



# Lawnside School District Professional Development Plan 2019-2020

District Name		Lawnside School District	
Principal Name		Dr. Ronn Johnson	
Plan Years		July 2022-June 2023	

## 1: Professional Learning (PL) Goals

PL Goal No.	Goal	Target Group	Timeline	Notes
1	Build capacity of all teachers to align instruction and assessment with the New Jersey Student Learning Standards (NJSLS)	Teachers, Supervisors, and CSA		<ul style="list-style-type: none"> <li>-Requirements mandating the alignment of curriculum to the New Jersey Student Learning Standards.</li> <li>-Analysis of 2021-2022 district LINKIT benchmark assessment data designed to identify readiness for state assessments indicating below standards performance</li> <li>-Analysis of 2021-2022 teacher evaluation data to address areas of concern regarding instructional practices.</li> </ul>
2	Continue to build capacity to of staff to engage in continuous growth by using job-embedded, collaborative Professional Learning practices	Teachers, Supervisors, and CSA		<ul style="list-style-type: none"> <li>-State requirements are in place for effective implementation of the evaluation process based on the TEACHNJ Act.</li> <li>-The district's goal to improve student achievement by 3% per the Board Goals.</li> </ul>
3	Continue to utilize benchmark assessments to conduct data analysis to track student progress.	Teachers, Supervisors, and CSA		<ul style="list-style-type: none"> <li>In 2021-2022 the district implemented the LINKIT online data management and assessment system to provide staff direct access to students' formative assessment results. This process was found useful and will continue to be implemented during the 2022-2023 school year.</li> </ul>



## 2: Professional Learning Activities

PL Goal No	Professional Learning Activities	Assessment of Learning
1	<ul style="list-style-type: none"> <li>-Staff will work throughout the school year to unpack the standards and align teaching strategies to the instructional requirements entailed by the NJSLS.</li> <li>-Building level administrators will attend district trainings on the NJSLS and participate in state and county offered PD for curriculum alignment</li> </ul>	<p>The Director of Curriculum and Instruction along with the CSA will provide time and support for school-based collaborative teams to develop and align instructional units and assessments. Additional support will be given to provide opportunities to meet with colleagues in surrounding school districts.</p>
2	<ul style="list-style-type: none"> <li>-Staff will receive training and information regarding updates to the teacher evaluation process and the development of effective Student growth Objectives (SGO's).</li> <li>-Building level administration will participate in district sponsored training throughout the school year to support teachers with improvement of instructional pedagogy.</li> </ul>	<ul style="list-style-type: none"> <li>-Teachers and school-based collaborative teams will discuss and reflect on best practices and exemplar instruction.</li> <li>-Building-level administrators will explore effective evaluation strategies by conducting pre/post conferences with staff members regarding successful implementation of instructional strategies.</li> </ul>
3	<ul style="list-style-type: none"> <li>-School level administrators will provide teachers with support as outlines in each staff members PDP. All PDP's will include a goal and school-wide professional learning activities aligned with the goal.</li> <li>-Administrators will gather input from peers, staff, and other schools/districts to create a schedule with dedicated time to PLC and student intervention/enrichment.</li> </ul>	<ul style="list-style-type: none"> <li>-Teachers will work with their primary evaluator and colleagues to implement and/or refine job-embedded, collaborative PLC practices.</li> <li>-Teachers of NJSLS content areas will work with their collaborative teams to inform PLC decisions for individual teacher and/or teams.</li> <li>-Staff members will share their PD learning experiences with colleagues at monthly staff meetings and turn-key training within their respective content areas.</li> </ul>



**3: PD Required by Statute or Regulation**

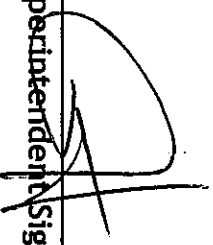
State-mandated PD Activities will be conducted by the Global Compliance Network's online platform. Staff certifications will be placed in their personnel files.

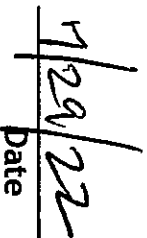
**4: Resources and Justification**

The continuous allocation of funding from the district budget must be aligned to meet the Professional Learning goals of the district plan. The allocation will come from a variety of resources including but not limited to state and federal funds and will be adjusted as needed with board approval. The amount allocated for Professional Development covers the costs for external providers/consultants, materials, technology resources, travel expenses, subscriptions to online resources/databases, and staff stipends. The plan controls expenses by relying largely on in-district expertise and turn-key training. The employee contract stipulates staff members are allowed time for collaborative professional development opportunities. Weekly and monthly opportunities have been embedded into the master schedule to accomplish this goal.

A 2018-2019 data analysis has identified priority areas related to the supervision of instruction to ensure consistent and successful implementation of the NJSES and AchieveNJ. High quality professional learning experiences are necessary to support these initiatives and improve educator's practice. Emphasis will be placed on the development of PLCs promoting teacher and administrators as reflective practitioners, support for the development of quality SGO's, and effective data use to drive instruction at the student, class, school, and district levels.

Signature:

  
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Superintendent Signature

  
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Date