



School Professional Development Plan (PDP)

District Name	School Name/Principal Name	Plan Begin/End Dates
Franklin Lakes Public Schools	Woodside Avenue School / Ann Jameson	9/1/2018 – 6/30/2019

1: Professional Learning (PL) Goals

PL Goal No.	Goals	Identified Group	Rationale/Sources of Evidence
1	<p>By June 2019 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 be implemented and utilized to support NJSLA-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"> A recommendation as a result of the 2017-18 District Goal on Assessment included the implementation of NJSLA ELA- and Math-aligned benchmark assessments as well as a platform to support teachers in utilizing data to inform instruction. A survey of teachers and qualitative feedback from administrators reveal that teachers would like support with analysis of data on the student level to support differentiation and personalization. Qualitative feedback from teachers and administrators express a desire to streamline the SGO creation and reporting process.
2	<p>By June 2019, the District will study and propose plans to incorporate Self Directed Growth Plans - an action-research-based model for developing and evaluating highly effective teachers in preparation for the 2019-20 school year.</p>	All or subsets of staff, as appropriate	<ul style="list-style-type: none"> Feedback from DEAC meetings indicate that highly effective teachers are looking to develop further by means other than the McREL teacher evaluation instrument. Teachers on DEAC and ScIP attended a meeting with districts already incorporating SDGPs, and wish to begin this work to empower teachers to effect change. Administrators have attended multiple meetings with districts incorporating SDGPs, and wish to begin this work to empower teachers to effect change.



3	By June 2019, Teachers will learn about strategies for mindfulness and relaxation. They will begin to explore ways to incorporate this into the school day.	All Staff	<ul style="list-style-type: none"> • Analysis of staff survey data • Analysis of Student Code of Conduct violations • Increase of Student Referrals to Mental Health Professionals and Counselors • Evaluation of revisions to Elementary Schedule • Communication with Franklin Lakes Police Department • District Strategic Plan
4	By June 2019, 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, mentoring logs, etc.	Novice Provisional Teachers with a CE or CEAS	<ul style="list-style-type: none"> • Required per <i>N.J.A.C. 6A:9C-5.1</i> • Component of District mentoring plan

2: Professional Learning Activities

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
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1	<ul style="list-style-type: none"> Teachers and Administrators will be trained in the LinkIT Data Platform including, Data Warehousing, Data Locker, Benchmark Testing, etc. Teachers and Administrators will be trained in LinkIT SGO Manager to high quality Student Growth Objectives, as per SGO 2.1. Teachers will be trained in data analysis and the use of data to make informed decisions for the purposes of differentiating/ personalizing instruction. Develop a scheduled protocol for regular use of staff developer(s) and supervisors to support teachers in the planning and delivery of small group, differentiated instruction. 	<ul style="list-style-type: none"> Dedicated day for individual staff support following training Continued review and support at team meetings throughout the school year
2	<ul style="list-style-type: none"> Membership and participation in the SDGP Consortium ScIP 	<ul style="list-style-type: none"> https://sites.google.com/wyckoffschools.org/sdgp-harringtonpark/home?authuser=0 Relationship with FLOW District, Pilot Schools
3	<ul style="list-style-type: none"> Continue relationship with Well Beings of NJ, relying on funding Membership with TMI FEA Offerings Team Meetings Continued development of a schedule that allows students to process content 	<ul style="list-style-type: none"> Sharing ideas at faculty meetings and through research on this topic
4	<ul style="list-style-type: none"> 3 day New Teacher Orientation for all new staff 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

3: Resources

PL Goal No	Resources	Other Implementation Considerations
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1	<ul style="list-style-type: none"> • Link It Trainers • Turnkey Trainers • LinkIT Technical Support and Training Resources 	<ul style="list-style-type: none"> • Coordinate with District Level Professional Development
2	<ul style="list-style-type: none"> • SDGP Consortium • ScIP • https://sites.google.com/wyckoffschools.org/sdgp-harriingtonpark/home?authuser=0 	<ul style="list-style-type: none"> • Continue communication with FLEA regarding focus groups and internal sharing of best practices
3	<ul style="list-style-type: none"> • Team Meetings • Well Beings of NJ • TMI • FEA 	<ul style="list-style-type: none"> • Seek funding through supporting organizations, PTA and FLEF
4	<ul style="list-style-type: none"> • District Mentoring Plan Toolkit with accompanying resources 	<ul style="list-style-type: none"> • Teachers/ staff members will pursue additional training/ support within or outside of the district, as appropriate, with a goal of turn-key training to and/ or sharing resources with other appropriate staff members. • Supervisors will share recommended publications and opportunities for professional development. • Supervisors will continue to support teachers in the application of learning to practice

4: Progress Summary

PL Goal No	Notes on Plan Implementation	Notes on Goal
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2		
3		

Signature: *Ann Jameson* 9/1/18
Principal Signature **Date**