



## Optional School Professional Development Plan (PDP) Template

| District Name | School Name    | Principal Name  | Plan Begin/End Dates       |
|---------------|----------------|-----------------|----------------------------|
| Orange        | Heywood Avenue | Faith Alcantara | Jul 1, 2019 – Jun 30, 2020 |

### 1: Professional Learning Goals

| No. | Goal   | Identified Group                  | Rationale/Sources of Evidence  |
|-----|--|-----------------------------------|--|
| 1   | By June 2020, we will continue to improve instructional practices in Mathematics to strengthen teachers content knowledge and pedagogy in providing rigorous instruction attending to the NJSLs for Math and employing mathematical practices resulting in 65% of all students in grades K - 7 being on or above grade level as measured by the Spring 2020 IREADY Math Intervention Screener. | All Math Teachers in grades K - 7 | On average, 55% of all students in grades K - 7 are on or above grade level, 30% are 1 grade level below and 15% are 2 or more grade levels below according to the 2019 i-Ready Diagnostic Test administered April 2019. 2018 PARCC School Wide proficiency was 28.5% (30.8% of our students were approaching expectations). |
| 2   | By June 2020, we will continue to improve intervention practices in ELA to strengthen teacher pedagogy in planning, resourcing and delivering strategic, targeted interventions to improve students' fluency, comprehension and vocabulary resulting in 70% of students in grades K - 7 meeting their Lexile Growth goals according to SRI goals set in September 2019.                        | All ELA Teachers in grades K - 7  | On average, 44% of all students in grades 1 - 7 are advanced or proficient, 34% are basic and 22% are below basic according to the April 2019 Scholastic Reading Inventory (SRI). 2018 PARCC School Wide proficiency was 48.7% (24.1% of our students were approaching expectations).  |



|                 |  |                           |   |
|-----------------|--|---------------------------|---|
| <p><b>3</b></p> | <p>By June 2020, we will continue to promote a positive climate and culture throughout our school with a building-wide emphasis developing the “leadership” within each student from grades 1 - 7 by training staff and students on the importance of having empathy, showing respect, peer mediation and conflict resolution; attending to student’s social and emotional learning and growth resulting in 60% of all students surveyed in grades 3 - 7 demonstrating an increased rating in their perception of “how well students treat each other, respect each other and resolve disagreements” as measured by their responses on our Spring 2020 student survey.</p> | <p>All building staff</p> | <p>Based on our Fall 2018 survey, 59% of 3rd - 5th graders and 28% of 6th and 7th graders feel that students respect other students. 26% of 3rd - 5th graders believe that students treat each other well and 35% of 6th and 7th graders believe that students treat each other well. 32% of 3rd - 5th graders feel that most students easily work out disagreements and 29% of 6th and 7th graders feel that most students easily work out disagreements. Social/emotional learning will continue to be an area of focus to improve students’ peer to peer relationships and strengthen the climate and culture of this age group.</p> |
|-----------------|--|---------------------------|---|

**2: Professional Learning Activities**

| <p><b>PL Goal No.</b></p> | <p><b>Initial Activities</b></p>   | <p><b>Follow-up Activities (as appropriate)</b></p>   |
|---------------------------|--|---|
| <p>1</p>                  | <p>Provide continued training on Eureka Math, Illustrative Math and IREADY resources inclusive of resources to remediate and enrich</p>                            | <p>Continuing professional development in CPT meetings, department training days and staff meetings<br/>Sept 2019 – June 2020 (weekly CPT meetings, monthly staff meetings and identified PD days in district calendar)</p> |
| <p>1</p>                  | <p>Ensure weekly CPT meetings are focused on discussion of NJ SLS in Math and the review of student work samples to inform instructional planning and delivery</p> | <p>Vertical and horizontal articulation regarding NJSLS (big rocks), effective instructional strategies and resources<br/>Sept 2019 – June 2020 (weekly CPT meetings and identified PD days in district calendar)</p>       |



|   |   |  |
|---|---|--|
| 1 | Analyze student results after each Standards Mastery assessment ensuring the review of student work products to identify misconceptions and use actual work to assist in providing remediation and support in mastering standards | Provide small group remediation of standards identified in assessment that majority of students were deficient in meeting expectations<br>Sept 2019 – June 2020 (review and reteach after each quarterly assessment) |
| 2 | Provide training on System44 to fully implement this program to fidelity  | Review student reports weekly to determine progress in program; continue PD on using its component parts and using for effective remediation<br>Sept 2019 – June 2020  |
| 2 | Provide training on use of data reporting systems in System44 and Reading Plus  | Analyze and use data from student progress reports weekly to make instructional decisions and to fully utilize available remediation resources in both programs  |
| 3 | Determine curriculum resources that can be utilized to provide staff training on culturally responsive teaching, developing empathy and respect, peer mediation and conflict resolution   | Provide training via staff meetings, classroom presentations, student convocations, awards assemblies to continue teaching/learning around these areas of focus  |
| 3 | Conduct full staff professional read of “The Leader in Me” and identify possible training opportunity for more support in training students in Habits of Mind   | Read “The Leader in Me” August 2019 – October 2019 and review throughout school year   |
| 3 | Continue building wide restorative practices using “Circles” and bringing entire building together for service opportunities  | October 2019, December 2019, February 2020. April 2020 Building Wide “Circles”   |

### 3: Essential Resources

| PL Goal No. | Resources  | Other Implementation Considerations |
|-------------|--|-------------------------------------|
| 1           | Eureka Math, Illustrative Math instructional resources, IREADY student licenses                        |                                     |
| 2           | System44 instructional resources and PD  |                                     |
| 3           | Guidance curriculum resources/ “Leader in Me”/Restorative Practices/Trauma Informed Teaching resources |                                     |

### 4: Progress Summary



| PL<br>Goal<br>No. | Notes on Plan Implementation | Notes on Goal Attainment |
|-------------------|------------------------------|--------------------------|
| 1                 |                              |                          |
| 2                 |                              |                          |
| 3                 |                              |                          |

Signature:

\_\_\_\_\_ **Principal Signature**

\_\_\_\_\_ **Date**