



District Professional Development Plan (PDP)

District Name	Superintendent Name	Plan Begin/End Dates
Franklin Lakes Public Schools	Dr. Gayle Strauss	9/1/2019 – 6/30/2020

1: Professional Learning (PL) Goals

PL Goal No.	Goals	Identified Group	Rationale/Sources of Evidence
1	<p>By June 2020 the District will provide 100% of the teaching staff with training and support related to the use of assessment data to inform instructional planning / decision-making in support of personalized/ differentiated learning.</p> <ul style="list-style-type: none"> The LinkIt Data Warehousing/ Benchmarking platform will continue to be implemented and utilized to support NJSLS-aligned ELA and Math instruction with emphasis on use of assessments <i>for</i> learning. LinkIt will also support the design/ development of teacher Student Growth Objectives <p>Progress toward this goal will be measured by professional development agendas, attendance sheets, and documentation.</p>	All Staff	<ul style="list-style-type: none"> The District seeks to make continued progress toward the closing of achievement gaps via instructional and assessment practices that are mindful of equality and equity, and that support student growth toward high academic standards. The District seeks to refine its efforts in the area of personalized/ differentiated learning to meet the demands of a student population that has grown more diverse, with a wide range of academic and other needs. Implementation of LinkIt was initiated as a District Goal during the 2018-19 school year with emphasis on utilizing the included NJSLS ELA- and Math-aligned benchmark assessments to support teachers in utilizing data to inform and plan for instruction. <ul style="list-style-type: none"> Qualitative feedback from teachers reveal that teachers would like support with data analysis on the student level to support differentiation and personalization. Qualitative feedback from teachers and administrators reveals a need for time/ support to create and report on high quality SGOs.



2	<p>By June 2020 the District will train 100% of Grades 5-8 Math and grades K-8 Special Education teachers in the NJSLs for Mathematics in an effort to build professional capacity/ deepen expertise among teaching staff.</p> <p>100% of teachers of Grades 5-8 Mathematics will participate in professional learning activities to support implementation of the new Mathematics curriculum.</p> <p>Progress toward this goal will be measured by professional development agendas, attendance sheets, and documentation.</p>	Gr. 5-8/ Special Education n teachers of Math; Adminis- trators	<p>The 2018-19 Math Programming Evaluation identified the following areas for continued professional learning:</p> <ul style="list-style-type: none"> • Deep learning of the NJSLs for Math • Student Engagement in Math • Student Learning preferences/ how the diversity of students learn.
3	<p>By June 2020, the District will provide training to targeted District and school staff for the purpose of providing supportive student services and engaging students in learning experiences that promote social-emotional character development, health and wellness.</p>	Administ ration, Counsel ors, Psycholo gists, Social Workers, Nurses, CST, PE/ Health teachers, etc.	<p>The District seeks to address and improve systems and develop/ expand resources to proactively support and respond to student physical, mental, and emotional health in a coordinated manner.</p>
4	<p>By June 2020, the District will provide 100% of novice provisional teachers who hold a CE or CEAS with mentoring and support, as specified in <i>N.J.A.C. 6A:9C-5.1</i>, as per the District Mentoring Plan, to be measured by professional development agendas, attendance sheets, etc.</p>	Novice Provision al Teachers with a CE or CEAS	<p>Required per: 6A:9C-5.3 District mentoring plan</p> <p>See 2019-20 District Mentoring Plan.</p>



2: Professional Learning Activities

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
1	<ul style="list-style-type: none"> Teachers will be trained in data analysis and the use of data to make informed decisions for the purposes of differentiating/ personalizing instruction. Teachers and Administrators new to LinkIt will be trained in the LinkIT Data Platform including, Data Warehousing, Data Locker, Benchmark Testing, etc. Multidisciplinary teams, i.e., I&RS, CST, etc. will be trained in use of the LinkIT Data Platform and analysis of curriculum-based data. Teachers and Administrators will be trained, as needed, in LinkIT SGO Manager to high quality Student Growth Objectives, as per SGO 2.1. 	<ul style="list-style-type: none"> Meetings and one-on-one support with school "data teams" (aka School Improvement Panels) Mathematics Staff Developer and Administrators to support teachers in ongoing development of teacher assessment literacy via grade-level meetings, 1:1 coaching sessions, etc.
2	<ul style="list-style-type: none"> Grades 5-8 Math teachers will attend specialized trainings to deepen understanding of the major domains of NJSLs for their grade levels. Grades K-8 Special Education teachers will attend specialized trainings organized by grade level bands and math domains, K-2, 3-5, 6-8 to support the deepening of NJSLs expertise among teaching staff. 100% of teachers of Grades 5-8 Mathematics will participate in professional learning activities and articulation meetings to support implementation of the new Mathematics curriculum. 	<ul style="list-style-type: none"> Ongoing Mathematics Job-Embedded Staff Development with K-8 Math Staff Developer via one-to-one coaching support and #TeacherLabs
3	<ul style="list-style-type: none"> Targeted District and school staff will collaborate and engage in professional learning to approaches to supporting a diversity of social-emotional character development, health and wellness needs. A system of supports will be identified and developed to address a diversity of needs. 	<ul style="list-style-type: none"> Training will inform recommendations for improvements to the District's Social Emotional Learning and anti-bullying/ character education initiatives.



4	<p>3 day New Teacher Orientation for all new staff</p> <ul style="list-style-type: none"> • Assignment of provisional teachers with a CEA or CEAS to a formal mentor • Mentor training • Monthly meetings between mentors and mentees • (5) 1 hour after school meetings on appropriate topics for mentored teachers 	<ul style="list-style-type: none"> • Assignment of "buddies" to all staff with a standard certification to support transition to FLPS • Opportunities to collaborate, share, and/ or participate in peer visitations with highly effective veteran teaching staff
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3: PD Required by Statute or Regulation

State-mandated PD Activities
<p>Reading Disabilities Prevention: Suicide, Substance Abuse, HIB Policy School Safety, Security, and Code of Student Conduct Health: Bloodborne Pathogens, Alcohol, Tobacco, and Other Drug Prevention & Intervention Additional Professional Development Topics</p> <ul style="list-style-type: none"> • Educator Evaluation • Bilingual Education: ESL Inservice training - Sheltered Instruction Observation Protocol training (April 2020) - \$10,000 • Equity and Affirmative Action • Special Education Training • Teacher Mentor Training • I&RS Referral • NJ SMART

4: Resources and Justification

Resources



2018-19 Fiscal Resources:

- ESSA/ ESEA, Title IIA Funds, 2019-2020: \$16,200 (Math Professional Development workshops; compensates staff for providing ongoing support to novice teachers)
- ESSA/ ESEA, Title IA Funds, 2019-20: \$8,000 (Special Ed/ Intervention Math PD); \$7,500 (ELL PD)
- ESSA/ ESEA, Title IVA Funds, 2019-20: \$9,042 (Safe & Healthy Schools)
- District Professional Development budget 2019-20: \$105,000 (currently funds district-sponsored PD and most staff trips/ conferences, as well as other)
- School Professional Development Budgets 2019-20
 - CRS: \$4,000
 - FAMS: \$5,800
 - HMR: \$4,000
 - WAS: \$4,000

PD Memberships & Networks:

- The Madison Institute Professional Learning Consortium, 2019-2020 Membership \$4,250
- Northern Valley Curriculum Consortium
- Other providers, i.e.,
 - LinkIt Onsite Training
 - Pearson enVision OnSite Training

Online Learning Modules: SafeSchools

Justification

Achieve NJ/ Teacher Evaluation Data
Professional Development Requirements in Statute and Regulation
School Improvement Panels
ScIP Committees

Signature:

Superintendent Signature

Date