



## School Professional Development Plan (PDP) Template

District Name	School Name	Principal Name	Plan Begin/End Dates
Orange	Park Avenue School	Dr. Myron Hackett, Principal	July 1, 2023-June 30, 2024

### 1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	By June 2024, teachers' capacity in the areas of data and assessment will be evident through informed educational decisions about instruction, improve instructional rigor in the learning environment and ultimately prepare students for academic success with the New Jersey Student Learning Standards across content areas, as measured by a least a 10% increase in benchmark assessment results between Benchmark 1 and Benchmark 4.	GE, SE, ESL	<ul style="list-style-type: none"><li>• Analysis of teacher observation(s), and teacher walkthrough data revealed that approximately 50% of teachers, need to continue to improve instructional rigor in the learning environment using concrete and meaningful data.</li><li>• Analysis of local benchmarks have found that students are performing well below 50% mastery in both ELA and Math, K-7.</li><li>• Analysis of the school's CPT minutes revealed that K-7 teachers need to continue to strengthen academic conversations around meaningful and benchmark and standardized test data, the development of clear action plans and interventions that are targeted and differentiated.</li><li>• This goal aligns with the district's priority in improving student mastery of the NJSLS on mandated district and state assessments.</li></ul>



2	By June 2024, 100% of the teachers will effectively strengthen Social and Emotional Learning Goals and Outcomes through the use of targeted interventions, the use of Second Step in K-4 as well as other NJDOE approved SEL programs statewide and through the utilization of small group programs, as measured by lesson plans, walkthroughs and observations, parent targeted meetings, and surveys.	GE, SE, ESL	<ul style="list-style-type: none"> <li>This goal aligns with the school's ASPS plan to ensure all subgroups are provided the appropriate interventions to ensure student mastery of the NJSLs.</li> <li>An analysis of the schoolwide NJSLA data revealed that only 31% of the student population, were proficient on the NJSLA for ELA, 19% of the student population were proficient on the NJSLA for Math and only 11% of Grade 5 students were proficient on NJSLA for Science.</li> <li>An analysis of teacher gradebooks, comments on student report cards, parent discussions and meetings has revealed that the prolonged national pandemic has impacted student's mental, emotional and social health.</li> </ul>
3	<p>Build capacity of all teachers in aligning and developing high quality lesson plans aligned to the NJSLs and increased use of SIOP in planning.</p> <p>Build capacity in subgroup staff in aligning and developing high quality lesson plans aligned to the NJSLs as well as IEP goals and objectives.</p>	GE, SE, ESL	<ul style="list-style-type: none"> <li>Improving alignment of instruction to standards is a priority goal in both the district and school improvement plans.</li> <li>Review of a sample of lesson plans by principal across all grades revealed that teachers need skill building in aligning lessons to standards.</li> <li>Review Bloom's Taxonomy and Depth of Knowledge to develop high quality and targeted essential and discussion questions.</li> <li>Review of a sample of lesson plans by principal across all grades revealed that teachers need skill building in aligning lessons to standards.</li> </ul>

## 2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	<ul style="list-style-type: none"> <li>All teachers will participate in school and district sponsored learning activities.</li> <li>Teachers will routinely bring artifact evidence to staff and common planning meetings, which must support the critical</li> </ul>	<ul style="list-style-type: none"> <li>Data will be analyzed after each CYCLE and modifications to PLC Activities will be made as appropriate.</li> </ul>



	<p>attributes for effective practice in this area.</p> <ul style="list-style-type: none"> <li>• District Departmental Professional Development.</li> <li>• Grade Level Teams to present data monthly to administration and peers to raise the level of meaningful conversations around data.</li> <li>On-Going Data Binders</li> <li>• Targeted reviews of lesson plans with intentional feedback based on varied learning styles to create strong instructional plans.</li> <li>• Increase use of SIOP lesson plans will be targeted in administrative review, weekly.</li> </ul>	
2	<ul style="list-style-type: none"> <li>• All teachers will continue to participate in a school PLC with the professional development series provided by the NJDOE on Social Emotional Learning.</li> <li>• All teachers will participate in school and district sponsored learning activities.</li> <li>• Teachers will routinely bring artifact evidence to staff and common planning meetings, which must support the critical attributes for effective practice in this area.</li> <li>• District Departmental Professional Development.</li> <li>Grade Level Teams to present data monthly to administration and peers to raise the level of meaningful conversations around data.</li> </ul>	<ul style="list-style-type: none"> <li>• Data will be analyzed after each CYCLE and modifications to PLC Activities will be made as appropriate.</li> </ul>
3	<ul style="list-style-type: none"> <li>• All teachers will continue to participate in a school PLC with the professional development series provided by administration using exemplar lesson plans.</li> <li>• All teachers will participate in school and district sponsored learning activities.</li> <li>• Teachers will routinely be called upon to share out artifact evidence to staff and common planning meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Data will be analyzed by administration after each cycle with targeted supported provided during CPT.</li> </ul>



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### 3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	<ul style="list-style-type: none"> <li>Administration to provide training and follow-up support.</li> <li>Staff meetings and District PD dedicated to training and alignment work.</li> <li>Designated time for administrators to collaborate and share solutions to meet goals of PDP.</li> <li>Designated grade level teams for data conversations.</li> <li>Ensure teachers' access to videos, webinars, and online communities via the <a href="http://www.teachingchannel.org">www.teachingchannel.org</a> and the LEARN videos for Danielson.</li> </ul>	Feedback loop to inform training and ongoing refinement (e.g., surveys, conversations in teams).
2	<ul style="list-style-type: none"> <li>Professional Learning Material</li> <li>Participation in NJDOE SEL Competencies</li> <li>Access to the Google Classroom</li> <li>Staff meetings &amp; PD sessions dedicated to training</li> </ul>	Feedback loop to inform training and ongoing refinement (e.g., surveys, conversations in teams).
3	<ul style="list-style-type: none"> <li>Exemplar lesson plans provided by administration.</li> <li>Staff meetings and PD dedicated to training on developing clear goals.</li> </ul>	Feedback loop to inform training and ongoing refinement (e.g., surveys, conversations in teams).

### 4: Progress Summary

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

Signature: Myron A. Hackett  
Principal Signature

June 12, 2023  
Date