S.I.P
STANDARDS IN PRACTICE
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STANDARD HIGHLIGHT

National Standards for Quality Online Programs Standard L: Faculty and Support Staff

A quality online program supports faculty and staff by providing mentoring, technical assistance, and timely professional development.

L3: The program provides a wide variety of professional development opportunities to faculty and staff, which are aligned to the National Standards for Quality Online Teaching.

STANDARD OVERVIEW

BY MICHELE NICKELS

Just as no two learners are the same, no two educators are the same. We strive to meet our educators where they are at in regards to professional learning and skills, in order to tailor growth opportunities to their preferences and schedules. Educators will always need support to meet state requirements or to adopt new materials, but there is plenty of opportunity to provide choices based on identified areas of growth and interest as well. A continuum that takes into consideration modality and delivery model, cost, time commitment, frequency, facilitation model (asynchronous vs. synchronous), structured (courses, coaching sequences) vs. unstructured (social media, internet search) etc. helps us plan for how we can meet all educator needs.

What does this standard look like when it is successfully put into practice?

The video will visually walk you through how Wisconsin Virtual School provides a menu of options for engagement to build competencies. Educators are provided choice, flexibility, and relevant field-led and tested resources that call out connections to the NSQ Standards for Quality Online Teaching.
HELPFUL HINTS for putting standard into practice

- Build relationships with your educators based on mutual professional respect, positive online presence, and a growth mindset.
- Gather input from multiple sources regarding staff needs for support and opportunities for growth.
- Allocate time and resources to prioritize professional learning that is connected to national standards. Develop partnerships to meet gaps and lean on your highly qualified educators or voices from the field.
- Provide easy-to-access supports for educators as they prepare their digital learning environment each year, including choice and asynchronous or synchronous help opportunities.
- Provide flexibility and multiple means of delivery for required professional learning, such as synchronous virtual, highlight reels using teacher voice, and asynchronous digital content.
- Host regular opt-in/drop-in support sessions (adapting frequency depending on time of year/needs). This complements more structured opportunities by providing a venue for teachers to receive collegial, “just in time” support.

RESOURCES to support standard use (mostly practical)

- Example of Professional Learning and Resource Alignment to NSQ Online Teaching: Track various resources and professional learning artifacts. A central location such as this chart also provides the opportunity to identify standards gaps.
- Example Survey Tool for Professional Learning Needs and Method of Delivery: WVS worked with Virtual Educational Research Alliance (VERA) through REL Midwest to develop a tool to identify areas of need and the modality of choice for professional learning that our educators felt would support their opportunities for growth. This example is aligned to older iNACOL and INTASC standards, but the large categories can be modified to follow current NSQ Standards for Online Teaching.
- NSQ Professional Development Portal powered by Zanerme: The portal offers personalized professional learning resources aligned to the NSQ Online Teaching Standards. Users begin by self-assessing their knowledge and skills tied to the NSQ standards and indicators. Based on diagnostic results, users are directed to personalized resources curated by the Virtual Learning Leadership Alliance (VLLA) and Quality Matters (QM). There are options to add your own branded assets in this portal and connect to other standards.
- Resource Share: WVS invites our educators to share their created resources connected to NSQ standards. Resources are reviewed and vetted and then added to our LMS library where educators can add them to any courses they teach.
- The WVS Rounding document is used by WVS to build personal relationships with our teacher consultants. We strive to create a culture of recognition and responsiveness to needs. Rounding is initiated through a structured but informal one-on-one conference between an educator and an administrator. All support staff members are involved in the review of key notes and each educator receives a summary email that outlines any support and resources based on the conversation and their questions. The process informs WVS professional learning plans around knowledge and skill gaps and strengths.

Check out the NSQ Professional Learning Portal and NSQ Website for more resources at www.NSQOL.org

Wisconsin Virtual School (WVS) is the state-led supplemental program operated out of the Cooperation Education Service Agency #9 (CESA 9) since 2000. WVS partners with over half of the school districts in the state of Wisconsin to provide online and blended options for their K-12 learners, while the local district keeps that enrollment. WVS “uncomplicates” the process of adding digital options to the curriculum. WVS provides quality vetted digital content courses. Learning Management System (LMS), Student Information System (SIS), tutoring services, technical support, certified teachers, support for districts to utilize their own educators, policy and planning support and variety of professional learning and networking opportunities. As a partner of the Wisconsin Digital Learning Collaborative (WDLC), WVS collaborates with the Wisconsin Department of Public Instruction (DPI) and the Wisconsin eSchool Network (WEN) to provide partnership pathways for schools to provide a variety of online and blended opportunities.