

# HUMAN RESOURCES & PROFESSIONAL DEVELOPMENT BUDGET PRESENTATION

**PRESENTED BY:**

**DR. EDWARD AGUILES, DIRECTOR OF HUMAN RESOURCES & PROFESSIONAL DEVELOPMENT &**

**BRIDGETTE BURTT, DIRECTOR OF SPECIAL PROJECTS**

**MARCH 3, 2025**

# PROFESSIONAL DEVELOPMENT GOALS 2024-2025

- CONTINUE TO ENCOURAGE STAFF INPUT VIA SURVEYS, MEETINGS, AND DISCUSSIONS (**GOAL MET**)
- CONTINUE TO FOCUS ON PROVIDING INNOVATIVE AND MEANINGFUL PROFESSIONAL DEVELOPMENT WITH LOCAL AND GRANT FUNDS (**GOAL MET**)
- CONTINUE TO BUILD A VIRTUAL PROFESSIONAL LEARNING LIBRARY (**GOAL MET**)
- REDESIGN OF THE PLC FRAMEWORK-SUMMER 2024 PROFESSIONAL DEVELOPMENT FOCUS (**GOAL MET**)

# PROFESSIONAL DEVELOPMENT 2024-2025

| NEW TEACHER SUPPORT & TRAINING       | DISTRICT TRAINING                               | CONSULTANT & COACHING SUPPORT  | INTERNAL DISTRICT SUPPORT  |
|--------------------------------------|---|--|--|
| NEW STAFF ORIENTATION PROGRAM        | OPENING DAYS OF SCHOOL                          | NJ TEACHER TO TEACHER K-2 & 3-5                                      | SAYREVILLE UNIVERISTY WORKSHOPS  |
| MENTOR INDUCTION COORDINATOR SUPPORT | NOVEMBER 5TH & JUNE 10TH STAFF DEVELOPMENT DAYS | FOR THE LOVE OF LITERACY K-3   | DISTRICT PROFESSIONAL DEVELOPMENT COMMITTEE                                  |
| DISTRICT INSTRUCTIONAL COACH SUPPORT | SUMMER LEARNING WORKSHOPS                       | INNOVATIVE DESIGNS FOR EDUCATION (IDE) & STAFF DEVELOPMENT WORKSHOPS | SAYREVILLE UNIVERSITY <u>WAKELET</u> & VIRTUAL PROFESSIONAL LEARNING LIBRARY |
| NEW TEACHER WORKSHOPS                | CPI TRAINING & CODE BLUE TEAM CPR TRAININGS     | EFFECTIVE SCHOOL SOLUTIONS NEW TEACHER & PARENT WORKSHOPS            | DISTRICT INSTRUCTIONAL COACH SUPPORT   |
| EDCONNECTIVE                         | GCN MANDATED TRAININGS                          | EDCONNECTIVE   | PLC DAYS   |
|                                      | LINKIT INTERVENTION MANAGER                     | BELOUGA  | PLC COMMITTEE  |



# PROFESSIONAL DEVELOPMENT HIGHLIGHTS 2024-2025

- Increase in the number of Sayreville University professional development offerings
- Expansion of the Sayreville University [Wakelet](#) & Virtual Professional Learning Library
- Streamlining of CPI Professional Development
- Inclusion of two in person District Professional Development Committee Meetings
- Development of the new Vision for Professional Learning
- Creation and implementation of the new PLC Framework
- Successful first year of districtwide implementation for LinkIt Intervention Manager
- Creation of the new RTI & Intervention Manager Resource Page
- New consultant partnership offering individualized professional development-Early Childhood, ESL, and CTE
- District Instructional Coach "Connecting with the Coach" Newsletter and the "Share What Works" Padlet including: resources for specialty areas, individualized coaching sessions, staff support with district initiatives, and new teacher support.



# VISION STATEMENT FOR PROFESSIONAL LEARNING

## Empowering Educators, Inspiring Learners

- Sayreville School District embraces professional learning as the cornerstone of educational excellence. We are committed to fostering an equitable and inclusive environment where educators are empowered to continuously reflect, grow, innovate, and inspire others. Through our dedication to continuous growth and development, we invest in our educators, recognizing that their professional journey is fundamental to student success and educational advancement.
- **Student-Centered Learning:** Our intention is to equip educators with the necessary tools and expertise to foster dynamic, student-driven learning spaces that cultivate, nurture, and motivate the individual learner.
- **Data-Driven Decision Making:** We leverage data-driven research to guide our professional development initiatives, resulting in evidence-based strategies and differentiated learning opportunities for optimal effectiveness.
- **Collaborative Community:** Our district is committed to supporting educators ongoing professional development by creating a supportive network. We are dedicated to providing regular opportunities for skill enhancement and knowledge acquisition where educators can share best practices, engage in meaningful dialogue, and collaborate on innovative teaching strategies.

# PROFESSIONAL DEVELOPMENT 2025-2026

## GOALS FOR 2025-2026

- Continue to encourage staff input via surveys, meetings, and discussions
- Continue to focus on providing innovative and meaningful professional development for all stakeholders with local and grant funds
- Continue to expand our Sayreville University Virtual Professional Learning Library
- Continue to grow the number of Sayreville University workshop offerings

## BUDGET REQUESTS

- Out of District presenters, in district staff presenters, funding for staff to attend out of district workshops, reimbursement for staff travel, professional development supplies, and reimbursement of professional dues/fees.
- Frontline PD Catalogue/Suite
- EdConnective Coaching & Mentoring Support



# HUMAN RESOURCES GOALS 2024-2025

- Create a diverse coalition of teachers to collaboratively develop an action plan that will increase diverse hiring. **(On Going)**
- Better address the varying learning, social and emotional needs in grades 4-5 through the implementation of a youth advisory council. **(On Going)**
- Expand leadership capacity within the next five years through the creation of a district and building leadership succession plan. **(On Going)**



# HUMAN RESOURCES HIGHLIGHTS 2024-2025

- **Partnered with EdConnective to provide teachers in district personalized coaching and mentoring for the improvement of best practices utilized in the classrooms.**
- **Partnered with EdConnective to provide additional support, training and guidance to four new administrators in keeping with developing a transition plan within the next four years.**
- **Successfully ran two (2) Career Fairs which yielded over 190 applicants between January and May 2024.**
- **Increased the number of substitutes vetted and hired last year which has shown dividends by raising the number of positions covered daily to percentages equaling or exceeding 2019 levels.**

# HUMAN RESOURCES GOALS 2025-2026

## **CULTURE AND CLIMATE:**

- Decrease violent student behaviors that result in suspensions, particularly long-term suspensions as compared to the 2024-25 school year.
- Increase student attendance and decrease the number of students who are chronically absent from school as compared to the 2024-25 school year.

# STAFFING:

## Needing to be replaced:

- Four (4) teachers currently announcing their retirement
- One (1) teacher currently LOA the First Quarter
- Three (3) noncertificated staff currently announcing their retirement
- \*\* Subject to change as more LOA, retirement or resignations may be requested through the rest of this year and during the summer \*\*

## New Staff Requests:

- Evening Bomber's Beyond Campus Monitor
- Supervisor of Security
- Preschool Transitions Teacher
- Preschool Transitions Para
- Eisenhower Extra Curricular Director (stipend)