

# Professional Development and Curriculum Integration

RFP PRDE-OSIATD-2018-002 Mobile Devices, Professional Development and Project Management

Presented by: Evertec

December 20, 2018



The Puerto Rico Department of Education (PRDE) issued a Request for Proposal to acquire mobile device equipment, delivery and maintenance for PRDE educators and students.

Evertec is pleased to present our solution for the PRDE's Category 2 Professional Development.

Evertec has assembled a Team of industry-leading experts to offer the most qualified resources and ensure a successful project delivery.

The Team is composed of the following companies:



We are confident our Team can meet the PRDE's business requirements.





- > We are a leading technology company in Puerto Rico
- > The #1 acquirer/processor in Central America and the Caribbean and within the top 10 in Latin America.
- > Business in 26 countries in Latin America and offices in other 11 countries
- > Warehouse facilities of 10,000sq.ft and more than 2,000 employees.
- > Call Center Service / Help Desk 24/7 in our facilities for US Virgin Islands and Puerto Rico
- More than 30 years of experience providing products and services to government agencies.







### About Caribbean Data System Inc.







- > Local company established since 1969.
- > With almost 50 years of experience in the IT industry, we will assist you as your System Integrator in selecting the best hardware and software integration while providing the best solution applicable to your needs.
- > With a 12,000sq.ft warehouse and 50 ft height located at airport premises.
- > Only Titanium Dell EMC Partner in Puerto Rico authorized to resell and support all Dell branded products.
- > Microsoft Surface authorized reseller.



- Largest and most complete provider of products and services to the Puerto Rico Department of Education with 44 years of experience. 16 years of experience providing mobile computer labs to school environments.
- > Camera Mundi, Inc. has the curated and experienced human resources that have been leading large scale implementations of technology into the classrooms.
- > Today the largest provider of Assistive Technology products, equipment and services for the Secretariat of Special Education for the PRDE.
- > Counts with a staff of 115 resources and 100,000sq.ft facilities.





- Company Qualifications
- >Solution Proposed
- > Professional Development Strategy
- > Curriculum Integration
- > Risk & Contingency Plans
- > Project Organization
- >Success Factors
- > Professional Development Schedule
- >Budget
- >Q&A







### **CMI** Qualifications for PD Services

#### Professional Development – Government (ACUDEN) & Private Sector

- > The Creative Curriculum Implementation Project
- > Exclusive Partnership with Teaching Strategies Corporation
- > 29 out of 30 EHS/HS Grantees Adopted the Curriculum
- > Since Yr. 2012 to present
- > 12,000+ Teachers, Supervisors, Directors Trained & Certified
- > 3 Full-Time & 15 Part-Time Certified Trainers
- > Curriculum Integration (The Creative Curriculum®)
- > Technology Integration (MyTeachingStrategies® Online Assessment Platform)
- > 99.9%+ Highest Score (Scale 1-4) in Training Evaluations





### **CMI** Qualifications for PD Services

#### **Professional Development – PRDE**

Technology Implementation Project

- > Onsite Trainings on Use and Integration of Technology Devices
- > 450-500 Training Sessions per year
- > Electronic Whiteboards
- > Interactive Projectors
- > Quizdom & VariQuest Products
- > Assistive Technology Devices
- > 99.9% Highest Scores (3-4) in Training Evaluations





### **CMI** Qualifications for PD Services

#### **Professional Development – PRDE**

- > Josephson Institute Project
- > 200 PD sessions in 7 concurrent training locations (average of 3 classrooms per site)
- > 3-day 18 contact hours
- > 7,000+ participants (directors, teachers, social workers) 21,000 trainees (6-hour sessions)
- > 6 weeks timeframe





### **Comprehensive PD Plan - Assumptions**

### PD Schedule is based on project award by December 31, 2018

#### tekTrainers Selection and Certification Timeframe

- > Announcements & Interviews 2 weeks
- > Selection & Certification 6 weeks

#### **Liason / PRDE Support Team**

- > CAO
- > PD Institute
- > OSIATD

### **Teachers' Availability for Trainings**

- > Onsite (School facilities)
- > 6 contact hours per trimester





### **Professional Development Advisory Team**





Jorge Díaz CEO, CMI



**Eduardo Fuertes** Sales Mgr, CMI



María I. García Ed Cnslt, CMI



**Rubén Ramos** PD Dir., CMI



William Negrón Tech Dir., CMI



Dr. Michael Golden **Executive Director** 



Dr. Alek Leis CEO, EOS Ed





Dr. Vicki Phillips Keren Henríquez CEO, Educurious Director Ed, Microsoft



**Dr. Betty Chandy** Director, VOLT



**Dr. Daniel Leis** VP, EOS Ed



**Tammy Worcester** Owner, TTTT





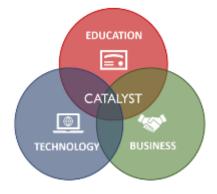


### The University of Pennsylvania Graduate School of Education

- > Penn GSE ranked #4 in 2019 U.S. News & World Report
- > History of education innovation and entrepreneurship

**Catalyst** @ **Penn GSE** is a new center for global education innovation that connects people and ideas to develop new ways to advance education in novel and meaningful directions.





Catalyst works at the nexus of education, business, and technology in partnership with diverse stakeholders to create, test, adapt, and disseminate impactful practices and tools to educators and leaders.





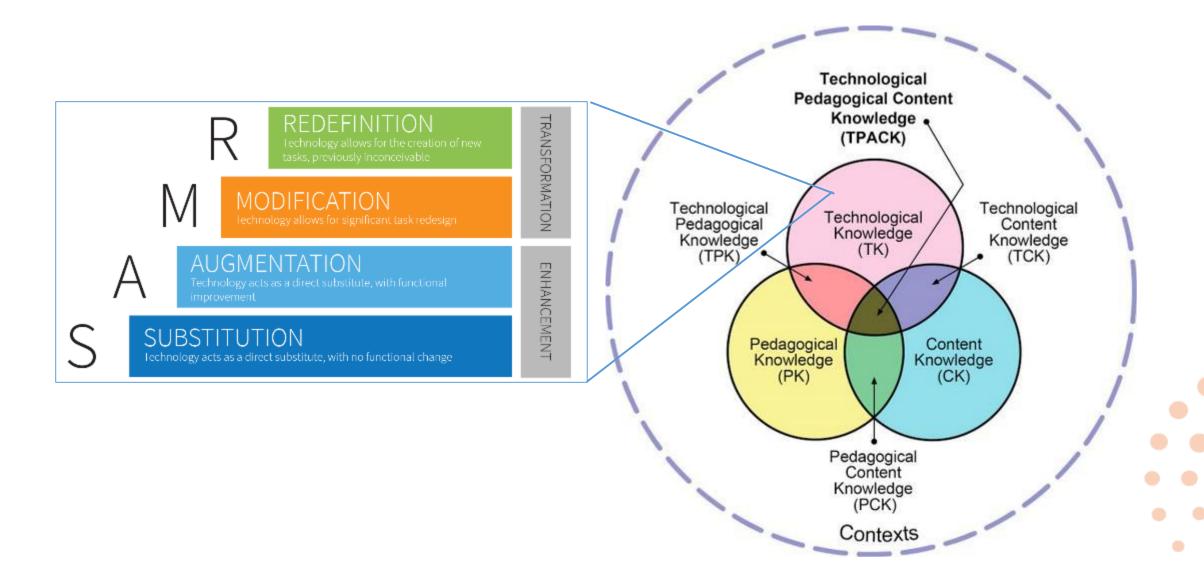
- > The University of Pennsylvania Graduate School of Education offers the VOLT certificate program in Teaching and Learning with Technology.
- > The big ideas covered in the program include classroom technology integration, project-based learning, digital literacies, creating personalized and connected learning spaces, designing effective assessments, and scaffolding for learning.
- > The VOLT Program for PR would involve training teacher coaches, who will in turn work with teachers in classrooms to help with technology integration, lesson planning and other pedagogical support.
- > These coaches will also provide a short version of the VOLT course on site.
- > The trainers/coaches who complete the week long intensive and the sixweek online program will receive Penn credits and a certificate of completion. If they are licensed in PA, they will receive the 'Online teaching endorsement' from the state.
- > The teachers who participate in the short module will receive a 'certificate of completion' on completing the online course, and the assignments required.

CATALYST @ Penn GSE





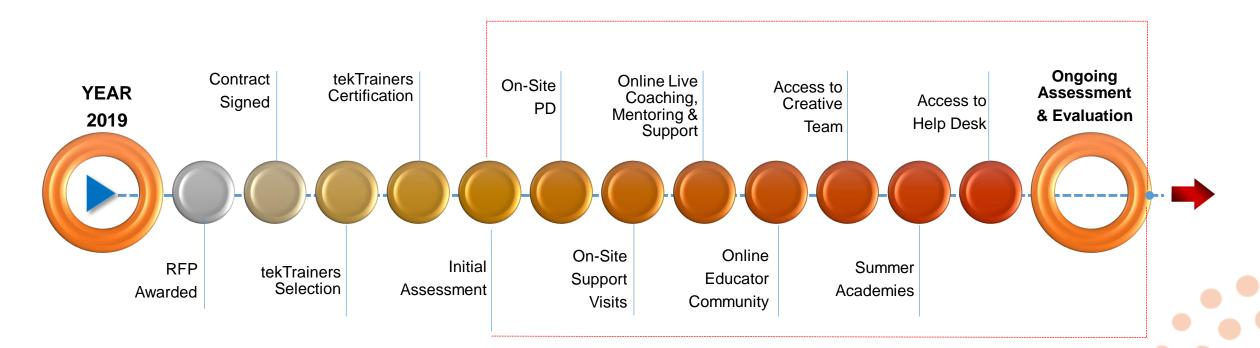
### PD Framework and Model for Tech Integration





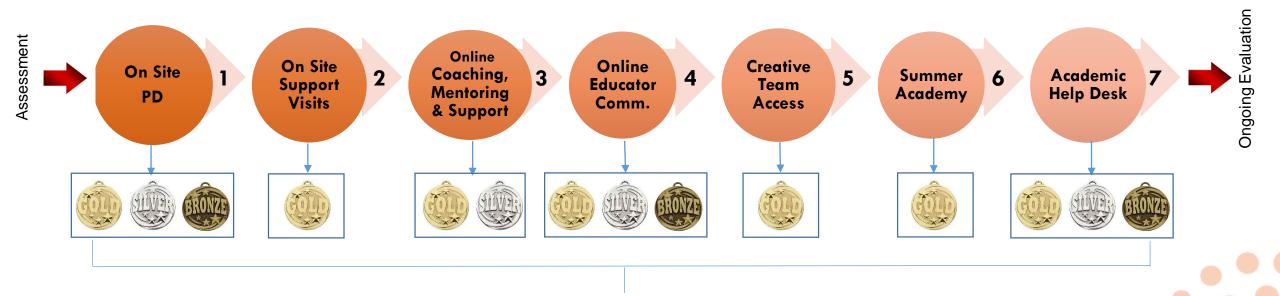


### **Professional Development Plan Components**



Comprehensive Professional Development Plan  $\rightarrow$ 





Three (3) different options of Professional Development Services are available. However, the GOLD option is **strongly recommended**, since it is the only one that includes all seven (7) main components of the Comprehensive Professional Development Plan.



#### **Training Delivery Approach for Teachers**

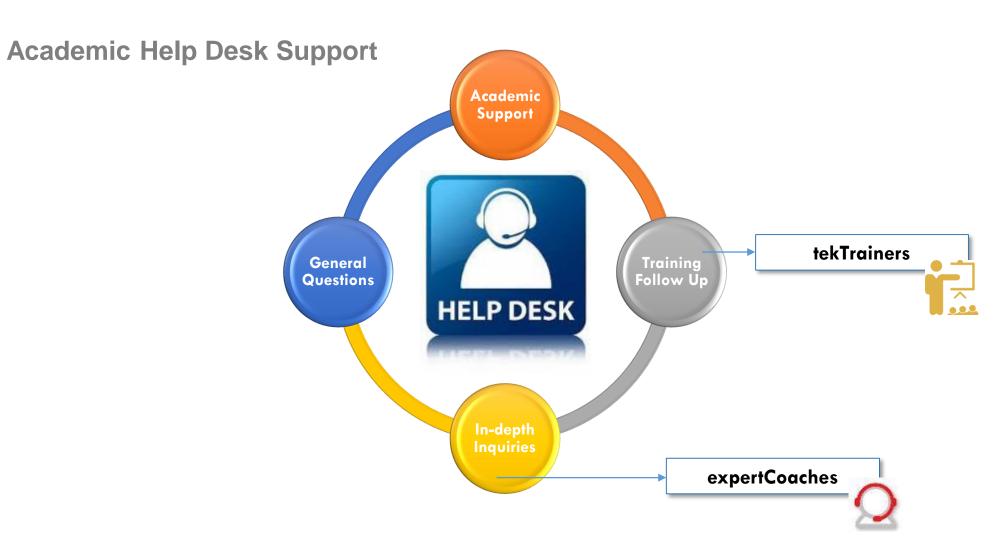
- > Training differences for K-2 teachers: No substantial differences on the first PD session (for basic and general Technological Content)
- > Training will be adapted for users of tablets (K-2 teachers), laptops (3-12 teachers) and carts.
- > Seamless integration of training content, resources, tools and techniques will be facilitated by the use of the same operating system.
- > Advance and lagging teachers: Initial Assessment Tool as baseline for grouping categories
  - Basic Level
  - Advanced Level
  - Certified Level
- > For advanced PD sessions, teachers will be grouped in homogeneous and heterogeneous groups for which collaborative learning, scaffolding, project based and differentiation strategies will be used.

#### **Training Delivery Approach for Teachers**

- > Class Types: Interactive, participative and flexible content workshops. Hands-on experiences with teachers own devices. Class ratio of 20:1
- > Teachers training completion verification: Attendance sheets, pre-post test and evaluation forms used in all training sessions. A PD Management Software Platform will keep records of teachers' interaction and progress. Self-paced professional development will be tracked with the Microsoft Education Community (MEC).



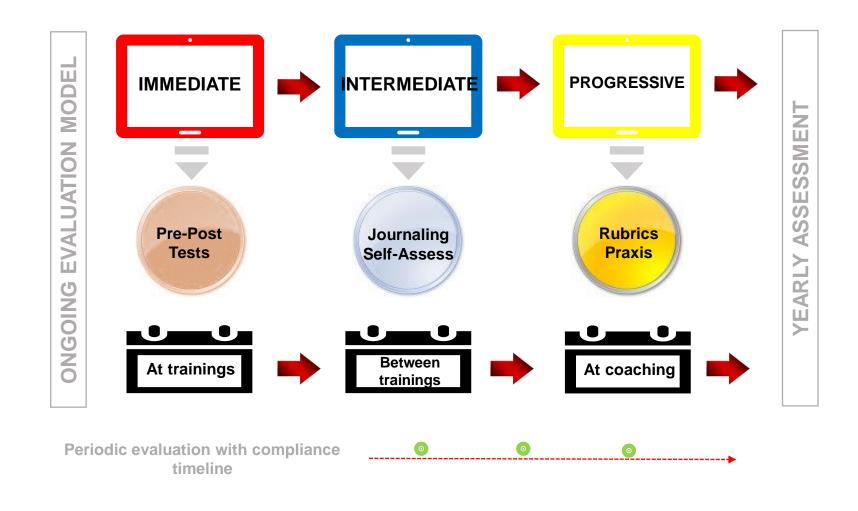








#### **Knowledge Transfer Validation**







#### **Challenging Scenarios**

- > The professional development plan was aligned to the delivery schedule. **Teacher laptops** will be **delivered prior** to the **initial training**.
- > For second and third sessions, teachers will have their laptops and will know how to use them.
- > Before every on-site training session, each one of the coordinating teams will communicate with schools and through the set up team, they will make sure that schools are ready to receive the session.
- > Set up team will help set up and tear down the classroom where PD session will be delivered (if schools do not have a place). Team will make sure teacher laptops are charged, power is available and internet.
- > If internet is not available, a Micro-Cloud device will be used.
- > This device has CACHE functionality with Wireless Access Points and routing to allow the trainers to incorporate the web pages that are going to be part of the session.





#### **Basic Navigation of Office 365**

- > Summary Basic Track: Microsoft Office offers tools to educators that they can use to benefit their students and their teaching. This course presents an overview of the platform and dives into tips and tricks to get the most from Office 365. Participants will explore some of Office 365 tools Word, Power Point, and Excel and will ponder possibilities of using these tools into the teaching and learning environment.
- > Basic Track (adjusted to individual difference within the group)
- > Goal: Help educators use education-specific applications of Office 365 tools- Word, Power Point and Excel- to be able to integrate technology into the curriculum, and share ideas to help them create more dynamic lessons, maximize student engagement and participation, and use office applications to increase their efficiency and improve student learning.



#### > Objectives

#### Basic Track:

After completing this training session the participant will:

- be familiarized with of what each tool could be used for
- be able to navigate online
- be able to work online and offline
- be able to use 10 essential functions of Word to write more effectively
- be able to use 10 essential functions of Power Point to make more exciting presentations
- be able to use 10 essential functions of Excel to make sense of data
- have pondered ways on how to integrate these tools into the classroom and how these tools can increase their efficiency and improve student learning
- be able to apply the skills learned and acquired knowledge to the reality of their teaching experiences

#### > Strategies

- Assess and Measure (prior and acquired knowledge and skills)
- Hands-on Experience (with same devices they've received and will be integrating into their teaching and learning environments)

- Modeling and use of Best Practices
- Participatory and Active Learning
- Scaffolding
- Collaborative Learning
- Application and Activities pertinent to their classroom realities (using instruments and documents familiar to them and required by the DEPR)
- Sharing ideas on
  - possibilities to use the skills and knowledge they have acquired to integrate technology into the classroom
  - technology integration models
  - redesigning courses (within the established parameters of the DEPR)
  - how to work with activities that get students to work with different levels of difficulty (DOK Webb)
  - how to move within the SAMR/PIC Matrix



### > Examples on introducing curriculum integration

- Training is conceived not only to help teachers develop skills or acquires basic technological knowledge but rather as means of modeling ways and share ideas as to *how* technology can be used in the classroom and integrated into the curriculum. (ISTE standards (2003) support the use of modeling as an effective approach to teaching technology.)
- Setting the tone:
- From the very beginning
- make teachers feel relax and capable
- share with them what they should be on the lookout for and making reference to when information is presented and hands-on activities are practiced
- use and refer them to documents/ teacher resources with which they are very familiar with and use for their planning and daily teaching. (Academic Areas Toolkit- Curricular Maps, Curricular Alignment Tool, Units, Compendiums-Prontuarios etc.)
- make training pertinent to their reality
- explain to them that this very workshop has been conceived to model and share idea, activities,
   practices on ways they can integrate the technology into their classes and the curriculum

- > Real Examples
  - Working with Word
  - The Writing Process use this as basis to work the
- > Language Arts
  - Spanish
  - English
- > Science
- > Mathematics



### **Workshop / Training Sessions Instruments**

#### Instruments can be interpreted in the following ways:

- > Key documents / materials
  - Attendance Sheets
  - Pre-test
  - Post Test
  - Presentation copies and/or manual
  - Digital copy of the presentation material
  - Worksheets
  - Course evaluation
  - Training Resource evaluation

#### > Hardware

- Projector
- TekTrainer Laptop
- Wireless Router with Cache Hard Drive (in case school wireless in not accessible)
- Wireless Hotspot (in case school internet is not accessible)
- Tables and chairs If schools do not have a place where the training can be conducted, they will be provided. (Setup team integration).
- > PD Management Software Platform





### **Mentoring Session Description**

#### Online - 1:1 Session



expertCoaches

1:1 Tutoring
Virtual Whiteboard
Files Sharing
7:00AM-6:00PM (week
days)
9:00AM-1:00PM
(weekends)



prde.tutores.live
Private Lessons
Virtual Learning
Open-Market-Like
Environment



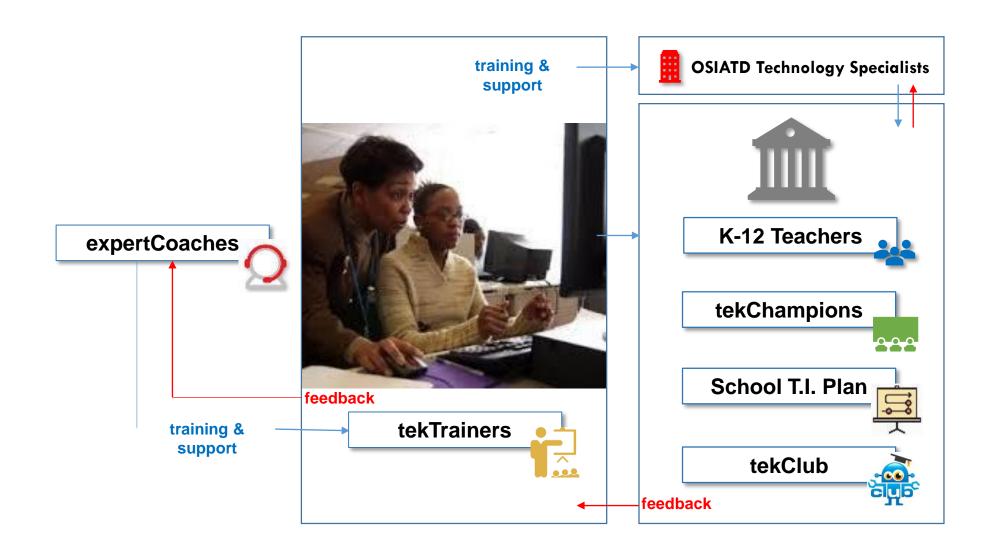
K-12 teachers





## **Mentoring Session Description**

### **Onsite Support Visits**





## **Course Content for Curriculum Integration**

TOOLS APPS	Microsoft Office 365 Microsoft Suite Windows OS
GRADES DISCIPLINE	Adaptable to content area and grade level
SPANISH CONTENT COSTS	Tools in English / All content in Spanish No hidden costs





### **Online Training Course Sample**

#### **Microsoft Education Community**





#### Highlights:

- Eight (8) courses
- Four (4) to Six (6) lessons per course
- 20 hours
- 7,500 points on Microsoft Education Community
- Microsoft Badges and Recognition Program

# Diseño del Aprendizaje en el S.XXI

El Diseño del Aprendizaje en el Siglo XXI para Educadores, es una colección de 8 cursos compuestos por entre 4 y 6 lecciones cada uno. Este itinerario de aprendizaje proporciona a los Educadores, maneras claras y prácticas de desarrollar las habilidades del siglo XXI, mediante el uso de tecnologías digitales. Los cursos promueven el "Diseño del Aprendizaje en el Siglo XXI", desarrollando una metodología de investigación a través de un proceso colaborativo basado en la práctica, con el fin de ayudar a los Docentes a transformar la forma en que diseñan las actividades de aprendizaje, para que estas promuevan aprendizajes más profundos y sean atractivas y enriquecedoras para sus estudiantes. La serie consta de 8 cursos, con una duración total estimada de 20 horas incluidos los recursos, videos y el material de autoevaluación. Los Docentes además podrán participar activamente en el curso compartiendo materiales y participando en discusiones continuas como parte de la Comunidad Educativa.



### **Online Training Course Sample**





#### Diseño del Aprendizaje en el Siglo XXI: Curso 1 - Introducción 21CLD

Este curso proporciona las razones por las cuales es necesario desarrollar las habilidades del siglo XXI en nuestros estudiantes. Presenta las principales destrezas del siglo XXI que son: colaboración, construcción del conocimiento, autorregulación, resolución de problemas e innovación, tecnologías de la información y comunicación (TIC) para el aprendizaje y las habilidades de comunicación. Explora cómo será el aprendizaje en el siglo XXI y cómo las prácticas docentes innovadoras pueden apoyar el aprendizaje de los estudiantes y el desarrollo de estas habilidades.



#### Diseño del Aprendizaje en el Siglo XXI: Curso 2 - Colaboración

Este curso explora el significado más amplio de la colaboración y su comprensión al respecto. En los trabajos actuales, se espera que los jóvenes colaboren y este curso le ayuda a usted a comprender qué queremos decir con "colaboración". Le ayudará a diseñar lecciones en las cuales los estudiantes pueden desarrollar habilidades de colaboración. Asimismo, será la introducción a las dimensiones de la colaboración que son: los estudiantes trabajando en grupos o parejas, compartiendo responsabilidades y siendo co-dependientes unos de los otros.







# <u>Diseño del Aprendizaje en el Siglo XXI: Curso 3 – Habilidades de Comunicación</u>

Las habilidades de comunicación del siglo XXI se refieren a la habilidad que tienen las personas para comunicarse claramente, usando lenguaje oral, escrito y no verbal. Hoy en día, la sociedad requiere que todos tengan estas habilidades, ya que la demanda de relaciones sociales y la economía global exige un conjunto de habilidades de comunicación más diverso. Este curso presenta el concepto de habilidades de comunicación y apoya a los maestros en el diseño de actividades de aprendizaje.



# <u>Diseño del Aprendizaje en el Siglo XXI: Curso 4 – Construcción</u> de Conocimiento

La construcción de conocimiento brinda las razones para dar a los jóvenes la oportunidad de ir más allá de la memorización de hechos y desarrollar habilidades de pensamiento crítico y razonamiento. El curso de 21CLD sobre la Construcción de Conocimiento presenta las dimensiones de la Construcción del Conocimiento de tal forma que los estudiantes puedan profundizar en éste y llevarlo a la práctica y aplicarlo.







#### Diseño del Aprendizaje en el Siglo XXI: Curso 5 - Autoregulación

La autorregulación sucede cuando los estudiantes, de manera consciente, organizan, monitorean, evalúan y, en definitiva, toman el control de su propio aprendizaje. Los educadores pueden diseñar actividades de aprendizaje que ayuden a crear y desarrollar habilidades de autorregulación. 21CLD: La autorregulación presenta las ideas sobre la autorregulación y el alcance de trabajar en proyectos de largo plazo; de que los estudiantes planifiquen su propio trabajo y de dar oportunidades de revisar el trabajo basado en retroalimentación.



# <u>Diseño del Aprendizaje en el Siglo XXI: Curso 6 – Resolución de problemas e innovación</u>

La resolución de problemas reales y la innovación son habilidades fundamentales para vivir y trabajar en el siglo XXI. Los educadores pueden brindar a los jóvenes, oportunidades de abordar problemas reales y aplicar sus soluciones o llevar sus ideas a la práctica. Este curso define lo que queremos decir con resolución de problemas y las dimensiones que deben estar presentes en dichas actividades.





# <u>Diseño del Aprendizaje en el Siglo XXI: Curso 7 – Uso de las TIC para el aprendizaje</u>

Las tecnologías de la Información y Comunicación (TIC) se han vuelto habituales en todos los aspectos de la vida, incluyendo la educación. A menudo, el uso de las TIC en la educación apoya el consumo de información e ideas. 21CLD: Las TIC para el Aprendizaje resalta la necesidad de usarlas para transformar las experiencias y crear y diseñar nueva información.



# <u>Diseño del Aprendizaje en el Siglo XXI: Curso 8 – 21 Century Learning Design en la práctica</u>

21CLD: Incorporar a la práctica da una mirada a la implementación de las habilidades del siglo XXI y el aprendizaje dentro de su aula, usando 21CLD como marco para el diseño de lecciones. Este curso le brindará actividades prácticas en las cuales pueden reflexionar sobre su práctica y sobre la de otros maestros. Esta autorreflexión y observación garantiza que pueda continuar mejorando su práctica profesional usando las TIC, a fin de desarrollar las habilidades de sus alumnos para el siglo XXI.



Microsoft in Education Microsoft



Curso 6 - 21 CLD: Resolución de problemas e Innovación



Aprenda a construir Actividades de aprendizaje, que desarrollen en sus estudiantes las habilidades del Siglo 21. Tema 4 :: Lecciones de anclaje





# **Professional Development Information System**





### **Professional Development Management Software Platform**



#### **Teacher's Learning Journey**

A web and mobile-friendly application for teachers to find, get registered and track PD learning courses, webinars and events.



### **PD Software - Benefits**

- > Integrates with PRDE's systems, using 'single sign-on' with Office 365 credentials.
- > Easy setup of courses and scheduling with available learning material resources.
- > Creation of "workflows" on the systems to manage courses approvals and completion certifications.
- > Manage teacher's interactions:
  - Assign courses
  - Attendance
  - Passes and fails qualification
  - Share surveys of course and trainer
  - Certifications and alerts notifications
- > Teacher's registration, activity track, history of completed courses and certifications.
- > Trainer's profile including assigned courses and performance.



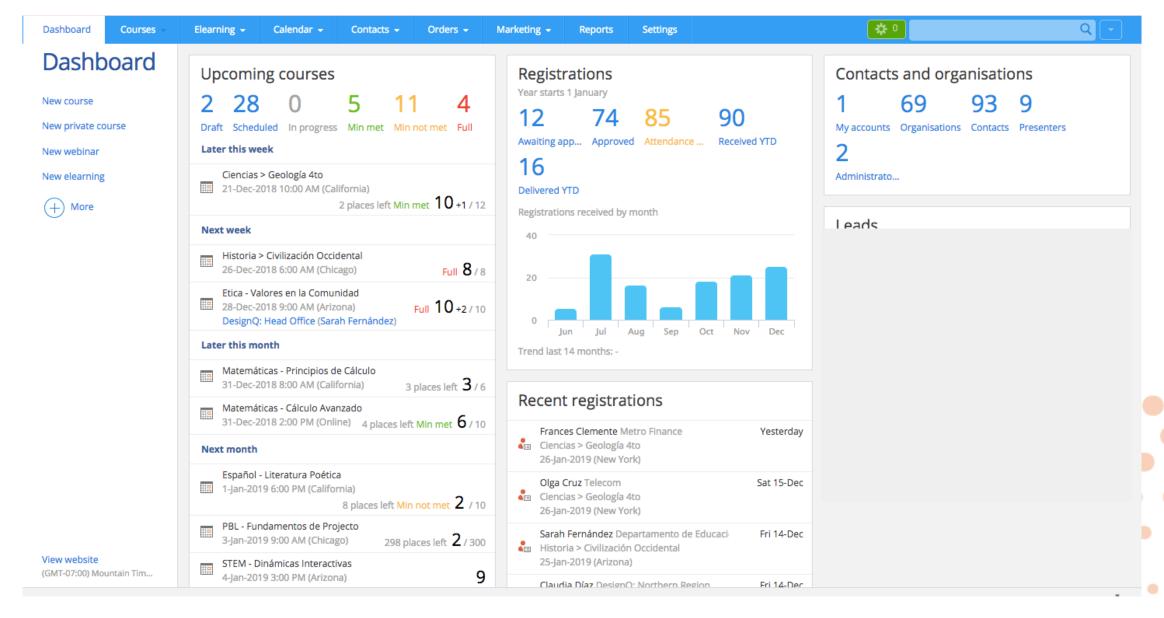
# PD Software - Utilities

- > Courses, webinars and event creation
- Schools performance tracking
- > User's profiles and roles
  - Coordinator
  - Trainer
  - Teacher
  - School's Director
- > Calendar of courses
- > Courses registration workflow
  - Rsvp > confirmed > attended > passed > certified
- > Post-courses surveys
- > Certifications of completion



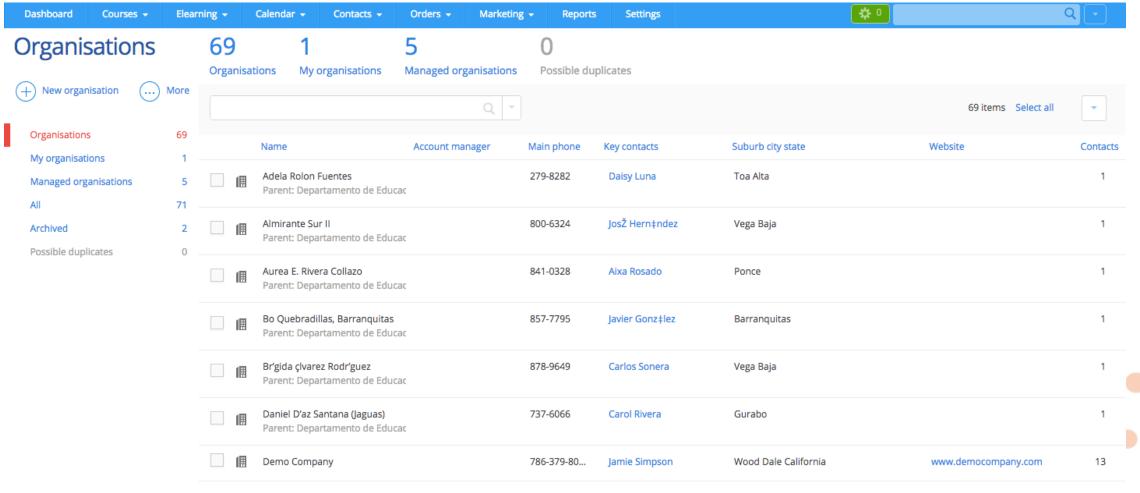


## **Activity Dashboard**





## **School Organizations Panel**

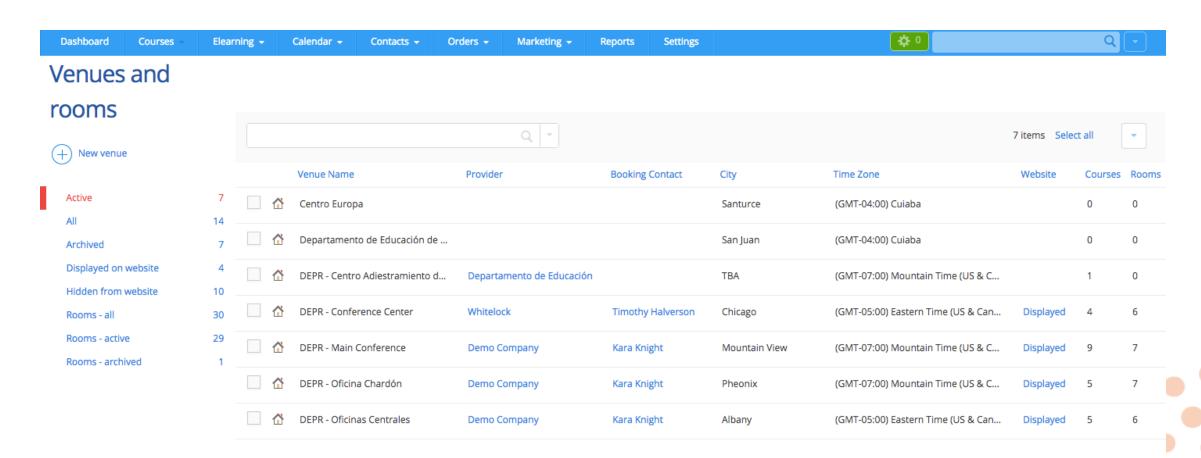


#### Departamento de Educaci—n de

Adela Rolon Fuentes Almirante Sur II Aurea E. Rivera Collazo Bo Quebradillas, Barranquitas Br'gida çlvarez Rodr'guez

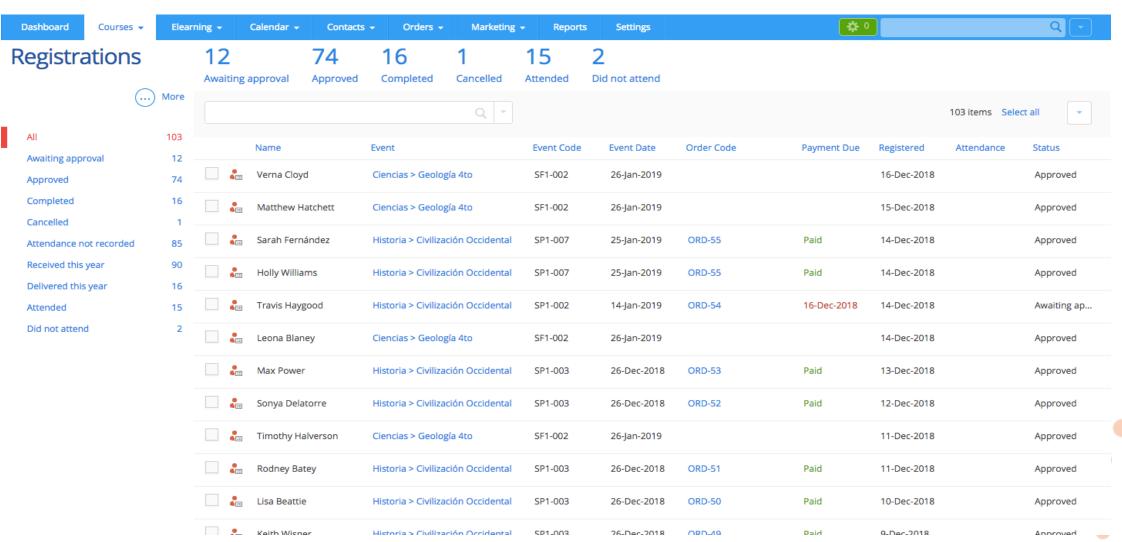


### **Training Venues Panel**



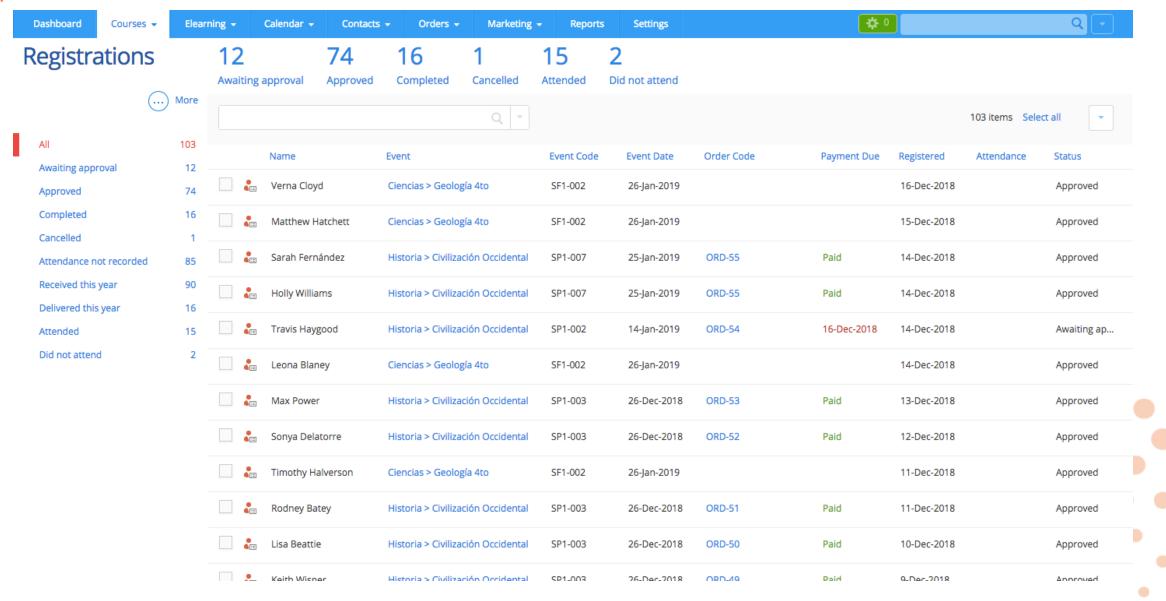


## **Courses' Management Panel**



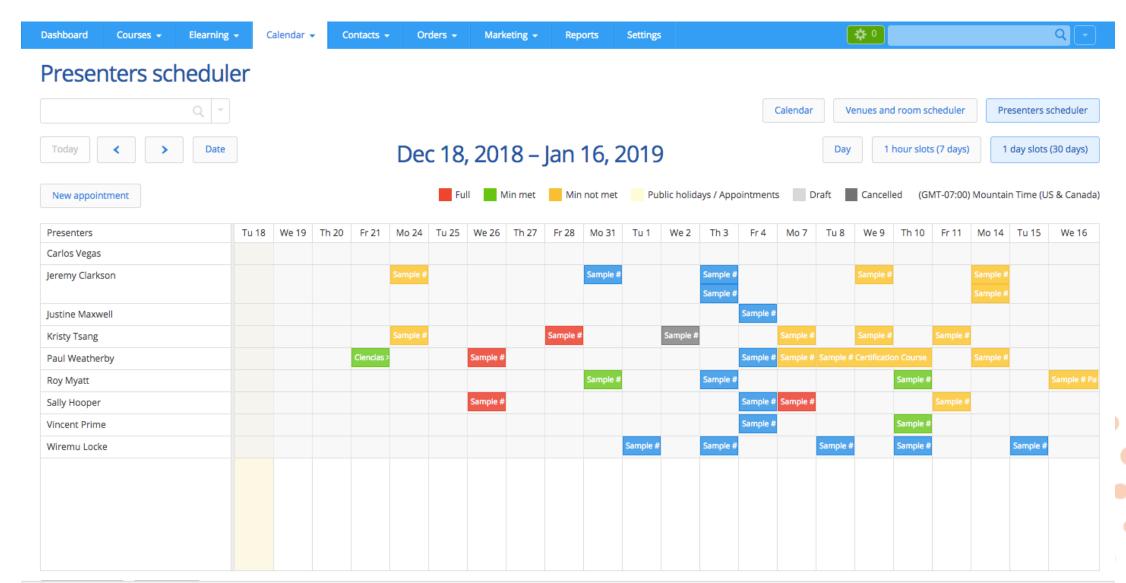


### Teacher's Course Registration Panel



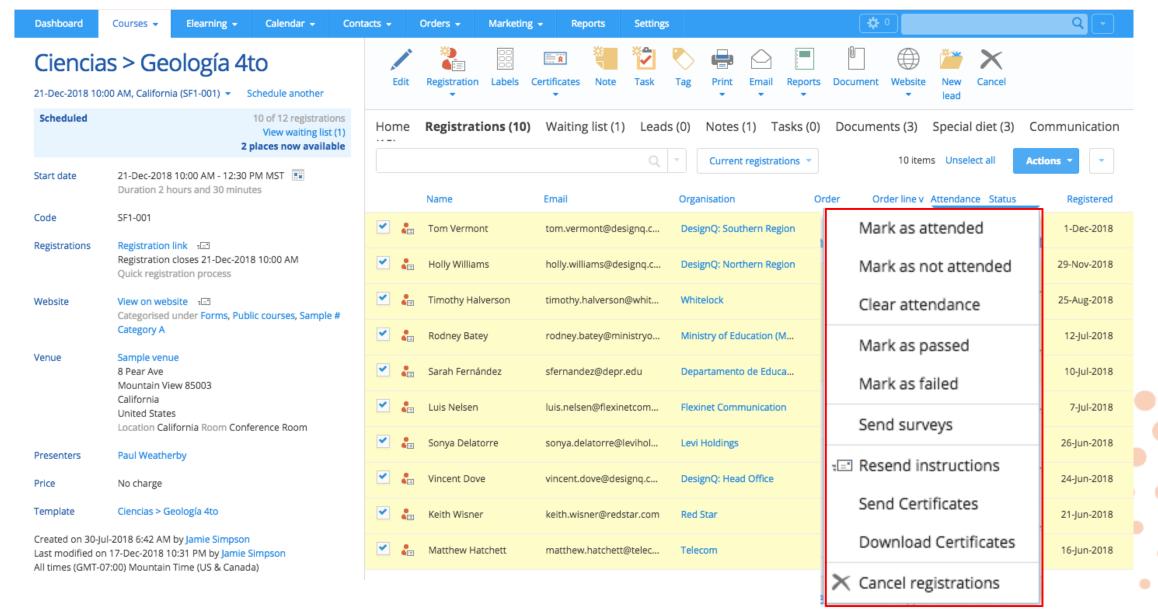


### **Trainer's Courses Scheduler**



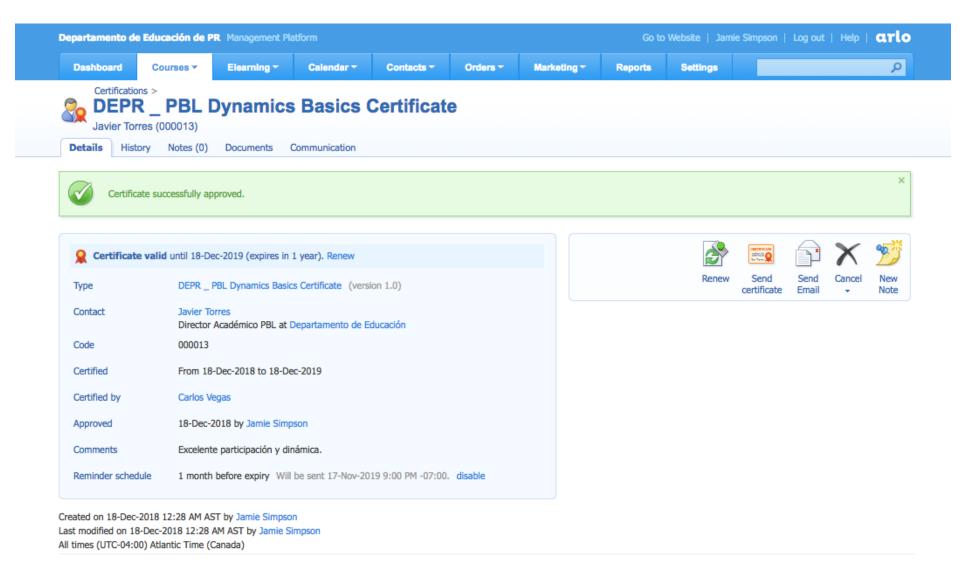


### **Course Details and Registrans**





## **Courses Certifications Managament**





### **List of Available Reports**

#### Courses

- > Course List
- > Courses filtered by date, status, or other criteria.
- > Course Calendar
- List of individual course sessions scheduled to be delivered within a period.
- > Course Registrants
- > List of individuals enrolled on a course and registrant details.
- > Course Logistics
- > Room setup and catering requirements for course sessions running within a period.
  - > Course Performance
  - Number and value of registrations received on a course for courses started within a period.

#### Certifications

- > Certification List
- > Certifications filtered by template, date, status, or other criteria.

#### Registrations

- > Registrations List
- List of event registrations with advanced filters and output options.
- > Course Completion
- > Course completion status for a specified group of contacts.
- > Registration Count
- > Count of registrations received
- > Registration Applications
- List of registration applications with advanced filters and output options.

#### Presenters

- > Attendance Register
- > A form to record attendance for each session of a course
- > Presenter Performance
- Number and value of registrations for courses a presenter has delivered.
- > Presenter Activity
- Presenter activity list with advanced filters and output options.





# **Risk Management and Contingency Plans**

AREA	RISK	CONTINGENCY
COORDINATION	Lack or delays in communications, interactions and decision making at PRDE	<ul> <li>EVERTEC Project Liaison assigned and resident at PRDE PD Institute.</li> <li>Early identification of PD Steering Committee, project owner and key decision makers from the PRDE side.</li> <li>Steering committee created with personnel from PD Institute, Chief Academic Officer, and representatives from Regions ("OREs").</li> <li>Weekly meetings during first 60 days. Then, monthly meetings.</li> <li>Final calendar sign off with CAO</li> <li>Divulgation Process started early (memorandums drafted, signed and shared, Regional Presentations made with Directors, ORE personnel and Academic Facilitators, etc).</li> <li>Project presentations (14 sessions of three-hours each: (morning/afternoon) in each of the 7 Regions.</li> <li>Identification of ORE PRDE liaison and project owners that will facilitate the implementation with the OREs.</li> </ul>



# **Risk Management and Contingency Plans**

AREA	RISK	CONTINGENCY
DOCUMENTATION REQUIREMENTS	Project starts without clear documentation requirements	<ul> <li>Meetings with Finance and Funds Technical staff coordinated to sign off on the required documentation for the invoicing process.</li> </ul>
TEACHERS AVAILABILITY	Contention with other initiatives (PBIS, Restorative Discipline, Professional Development Funds and multiple companies competing for teacher time, Library Automation, etc)	<ul> <li>Priorities buy in with PRDE Secretary.</li> <li>Calendar sign off by Chief Academic Officer.</li> </ul>
	Teacher Attendance	<ul> <li>TekTrainers personalized follow up to a reduced number of schools (8 to 9 per Tek Trainer).</li> <li>Small group training post schedule time.</li> <li>Possibility of grouping stragglers into centralized facilities to catch up.</li> </ul>
TEACHER TURNOVER	New teachers with basic or no knowledge getting in into the 2 <sup>nd</sup> and 3 <sup>rd</sup> years (or 1 <sup>st</sup> year during the 2 <sup>nd</sup> semester)	<ul> <li>Early identification during the first months of each semester, and specific grouping by region to help them catch up with the rest of the school.</li> <li>Specific planning, facilities, coordination, memorandums to be set up per Region (ORE).</li> </ul>



# **Risk Management and Contingency Plans**

Area	RISK	CONTINGENCY
TEACHER ROTATION	Teachers moving from one school to another	<ul> <li>Individualized tracking of the teachers over time.</li> <li>TekTrainer will incorporate them into each School Technology Integration Plan.</li> </ul>
TEKTRAINER AVAILABILITY	A tekTrainer calls in sick	<ul> <li>Additional Capacity built up in the availability and certification of TekTrainers in a way that spare trainers are always available and on call.</li> </ul>
TEKTRAINER TURNOVER	TekTrainers personnel turnover	<ul> <li>Additional Capacity built up in the availability and certification of TekTrainers in a way that spare trainers are always available and on call.</li> </ul>
TEKTRAINER FATIGUE	Large load of services required with tight schedule	<ul> <li>Three TekTrainers assigned for every two groups of 20 teachers so no TekTrainer is offering training for more than 2 consecutive days.</li> <li>Schedule allows for 1 day to get to the office to hand in documentation.</li> </ul>
TEACHER SELF MOTIVATION	Use of personal time to continue his/her own betterment and improvement	<ul> <li>Implement teacher recognition programs.</li> <li>ISTE presentation opportunities.</li> <li>Teacher of the year recognition.</li> <li>"Carrera magisterial" incentives.</li> <li>TBD.</li> </ul>



### **Project Organization and Governance Strategy**

#### > Minimum credentials of the resources to be assigned

- BA or BS (Master or PhD desired), Academic Field Background (Math, Spanish, English, Science desired)
- Technology skillful (social media, Microsoft tools, email, Internet active, etc).\*
- Geographic location diversity
- Presentation skills
- Excellent oral and communication skills
- Team player
- Mobility
- Experience desirable
- Bilingual desirable

Note: The schedule requires 150 TekTrainer resources during the initial deployment, and then 100 TekTrainers for the steady state operation.

- 14 Administrative Assistants
- 7 Regional Coordinators
- 1 Project Director
- 1 PRDE Liaison
- 16 expert Coaches
- Members of the Advisory Team

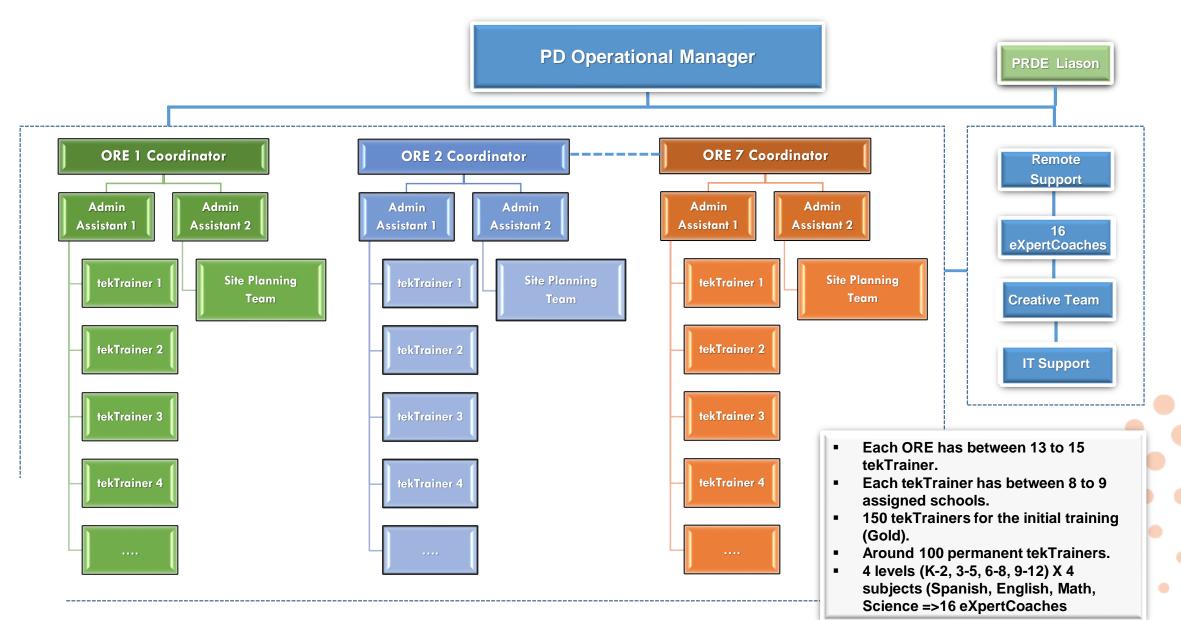


<sup>\*</sup>Since this specific skillset is unique, each tekTrainer will undergo through a thorough 6-weeks certification process.

<sup>\*\*</sup>Between 140 and 180 resources. Please see org chart.



### **Professional Development Administrative Org. Chart**



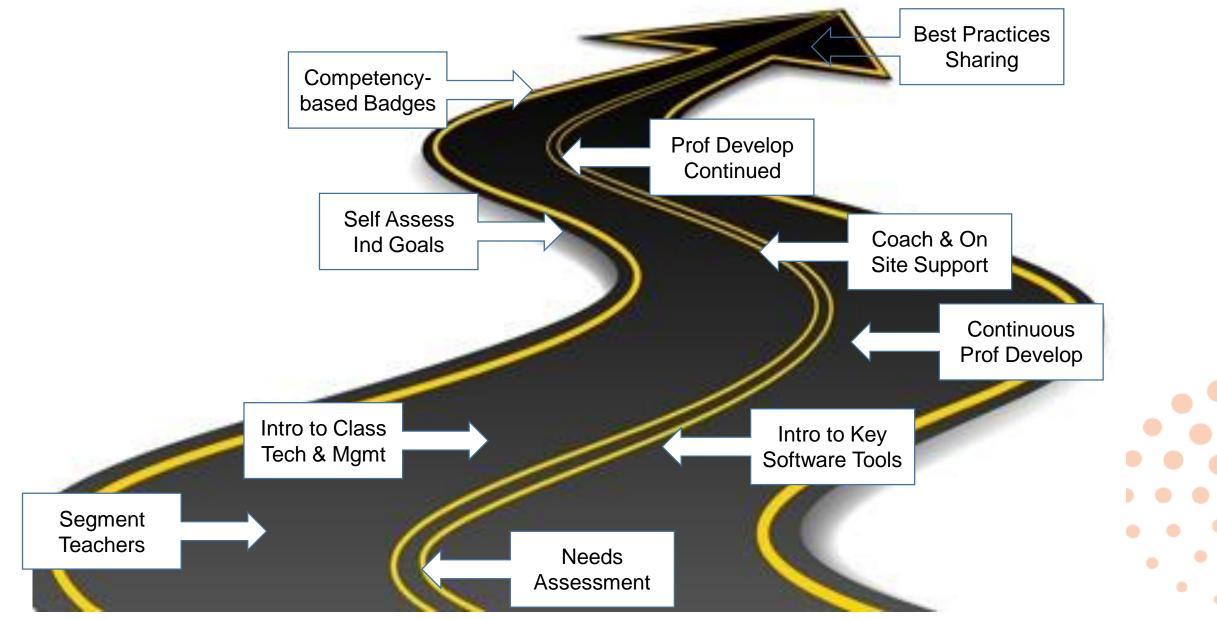


# **Key Success Factors**

- > Timely preparation and sign-off of Communication memos and calendars
- > Flawless execution of the initial Dissemination (divulgation) process
- > Coordination between the PRDE and the implementation team
- > Liaison presence at PRDE near project owner great aid for expediting internal processes and properly documenting the initiative.
- > Teacher time access Many other initiatives concurrently at PRDE (PBIS, Restorative Discipline, Library automation, new SIS, individual school's PD, etc.). Need high priority and Secretary level approval / Commitment.
- > Directors commitment Need 100% commitment from school directors to make the initiative a success.
- > ORE's commitment Need the OREs to assign a key contact person to help in the coordination of special requests and needs
- > OSIATD Timely support As teachers become more and more dependent on technology, quick response and prompt OSIATD support will be needed (Internet access break/fix cycle, new email users names and password support, etc).
- > Ongoing on-site support, coaching, mentoring and assistance.



# PD Approach: Transformation of Teaching Practice







# **Comprehensive Professional Development Timeline Chart**

	2018-	2019 Schoo	ol Year		2019-2	2020 Schoo	ol Year	2020-	2021 Schoo	ol Year 2021-2022 School Year				]
	First Trimester	Second Trimester	Third Trimester	Summative Month	First Trimester	Second Trimester	Third Trimester	First Trimester	Second Trimester	Third Trimester	First Trimester	Second Trimester	Third Trimester	Total number of Profession al Develoment onsite hours to be provided over the three year contract
Training & Coaching Days Availables		16	30	0	51	43	30	51	43	30	51	43		
Coaching Days Only Availables		1	5	21	6	7	5	6	7	5	6	7		
	On-site PD days		20		40	40	20	20	20	20	20	20		220
GOLD	On-site PD hours		6		12	12	6	6	6	6	6	6		66
	Coaching		15	21	17	10	15	37	30	15	37	30		227
SILVER	On-site PD days		20		40	40	20	20	20	20	20	20		220
SILVEN	On-site PD hours		6		6	6	6	6	6	6	6	6		54
DDONZE	On-site PD days		20		20	20	20	20	20	20	20	20		180
BRONZE	On-site PD hours		6		6	6	6	6	6	6	6	6		54
				2019 - Decem st Year Contr				2020 - Decem nd Year of Co		_	2021 - Decem nd Year of Co			

Summer Academy for

Teachers 1 & tek Trainerss

Continuous Education

Summer Academy for

Teachers 2 &

tekTrainerss Continuous

Summer Academy for

Teachers 3 &

tekTrainerss Continuous



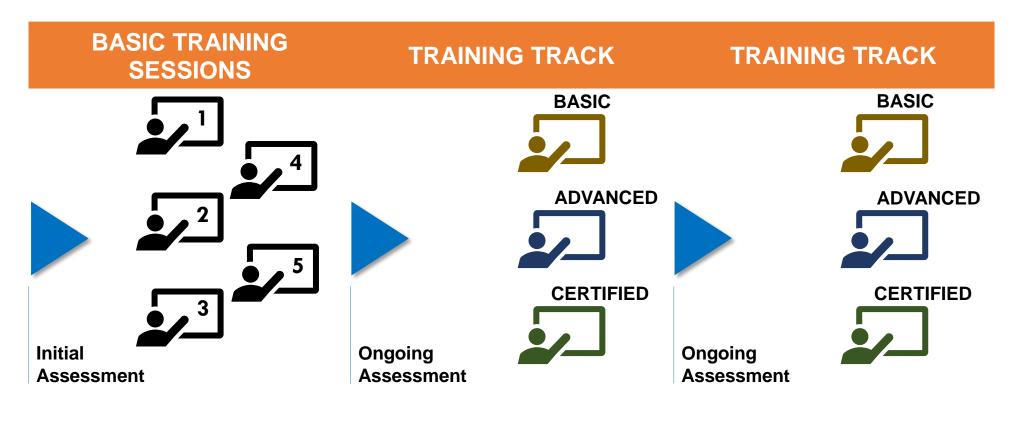
# **Comprehensive Professional Development Timeline Chart**

		201#-2019 Sc	kaal Teer		201	9-2020 Schaal 1	t-er	202	0-2021 School T	ear 2021-2022 School Tear				
	First Trimostor	Socand Trimortor	Third Trimortor	Summative Month	First Trimastor	Socand Trimertor	Third Trimortor	First Trimostor	Socand Trimertor	Third Trimostor	First Trimostor	Socand Trimertor	Third Trimestor	Total number Profession Develomed different con sessions (ons to be provid over the thr year contra
ining & Coaching Days Availables		16	30	0	51	43	30	51	43	30	51	43		
Coaching Days Only Availables		1	5	21	6	7	5	6	7	5	6	7		
	On Site PD Sessions		PD Content Session 1		PD Content Session 2	PD Content Session 4	PD Contetn Session 6	PD Content Session 7	PD Content Session 8	PD Content Session 9	PD Content Session 10	PD Content Session 11		11
GOLD	On Site PD Sessions				PD Content Session 3	PD Content Session 5								
	Coaching days		15	21	17	10	15	37	30	15	37	30		227
	On Site PD Sessions		PD Content Session 1		PD Content Session 2	PD Content Session 4	PD Contetn Session 6	PD Content Session 7	PD Content Session 8	PD Content Session 9	PD Content Session 10	PD Content Session 11		11
SILVER	On Site PD Sessions				PD Content Session 3	PD Content Session 5								
	Coaching		0	0	0	0	0	0	0	0	0	0		0
BRONZE	On Site PD Sessions		PD Content Session 1		PD Content Session 2	PD Content Session 3	PD Content Session 4	PD Content Session 5	PD Contetn Session 6	PD Content Session 7	PD Content Session 8	PD Content Session 9		9
	Coaching		0	0	0	0	0	0	0	0	0	0		0
January 2019 - Docombo First Yoar Contract					ary 2020 - Decembe econd Year of Contre			iary 2021 - Docombo ocond Yoar of Contro						
			Γ	Summer Acaden	ny far Toachors 1%	l I	Summer Academ	y for Toachors 2 %		Summer Academ	y for Toachors 3 %	1		
				tokTrainorss Can	de ees Edea este e			tinuour Education			tinuour Education	I		



# **School Technology Integration Plan**







# **PD Onsite Training Sessions - Scenario**

YEAR 1 YEAR 2

	PD Content Sessions									
1	NGS Initiative, Fundamentals & Use of Devices									
2	The Digital Citizenship & Fundamentals and Cart Use									
3	Transforming Education through General Classroom Tech Integration and the Microsoft Educator Community Platform									
4	Transforming Education – OneNote in the Classroom									
5	Transforming Education – SWAY in the Classroom									

	PD Content Sessions
6	Transforming Education – SKYPE in the Classroom
7	Paperless Classroom – Team as a Classroom Transformation Tool
8	General Classroom Tech Integration – Improving Performance Through Critical Thinking



# **PD Onsite Training Sessions - Scenario**

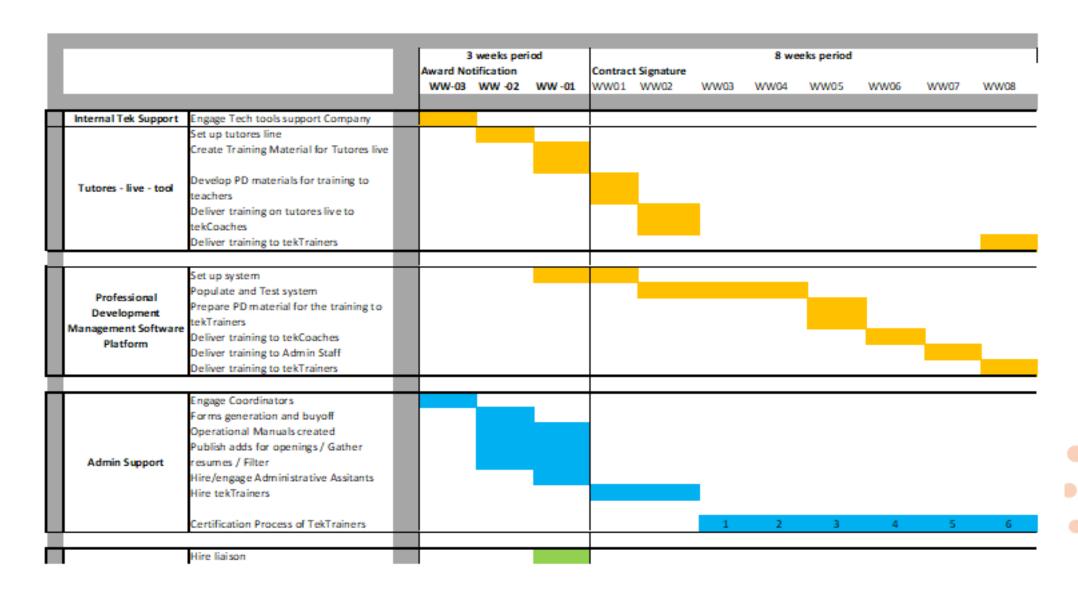
#### YEAR 3

	PD Content Sessions	PD Content Sessions				
9	General Classroom Tech Integration – Improving Performance: Success in Reading and Writing	9	Professional Learning Communities – Teams, Forms & Staff Notebook			
10	General Classroom Tech Integration – Improving Performance: Digital Journeys and Notetaking	10	Microsoft Innovative Educator for the Advanced Educator			
11	General Classroom Tech Integration – Improving Performance through PBL	11	Minecraft Education Edition for the Advanced Educator			





## Gantt Chart-Implementation Schedule







#### CATEGORY 2: PROFESSIONAL DEVELOPMENT CURRICULUM INTEGRATION AND TECHNICAL TRAINING

ITEM (BRONZE RFP REQUIRED PROPOSAL) FOR 30,000 TEACHERS	QTY OF TRIMESTERS	QTY OF SESSIONS	_	IT PRICE SESSION		PRICE
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 1 starting from 3rd trimester 2018-2019 and ending on 2nd trimester 2019-2020 of school year)	3	4,500	\$	3,031.61	\$	13,642,245.00
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 2 starting from 3rd trimester 2019-2020 and ending on 2nd trimester 2020-2021 of school year)	3	4,500	\$	3,031.61	\$	13,642,245.00
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 3 starting from 3rd trimester 2020-2021 and ending on 2nd trimester 2021-2022 of school year)	3	4,500	\$	3,031.61	\$	13,642,245.00
Technical Training for OSIATD, Field Technicians		1	\$	-	In	cluded in Pricing
TOTAL (MUST INCLUDE PRICING FOR ALL LINE ITEMS):					\$	40,926,735.00

# Detailed Proposed Budget

ITEM (SILVER OPTION) FOR 30,000 TEACHERS	QTY OF TRIMESTERS	QTY OF SESSIONS	_	IT PRICE SESSION	PRICE
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 1 starting from 3rd trimester 2018-2019 and ending on 2nd trimester 2019-2020 of school year)	3	7,500	\$	3,132.66	\$ 23,494,950.00
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 2 starting from 3rd trimester 2019-2020 and ending on 2nd trimester 2020-2021 of school year)	3	4,500	\$	3,132.66	\$ 14,096,970.00
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 3 starting from 3rd trimester 2020-2021 and ending on 2nd trimester 2021-2022 of school year)	3	4,500	\$	3,132.66	\$ 14,096,970.00
Technical Training for OSIATD, Field Technicians		1	\$	-	Included in Pricing
TOTAL (MUST INCLUDE PRICING FOR ALL LINE ITEMS):					\$ 51,688,890.00

# Detailed Proposed Budget

ITEM (GOLD OPTION) FOR 30,000 TEACHERS	QTY OF TRIMESTERS	QTY OF SESSIONS	UNIT PRICE PER SESSION	PRICE
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 1 starting from 3rd trimester 2018-2019 and ending on 2nd trimester 2019-2020 of school year)	3	7,500	\$ 3,334.77	\$ 25,010,775.00
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 2 starting from 3rd trimester 2019-2020 and ending on 2nd trimester 2020-2021 of school year)	3	4,500	\$ 3,334.77	\$ 15,006,465.00
Integration into Classroom and Curriculum (6-hours on-site professional development sessions for 20 participants during Contract Year 3 starting from 3rd trimester 2020-2021 and ending on 2nd trimester 2021-2022 of school year)	3	4,500	\$ 3,334.77	\$ 15,006,465.00
Technical Training for OSIATD, Field Technicians		1	\$ -	Included in Pricing
TOTAL (MUST INCLUDE PRICING FOR ALL LINE ITEMS):				\$ 55,023,705.00

# Detailed Proposed Budget

ITEM (GOLD OPTION)	QTY OF HOURS	PRICE PER SESSION	PRICE
On-Site one (1) hour session coaching during school year 2018-2019	10,000	\$ 151.58	\$ 1,515,800.00
On-Site one (1) hour session coaching during school year 2019-2020	15,000	\$ 151.58	\$ 2,273,700.00
On-Site one (1) hour session coaching during school year 2020-2021	15,000	\$ 151.58	\$ 2,273,700.00
TOTAL (MUST INCLUDE PRICING FOR ALL LINE ITEMS):			\$ 6,063,200.00

