



OACS Professional Development Plan 2019-2020

District Name	School Name	Principal Name	Plan Begin/End Dates
Orange Public School	Oakwood Avenue Community School	Denise White	July 1, 2019 to June 30, 2020

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	During the 2019-2020 school year all math teaching staff will increase the degree to which their daily lessons and instruction is reflective of standards-based teaching and learning; whereby (a) Learning is made social through collaboration, discussion, and discourse, (b) Students are engaged in sense- and meaning-making, (c) Lesson plans reference curricular frameworks to ensure accurate sequencing. As measured by a 10% improvement in the evaluation score.	All math teachers K-7	Percentage of teachers partially effective based on the evaluation rubric: 1C: Setting Instructional outcomes 16% 1e: Designing Coherent Instruction 16% 3b: Using Questioning and Discussion Techniques 20% 3c: Engaging Students in Learning 16%
2	During the 2019-2020 ELA teachers will increase the degree to which their daily lessons and instruction is intentional and effectively targets the individual needs of students in the areas of vocabulary acquisition, answering text dependent questions and identifying key ideas and details. As measured by a 10% increase on SRI assessment by grade level.	ELA teachers 3-7	Student proficiency on SRI: Grade 3: 35% Grade 4: 55% Grade 5: 50% Grade 6: 19% Grade 7: 32%
3	To continue to effectively implement Social Emotional Learning (SEL) by providing additional professional development to all staff in order to decrease the number of suspensions by 10%.	All staff	This goal aligns with the school's ASPS Goal#3. An analysis of our suspensions for the year show that we had a total of 11 suspensions that resulted n students missing 16 days of school.



2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (As appropriate)
1	<ul style="list-style-type: none"> Teachers will analyze I Ready math data weekly in order to plan effective student learning activities. Dedicated time during Staff and CPT meetings to analyze and discuss data District Departmental Professional Development. 	<ul style="list-style-type: none"> Review of lesson plans Observations Walkthroughs End of cycle data reviews
2	<ul style="list-style-type: none"> Professional development on differentiated instruction Intentional Planning Build and sustain opportunities for collaboration and discussions across grade level Teachers review content area bulletins 	<ul style="list-style-type: none"> Review of lesson plans Monthly peer shares on best practices Use data to identify areas in need of focus Review of anchor charts and word walls LASW
3	<ul style="list-style-type: none"> Guidance counselor/department supervisor will provide professional develop in SEL Balance center will be created in community room Restorative justice practices will be implemented 	<ul style="list-style-type: none"> Assembly program on Kindness Teachers will implement Compassion Project

3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	<ul style="list-style-type: none"> Math Curriculum Common Planning Time Math Supervisors/Coaches NJSLS Math non-negotiable 	<ul style="list-style-type: none"> Professional development on using I Ready reports
2	<ul style="list-style-type: none"> Lesson Plans Common Planning Time ELA bulletins Data Analysis NJSLS District PD Catalogue 	<ul style="list-style-type: none"> Availability of content supervisors to support teachers. Principal provides time in schedule for collaborative planning



3	<ul style="list-style-type: none">• Staff meetings and PD sessions dedicated to training• Professional learning materials• Videos	Conversations during CPT and staff meetings to inform implementation and ongoing refinement
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4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1		
2		
3		

Signature: _____
Principal Signature

Date