FAQs

Frontline Professional Growth: Frequently Asked Questions

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What applications are included as part of Frontline Professional Growth?

The full Frontline Professional Growth solution includes several applications designed to help K-12 administrators manage and track the complete cycle of educator learning and growth. They include:

Professional Learning Management: Foster relevant and individualized professional learning.

Employee Evaluation Management: Simplify the evaluation/observation process and provide meaningful feedback.

Learning & Collaboration Resources: Offer learning opportunities to address each teacher's individual needs.

Interested in Frontline Professional Growth, but still have questions about it? Here are some of the questions that come up a lot! If you're wondering about something you don't see here, please contact your Education Solutions Executive who will be glad to assist you.

You might also be interested in these optional offerings from our Strategic Partners:

Danielson Framework for Teaching Evaluation Instrument: Provides educators with a deep, shared understanding of what good teaching looks like and builds observer and teacher confidence in the observation process.

Stronge Effectiveness Performance Evaluation System: Districts and states can now use one comprehensive, uniform evaluation system with components for teachers, education specialists, principals, central office administrators and superintendents.

ETS Classroom Video Library: Offers convenient web-based access to thousands of authentic, unedited K-12 classroom videos and tagged video clips, along with associated artifacts.

Stronge Master-Coded Simulations: Provide a turnkey solution for evaluator training and calibration.

Strategic Observation and Reflection (SOAR) Teaching Frames®: Enabling teachers, coaches and instructional leaders to engage together in cycles of strategic observation and reflection to drive improvements in teaching and learning.

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What are the benefits of using the full solution?

Too many to list them all here! But the whole reason we developed Frontline Professional Growth was to help you grow and support excellent teachers and staff, save time and money by reducing turnover and administrative costs and build more efficient processes. And not least, to help you ensure that professional learning and teacher evaluations lead to the best possible teaching for students in the classroom.

Why manage professional learning and employee evaluations online?

Frontline Professional Growth isn't about removing the human touch from professional learning and employee observations. Quite the opposite! By simplifying the professional learning process, compiling forms, goals and PD resources in one place and improving transparency throughout the whole evaluation process, Frontline Professional Growth helps you cultivate consistent, substantial professional learning for all your staff. It's easy to track where each teacher is in their professional learning or evaluation process, and built-in reports make it easy to pull the data you need to inform decision-making.

Frontline Professional Growth can also help make your office paperless! Custom forms make it easy for educators to apply for and log learning activities like conferences, workshops, graduate courses, online courses — virtually any type of learning format there is — as well as enter salary movements, tuition reimbursements, mentoring plans, mentoring logs, Personal Goal Plans and more. Then, custom automatic workflows ensure that forms are automatically routed to the appropriate administrator.

And by giving teachers direct access to their PD resources and evaluation data, teachers can revisit their goals regularly as they grow in their careers.

How can using Frontline Professional Growth save my district time and money?

By streamlining the submission and approval of forms, Frontline Professional Growth makes your data more visible through our reporting tools. This enables you to get an in-depth view of the effectiveness of your professional learning processes. It also streamlines the evaluation process, with electronic evidence collection from multiple observers and customized scoring based on state requirements.

With fully automated processes, you'll reduce the amount of clerical support you need, minimizing errors, speeding up reimbursement time and freeing up staff for more strategic work. And our Learning & Collaboration Resources make it easy — and cost-effective — to provide learning to address specific individual needs.

How many school districts currently use Frontline Professional Growth?

Currently more than 2,800 clients use Frontline Professional Growth.

What is the "Learning Loop"? Does Frontline Professional Growth support educator learning based on evaluation results?

It does indeed. Meet the Learning Loop — it lets you incorporate data from multiple measures, and with the full Frontline Professional Growth solution, recommend targeted, standards-aligned learning opportunities based on evaluation results. Plus, each educator can create individual PD plans, set goals and action steps, determine measures of success and reflect on their practice and application of new knowledge, while you monitor learning throughout each observation cycle with embedded PD reports.

How does Frontline Professional Growth impact different roles in our district?

Many districts use Frontline Professional Growth to provide professional learning for all employees — certified and non-certified staff alike. Using Frontline Professional Growth can help to ensure a common understanding across your school system of what great education looks like. It also enables you to give employees access to their own evaluation and transcript data and "voice and choice" in their professional learning, increasing buy-in and enabling teachers and staff to showcase their professional growth journey.

- For administrators, permission-based access helps you safeguard your data while making sure everyone has access to the information they need.

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- Online collaboration tools enable teachers, mentors and coaches to share examples of practice and provide feedback.

- And whether your district uses rubrics like the Danielson Framework for Teaching, the Stronge Effectiveness Performance Evaluation System, SOAR Teaching Frames® — or a custom rubric — you can train and calibrate observers and evaluators in evidence collection, scoring and feedback.

How does Frontline Professional Growth support collaborative professional learning?

Our Professional Learning Management application allows you to manage any type of learning, including collaborative formats and blended learning. Users and professional learning communities can use our Team Rooms to participate in discussions afterward, share files and even log their time together. These Team Rooms are a great way for users to gather for book studies, mentoring and collegial circles, as well as share ideas, lesson plans or other work examples. Team Rooms can also be combined with face-to-face workshops for a more blended experience.

The Employee Evaluation Management application makes it easier to conduct evaluations as a collaborative process. It's easy to provide employees with access to current and historical evaluation data, and the observation tools can be used to give formative feedback as well as summative scores. Two-way communication, document sharing and opportunities for self-reflection all work to involve teachers and staff in the process, with the shared goal of improving instruction — not finding "gotcha" moments.

The Collaboration & Coaching application is an environment where your educators can work together to improve teaching with online video. Enabling teachers to upload video of their own teaching practice is valuable for self-reflection as well as sharing examples of lessons with colleagues and inviting feedback. Third-party content libraries are also available to train coaches and mentors to observe and provide feedback.

How does Frontline Professional Growth simplify paperwork?

Frontline Professional Growth is all about flexibility! You can provide your current forms and rubrics, and our employee evaluation and professional learning management tools can be configured to the process you need.

When it comes to evaluations, you'll be able to facilitate every part of the process, including self-reflection and goal setting, in-class observations, student learning objectives and growth data. That means you can focus on having meaningful discussions about instructional practice with educators.

The same is true for professional development opportunities. You can create forms to easily enroll, track and generate reports for courses offered by your district, third-parties, or Frontline Professional Growth.

By adding all your forms online in Frontline Professional Growth, end users and administrators alike can easily generate reports to get the data you need. This eliminates the need for spreadsheets to track things like licensure, salary movements, district-required hours and other requirements — and the reports can always be exported as a spreadsheet, if needed.

What types of courses are available Frontline Professional Growth?

Give your staff voice and choice with Frontline Professional Growth's extensive course library. Choose from more than 750 self-paced courses — these include everything from mandatory compliance-based courses to courses on instructional practices, classroom management, student diversity and grade-specific content. Your staff will have everything they need to develop their skills and support their professional learning goals. Check out the course catalog here.

What rubrics can I use with Frontline Professional Growth?

Frontline Professional Growth can accommodate any rubric your district is licensed to use! These might include the Danielson

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Framework for Teaching Evaluation Instrument, the Stronge Effectiveness Performance Evaluation System, SOAR Teaching Frames® or custom rubrics.

Can I use multiple scoring methods during the evaluation process?

Yes! Frontline Professional Growth's configuration process is very flexible. Districts can determine their scoring philosophy, be it a Scoring Form Approach, Holistic Approach or a hybrid of these approaches. The solution also allows districts to use conversion charts.

Will the teachers have access to their transcripts and evaluation data?

Yes, teachers have direct access to their transcripts and evaluation data, enabling them to regularly assess their progress. Teachers can complete forms such as self-reflections and SLO/SGO forms and upload evaluation evidence via the artifact section — an electronic portfolio for teachers. Peers can collaborate through file sharing, team rooms, online video and more.

Can districts manage Student Learning Objectives in Frontline Professional Growth?

Yes, you can host all Student Learning Objective data in one system, managing single or multiple SLOs for each person.

Does Frontline Professional Growth integrate with my other software systems?

Yes. Frontline Professional Growth integrates with other systems via an sFTP process. Frontline provides a list of current integrations here.

What hardware or software do I need to install?

None! Frontline Professional Growth is a web-based solution — an Internet connection is all that's required.

How much does it cost?

Frontline Professional Growth requires as annual subscription based on a per-user license. A Frontline representative can discuss your specific needs and send you a proposal.

Where can I learn more about Frontline Professional Growth?

Learn more at
FrontlineEducation.com/Solutions/Professional_Growth.

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