



ASPIRE Adult Basic Education Professional Development Policy and Guidelines

Introduction

The purpose of professional development (PD) is to support ASPIRE practitioners in developing the skills and knowledge in order to provide high-quality educational services to assist students in acquiring skills to be successful in postsecondary education/training and employment.

The policy and guidelines for professional development are provided below.

I. Policy

- A. Ohio Department of Higher Education (ODHE) ASPIRE requires local programs to have staff who are qualified to provide the services defined in the instructional grant such as ABE/ESOL/High School Equivalency (HSE) preparation; knowledge of academic assessments and college and career readiness. Program staff are encouraged to attend trainings and/or access PD resources to build or enhance professional skills.
- B. Programs are required to have a written process in place to notify staff of PD requirements and the consequences for not meeting the requirements.
- C. Priority for PD trainings and activities will be provided to ASPIRE-funded programs. There will be no costs for PD provided by the Ohio ASPIRE Professional Development Network (PDN). Staff from a non-ASPIRE funded agency who want to attend ASPIRE-funded PD may be charged training and/or materials expenses.
- D. Trainings will be provided based on job functions. ASPIRE staff should register for all training through the PD System Calendar at www.ohioAspire.org. Attendance provides program staff with a portfolio/record of individual PD trainings and activities.
- E. Updated PD histories for all staff must be available for monitoring by ODHE ASPIRE staff. Program staff members must update and verify their personal PD history quarterly within the Professional Development System.

- F. To maintain well-trained ASPIRE staff in administrative, support, and instructional roles, all staff hired on or after July 1, 2011 must complete all training required by their position within the timeframe specified on page 4 of this policy.
- G. ASPIRE program staff may obtain a **Waiver** from the required training, *Introduction to Learning to Achieve*, if they meet waiver requirements. The “Request for Waiver” form is available at <http://www.ohiohighered.org/Aspire/reference> and includes information on the waiver process and all requirements.
- H. ASPIRE program staff may obtain PD credit for individual professional development activities. The **Independent Activity Request** is available as a link under *Register* in the *Professional Development System* at www.ohioAspire.org.

II. Professional Development Network (PDN)

- A. To read more information about PD visit <http://www.ohiohighered.org/Aspire/reference> and scroll to the *Professional Development* section. In addition to required orientations and trainings, the PDN provides and supports other opportunities, such as workshops, study circles, conferences, etc. The activities are listed on the PD System Calendar, and upon completion of an activity it will be automatically included in your PD history. Explore the PD System Calendar for additional opportunities.

III. Fiscal Guidelines

- A. ASPIRE Program Support
 1. ASPIRE programs are required to track the funds expended for PD activities separately as a part of their ASPIRE budget so that PD activities may be monitored by ODHE ASPIRE staff and/or fiscal audits.
 2. PD costs must be accounted for within the total administrative costs. Administrative funds cannot exceed 30% per program budget without ODHE ASPIRE office approval.
 3. Program staff may participate in the following PD activities, which are eligible for entry into their PD history, if approved.

PD Activities

- ✓ Workshops conducted by the Ohio ASPIRE PDN
- ✓ Workshops or webinars conducted or approved by ODHE ASPIRE
- ✓ Training sessions for new topics identified by ODHE ASPIRE or the Ohio ASPIRE PDN
- ✓ Face-to-face or online training sessions
- ✓ Study circles or book clubs
- ✓ Webinars that have a training component
- ✓ College courses relevant to ASPIRE position classification
- ✓ Independent (non-PDN delivered) professional development activities – validated by a Certificate of Participation
- ✓ ASPIRE program sponsored professional development
- ✓ State conferences – attendance at workshops verified by registration and/or Certificate of Participation
- ✓ National conferences – attendance at workshops verified by registration and/or Certificate of Participation
- ✓ Participation in special projects (e.g. task forces) identified by ODHE ASPIRE or the PDN

Program Improvement Consultation Plan (PICP) Guidelines

The Program Improvement Consultation Plan (PICP) provides programs with the opportunity to plan for continuous improvement, taking into consideration both formative and summative factors. The PICP reflects the goals of the ODHE ASPIRE Program as well as ASPIRE program goals, data, practitioner standards and program performance. The PICP process should reflect the Indicators of Program Quality and guide PD selections made by the program and its staff.

To complete the PICP, ASPIRE programs must review online information and instructions outlining the PICP process, forms and timeline for implementation. ASPIRE program administrators are to work with their staff to determine program PD requirements in addition to individual staff development that promote quality instruction leading to student success. The documentation and process for achieving stated program improvement goals should be reviewed with ASPIRE program staff to ensure that program goals are being met. Your regional program manager will provide support in the implementation of the PICP process. Information regarding the PICP process is located at <https://ohiohighered.org/Aspire/reference>.

OHIO ASPIRE REQUIRED ORIENTATIONS AND TRAININGS

Training/Orientation	Audience	Delivery Mode	Timeframe
New Staff Orientation (NSO)	New Staff	Online	Within 30 days of hire date
New Administrator Orientation (NAO)	New Administrators	1) NAO Online followed by 2) Face-to-Face Meeting with ODHE ASPIRE Staff	Within 30 days of hire and Prior to Face-to-Face Meeting with ODHE ASPIRE Staff
New Teacher Orientation (NTO)	New Teachers	1) NTO Online, followed by 2) Face-to-Face NTO Session customized for ABE/ASE and ESOL instruction	1) Online - Within 30 days of hire date 2) Face-to-Face Within 6 months of hire date
New Support Staff Orientation (NSSO)	New Support Staff	Online	Within 30 days of hire date
Introduction to Learning to Achieve	New Administrators and Teachers	Online	Within 60 days of hire date
Assessment Fundamentals	New Teachers	Online	Within 60 days of hire date
TABE 9 and 10	Staff administering this assessment	Online	Prior to administering assessment
CASAS Implementation	Staff administering this assessment	Online	Prior to administering assessment
Best Plus 2.0	Staff administering this assessment	Face-to-Face	Prior to administering assessment
TABE CLAS-E	Staff administering this assessment	Face-to-Face	Prior to administering assessment
Distance Education Basics	Any new staff involved with Distance Education; role specific	Online	Prior to offering Distance Education
ABLELink Basics	Data Entry Staff	Online	Prior to receiving ASPIRELink Access