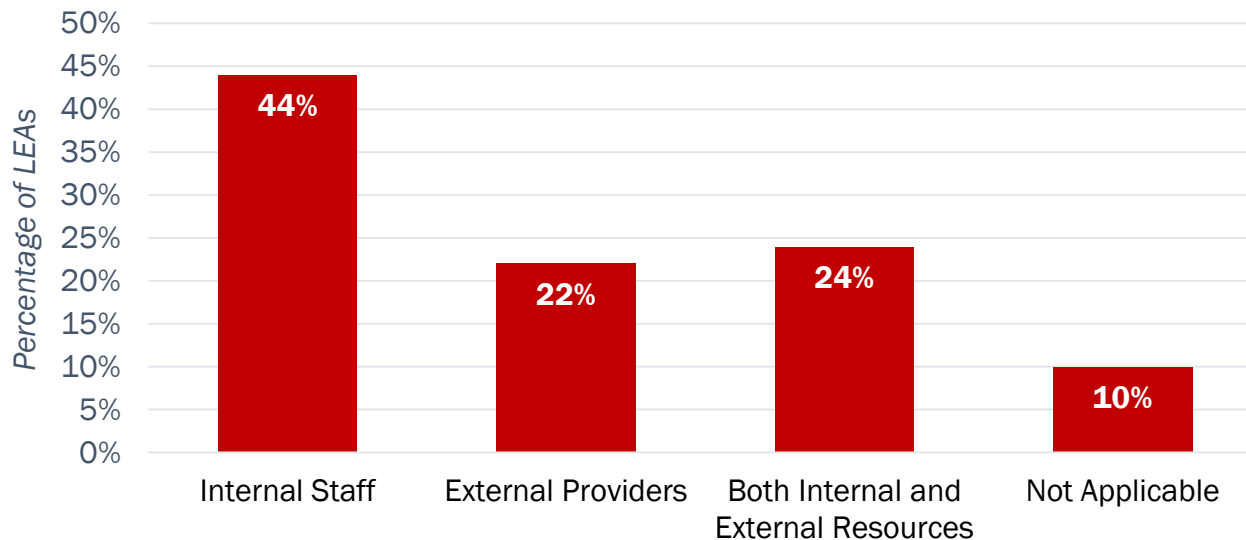
State-Mandated Professional Development

New Jersey state statute and regulation require teachers, administrators and other educational support staff to receive professional development in a number of areas not directly related to curriculum and instruction. The training recipients and frequency varies widely by topic area.

State-Mandated Professional Development Topics Areas
Reading Disabilities
Prevention
Suicide Prevention
Harassment, Intimidation & Bullying
Recognition of Substance Abuse
School Safety, Security, and Code of Student Conduct
School Safety
Law Enforcement Operations
Gang Awareness Training for School Administrators
Code of Student Conduct
Potentially Missing/Abused Children Reporting
Electronic Violence & Vandalism Reporting System
Health
Communicable Diseases and Asthma
Use of Nebulizer, Glucagon and Epinephrine
Diabetic Student Health Plan
General Student Needs Recognition
Blood-borne Pathogens
Alcohol, Tobacco & Drug Prevention & Intervention
Career & Technical Education
Interscholastic Athletics
Athletic Head Injury Safety Training Program
Cardiac and Athletic Screenings
Educator Evaluation
Training for administrators, evaluators, teachers and staff on the evaluation system
Additional Professional Development Topics
Ethics, Law, Governance, Harassment, Intimidation and Bullying
Bilingual Education and Special Education Training
Equity & Affirmative Action
Integrated Pest Management
Pre-school Training
Teacher Mentor Training

Types of Providers: Primarily Internal Staff

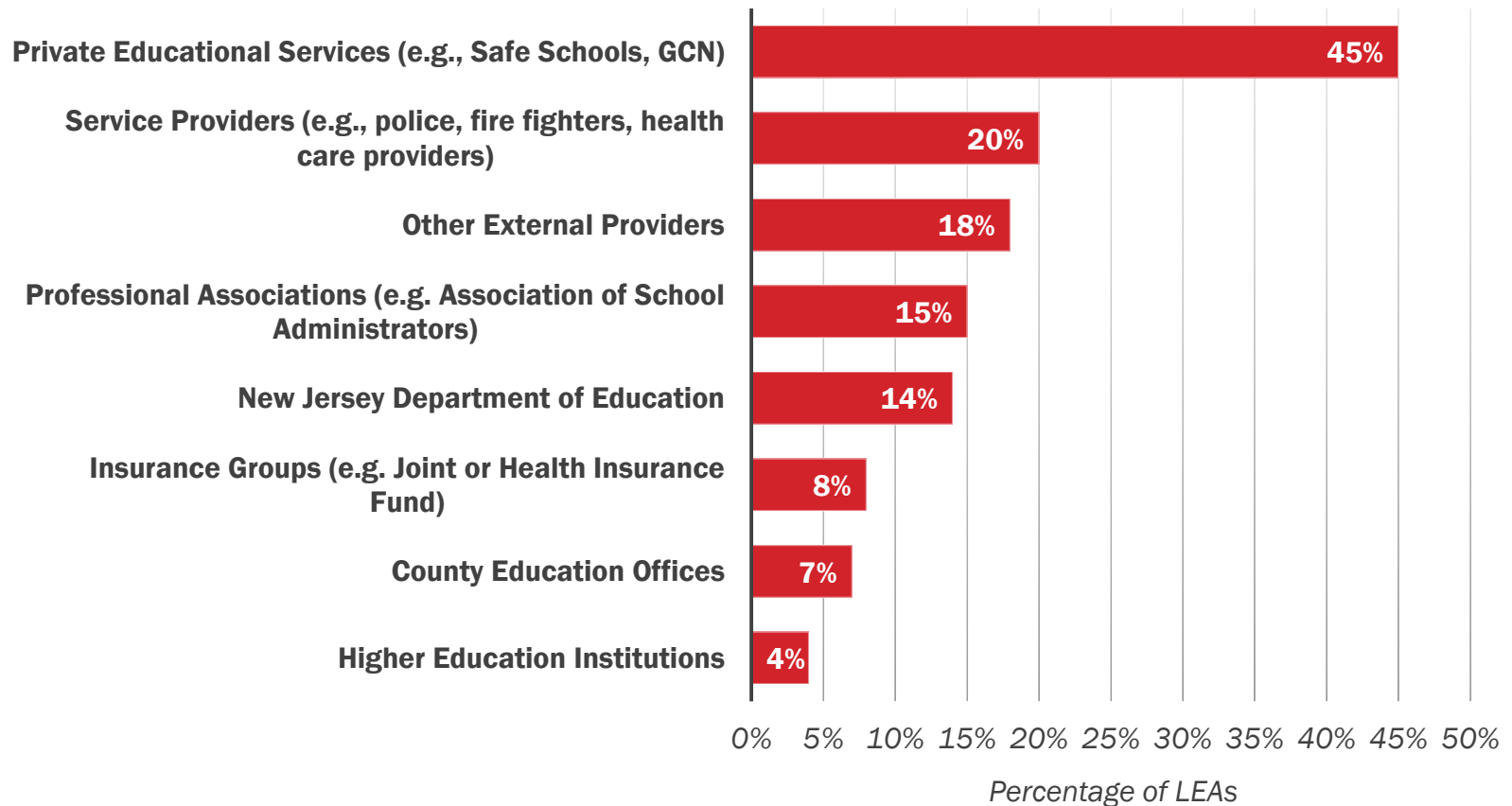
State-mandated professional development was most often provided by internal staff.



- The majority of LEAs reported that professional development was delivered by internal staff in 20 of the 34 individual topic areas.
- Over 60 percent of responding LEAs reported that in eight of the ten topics related to health, state-mandated professional development was provided by internal staff.

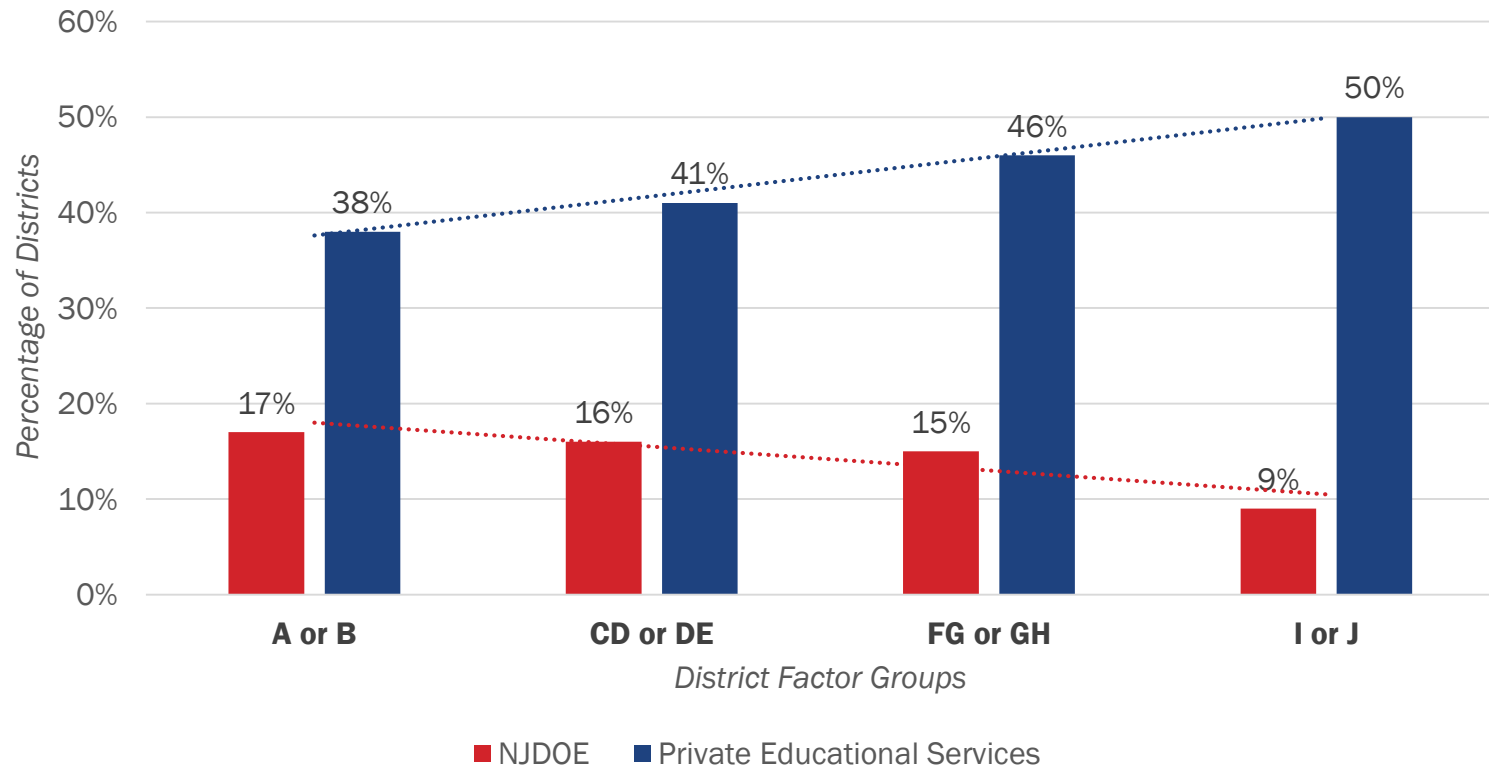
Types of Providers: Common External Providers

When external resources were used to deliver professional development, LEAs most commonly had private educational services organizations, such as Safe Schools and GCN, provide online training modules.



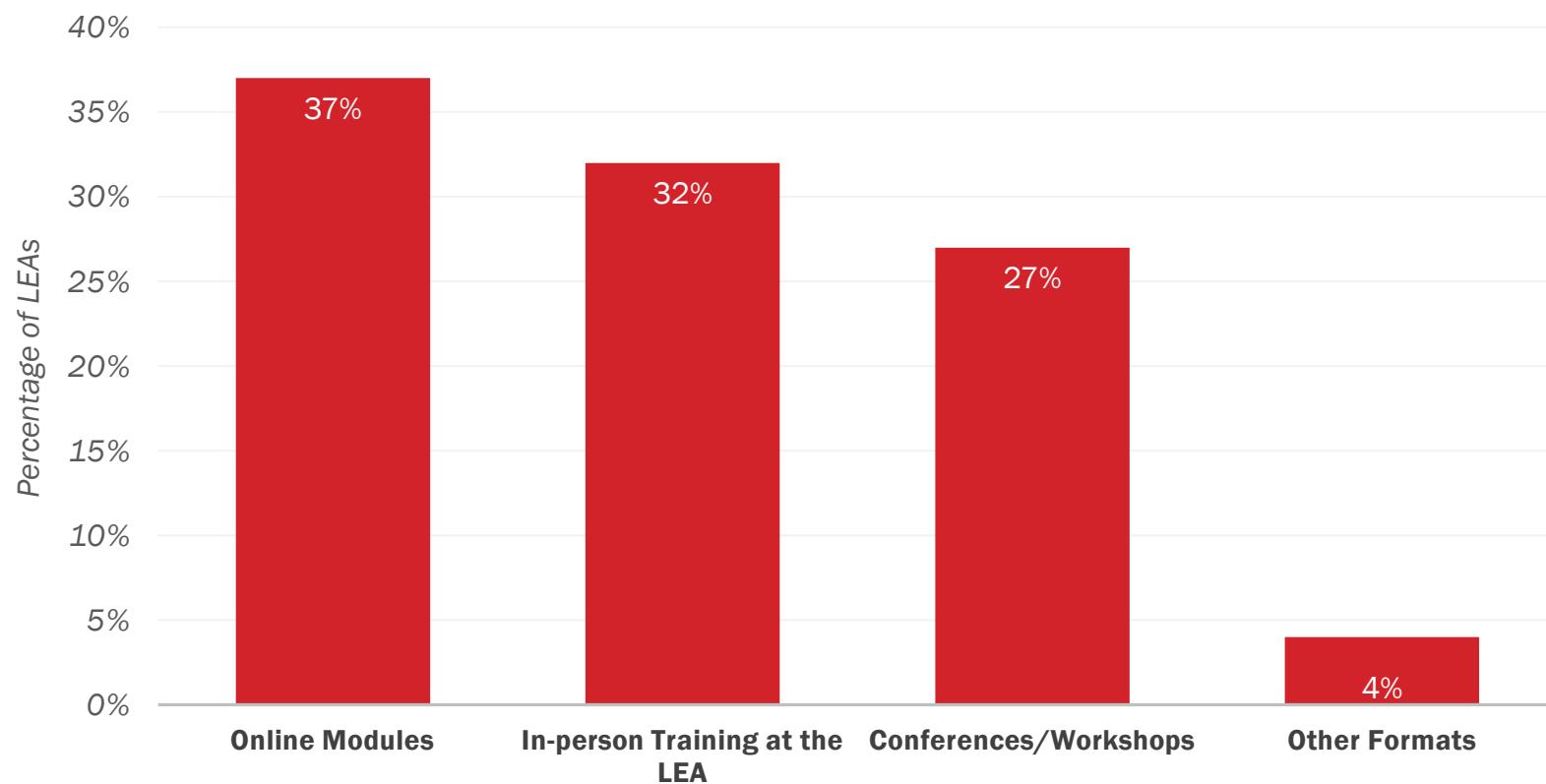
Types of External Providers: Variation by District Factor Group

The percentage of districts accessing training from private educational services is higher among wealthier districts, whereas poorer districts are more likely to utilize the NJDOE.



Format of Professional Development

At least a quarter of LEAs reported that external providers used: online modules; in-person training at the LEA; or conferences/workshops to deliver professional development on state-mandated topics.



Cost of State-Mandated Professional Development

- There is wide variation in the way LEAs track spending on professional development, making it very difficult to determine how much LEAs spend on it.
- State-mandated professional development represents only a portion of all professional development educators receive each year.
- The professional development topics mandated vary widely by frequency and recipient.
- To address these challenges, the survey focused on costs associated with *teacher time* by estimating the average amount of *teachers' salaries* allocated to state-mandated professional development.
- Survey questions focused on the *annually required* topics for *teachers*, not topics required at varying frequencies for other types of educators and staff.

Cost of State-Mandated Professional Development

The overall average cost for state-mandated professional development for teachers was \$147,260 during the 2014-15 school year per LEA.

State-Mandated Professional Development Topics for Teachers	School Districts	Charter Schools	Overall
Reading Disabilities	\$13,375	\$3,902	\$12,530
Recognition of Substance Abuse	\$11,697	\$1,343	\$10,888
School Safety	\$22,771	\$5,138	\$21,041
Code of Student Conduct	\$12,531	\$3,384	\$11,665
Potentially Missing/Abused Children Reporting	\$11,358	\$1,567	\$10,495
Electronic Violence and Vandalism Reporting System	\$8,169	\$1,538	\$7,551
Asthma	\$9,354	\$1,457	\$8,627
Blood-borne Pathogens	\$11,266	\$1,484	\$10,413
Alcohol, Tobacco & Drug Prevention and Intervention	\$12,947	\$1,332	\$11,998
Athletic Head Injury Safety Training Program	\$4,649	\$852	\$4,396
Training for teachers on the evaluation system	\$32,307	\$5,471	\$29,756
Total Teacher Cost per LEA	\$141,779	\$24,122	\$130,311
Total Fees for External Providers per LEA	\$17,495	\$12,502	\$16,949
Total Average Cost for LEA to Provide Annually-Required State-Mandated Professional Development to Teachers	\$159,274	\$36,624	\$147,260

Cost of State-Mandated Professional Development

The cost per full-time equivalent teacher (FTE) for annually-required and state-mandated professional development averages about \$1,100 for both district and charter schools.

State-Mandated Professional Development Topics for Teachers	Cost per FTE for School Districts	Cost per FTE for Charter Schools
Reading Disabilities	\$99	\$133
Recognition of Substance Abuse	\$83	\$38
School Safety	\$140	\$154
Code of Student Conduct	\$88	\$90
Potentially Missing/Abused Children Reporting	\$78	\$45
Electronic Violence and Vandalism Reporting System	\$64	\$46
Asthma	\$67	\$39
Blood-borne Pathogens	\$68	\$40
Alcohol, Tobacco & Drug Prevention and Intervention	\$82	\$37
Athletic Head Injury Safety Training Program	\$34	\$23
Training for teachers on the evaluation system	\$245	\$130
Total Teacher Cost	\$988	\$680
Total Fees for External Providers	\$142	\$412
Total Average Cost for LEA to Provide Annually-Required State-Mandated Professional Development to Teachers	\$1,130	\$1,092

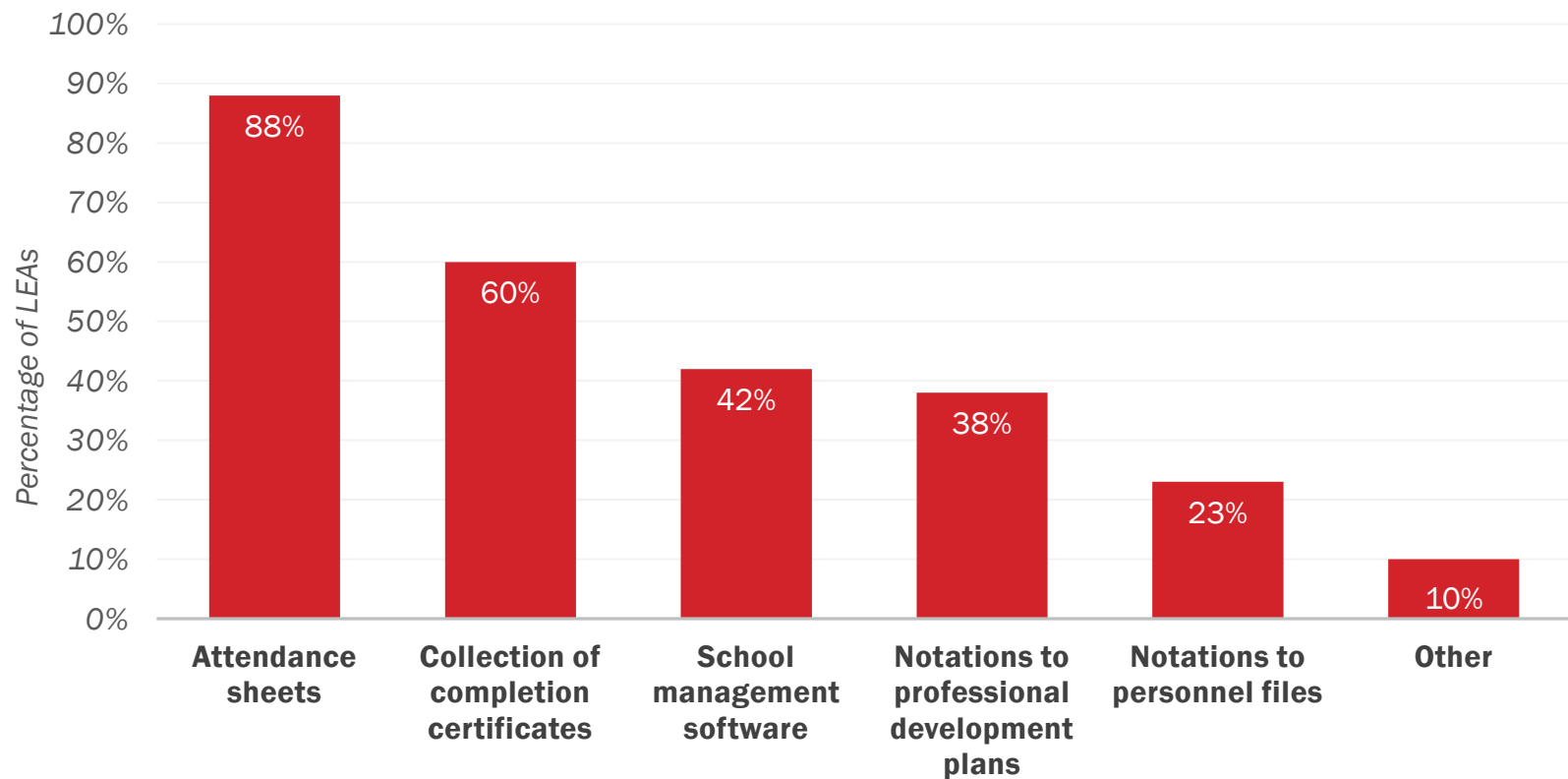
Time involved in providing State-Mandated Professional Development

- A strong majority of LEAs allow state-mandated professional development to count toward teachers' annual requirement.
- Most LEAs fulfill state-mandated professional development requirements within existing parameters.

LEAs that allow state-mandated PD to satisfy annual 20-hour PD (<i>n</i> =392)	91%
LEAs that increased required number of PD hours to address local PD goals (<i>n</i> =352)	29%
LEAs reporting that all state-mandated PD requirements are completed during normal school hours and/or contracted PD days (<i>n</i> =393)	66%

Documenting State-Mandated Professional Development

The use of attendance sheets is the most common method of documentation; the majority of LEAs reported collecting completion certificates as well.

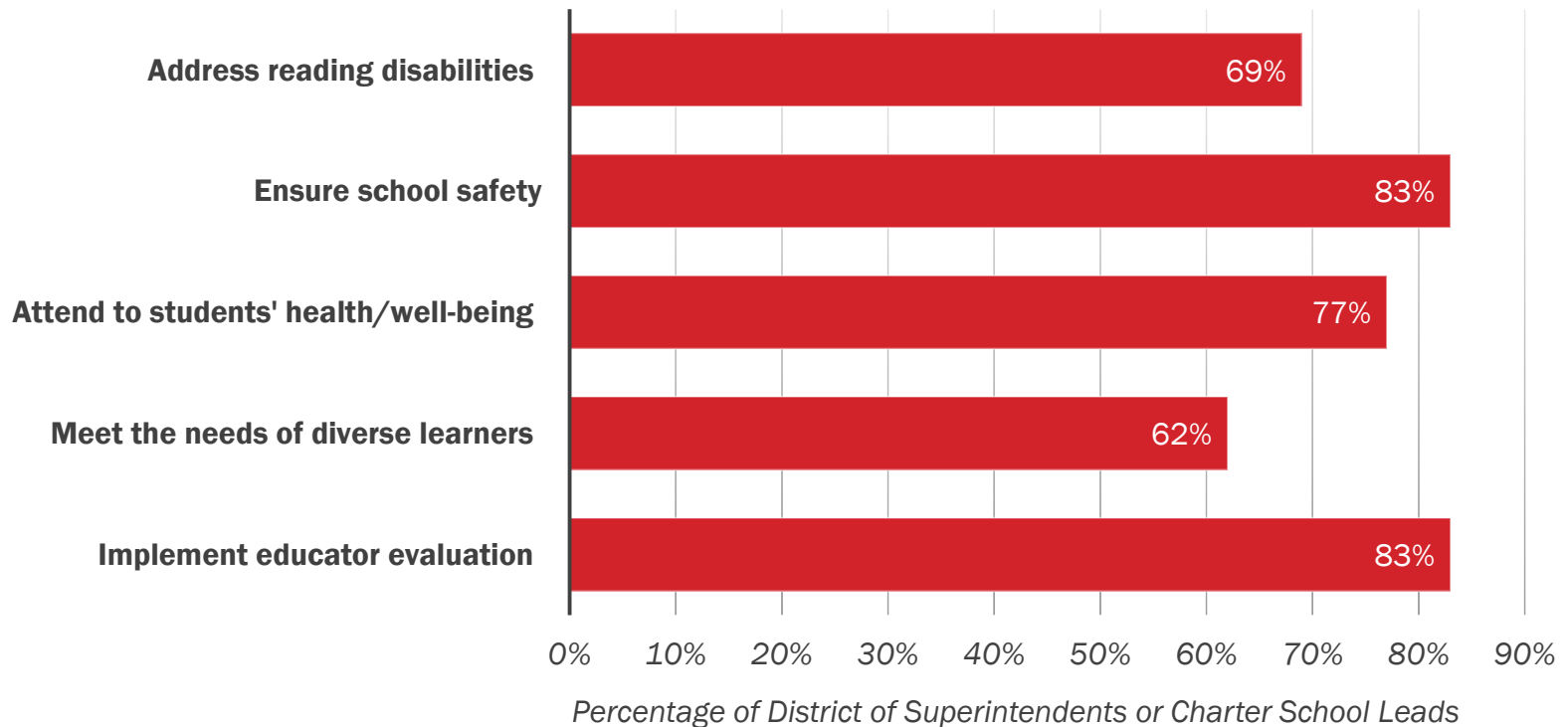


Measuring the Quality of State-Mandated Professional Development

- **Just over half (55 percent) of LEAs reported that they evaluated the quality of state-mandated professional development activities during the 2014-15 school year.** Interestingly, 13 percent of LEAs reported that they did not know whether any evaluation of professional development providers for state-mandated topics was conducted.
- **Only 19 percent of LEAs reported ever discontinuing the use of external professional development providers due to issues related to the quality of the training provided.** This is not surprising based on the fact that nearly half the LEAs do not evaluate the quality of professional development providers on state-mandated topics.

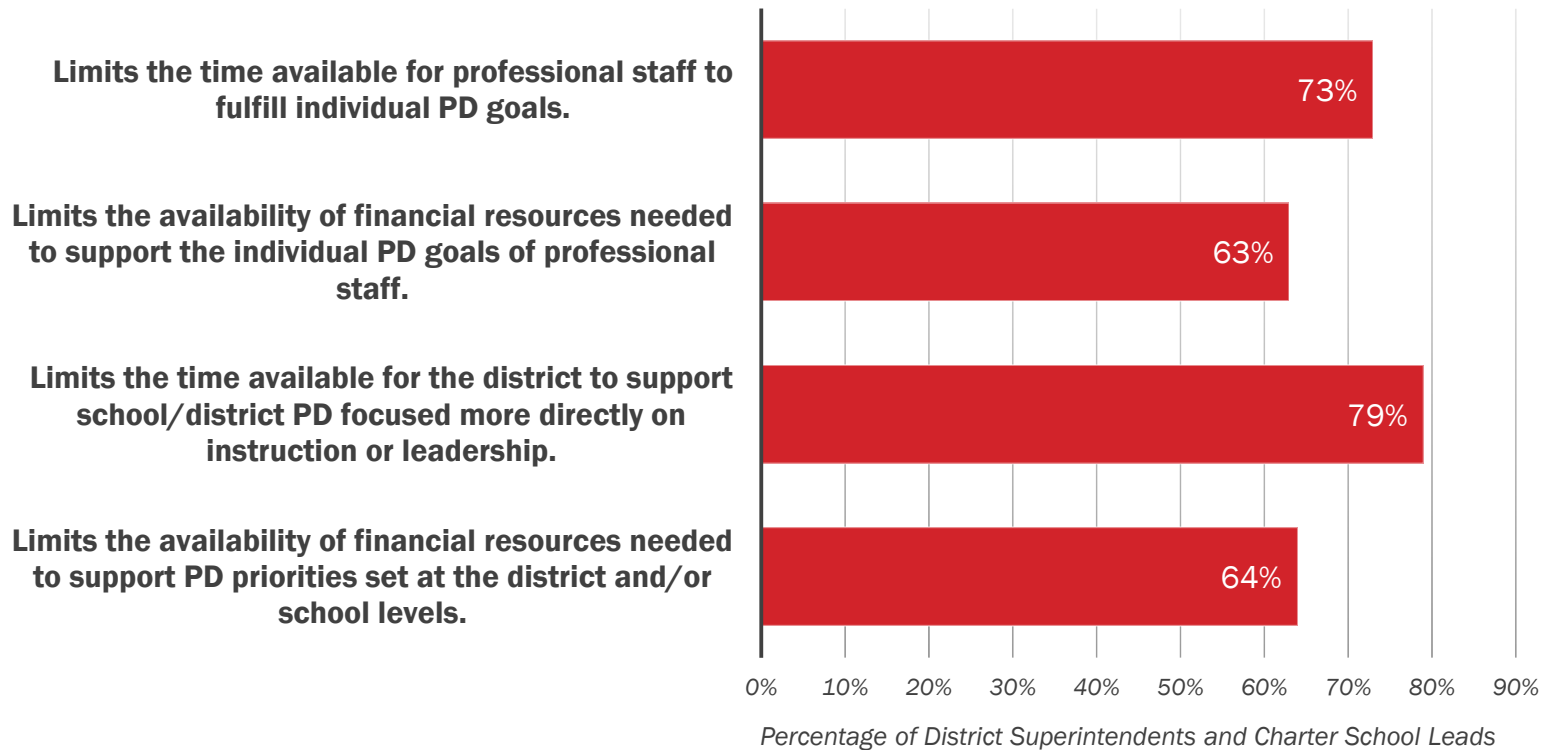
Perceived Value of State-Mandated Professional Development

The majority of respondents agreed that state-mandated professional development increased staff capacity across multiple indicators.



Perceived Limitations of State-Mandated Professional Development

The majority of respondents agreed that state-mandated professional development can limit time and resources for other professional development.



Innovative Practices in providing State-Mandated Professional Development

Technology platforms

- Online modules or videos are used to provide training on topics that require the transmission of information without more intensive training.
- These formats can provide educators with flexibility in completing required training, allowing time for professional development determined by the LEA.

Collaboration and “turnkey” training

- A subset of teachers or staff can be trained and then provide training to peers in their district or school.
- This strategy can help to lessen time and expense while providing opportunities for teacher leadership.

Recommendations from the field on State-Mandated Professional Development

- **Require educators to complete state-mandated training less frequently:** Over 15 percent of responding LEAs recommended that training be required less frequently or that new teachers be required to complete the training and veteran teachers be required to be trained every few years.
- **Develop online modules on the required topics:** Over 30 respondents suggested that the state provide and disseminate online modules on state-mandated topics.
- **Provide funding to support the costs associated with the training:** Over two dozen LEAs requested that financial resources be provided to support the training.

Questions





100 South Broad Street
Suite 700
Philadelphia, PA 19110

www.researchforaction.org