

## Gloucester City School District Professional Development Plan

| District Name                   | Superintendent Name | Plan Begin/End Dates          |
|---------------------------------|---------------------|-------------------------------|
| Gloucester City School District | Joseph Rafferty     | July 1, 2017 to June 30, 2018 |

### 1: Professional Learning (PL) Goals

| PL Goal No. | Goals   | Identified Group | Rationale/Sources of Evidence  |
|-------------|---|------------------|--|
| <b>1</b>    | <p><b>Differentiated Instruction</b><br/>Build the capacity of all teachers to differentiate instruction and engage all students in their classrooms to meet the needs of all learners.</p> | PreK - 12        | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a need for additional professional development in the area of differentiated instruction (50%) and student engagement (52%) district wide.</li> <li>➤ Teachers and school leaders have raised concerns regarding differentiated instruction and student engagement during grade level and content area meetings.</li> <li>➤ Analysis of the types of interventions developed for student action plans by the I &amp; RS committee and the Child Study Team indicate a need for professional development in these areas.</li> <li>➤ School leaders and special education services have identified a need for differentiated instruction for students with learning disabilities such as dyslexia.</li> <li>➤ Teaching Strategies GOLD Assessment Systems</li> </ul> |
| <b>2</b>    | <p><b>Integrating Student use of Technology</b><br/>Build the capacity of all teachers to integrate student use of technology in their classrooms to meet the needs of all learners.</p>    | PreK-12          | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a need for additional professional development in student use of technology (56%), Google Classroom (73%), Google Docs (58%) district wide and Newsela (39% of teachers grades 4-12)</li> <li>➤ Teachers and school leaders have raised concerns regarding student use of technology during department meetings.</li> <li>➤ School and district leaders realize the importance of students using technology as a vehicle to learning and have made a commitment to support teachers in this endeavor.</li> </ul>   |

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| 3 | <p><b>New Jersey Student Learning Standards (NJSLs) and Global Awareness</b><br/>Build capacity of all teachers in understanding the increased rigor of the state standards and their impact on lessons, curriculum and state assessments.</p>                    | K-12    | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a need for professional development regarding the English Language Arts/Literacy standards (30.00%), reading and writing across the curriculum (32.66%), and Global Awareness (25.13%) district wide.</li> <li>➤ The district has identified the need for professional development with the increased rigor required by the state standards and their impact on assessments.</li> </ul>      |
| 4 | <p><b>Data Analysis and Assessments</b><br/>Support teachers in creating rigorous assessments, analyzing assessment results, modifying instruction to meet student needs and reassessing to monitor growth.</p>   | 3-12    | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a desire to increase their overall knowledge of creating PARCC like assessments (20.10%) and common assessments (19.10%) district wide.</li> <li>➤ Teacher survey (administered April 2017) indicates a desire to increase their knowledge of analyzing student data from local and state assessments (28.14%) and to increase their knowledge of LinkIt! (32.65%) district wide.</li> </ul> |
| 5 | <p><b>Inspire Science Instruction</b><br/>Support teachers in science instruction using new science materials in order to meet the New Jersey Student Learning Standards (NJSLs).</p>   | K-5     | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a desire for professional development on science instruction (36%).</li> <li>➤ Teachers have requested professional development during component and grade level meetings (63%).</li> </ul>  |
| 6 | <p><b>English Language Arts/Literacy Instruction</b><br/>Support teachers in increasing the level of rigor in English Language Arts/Literacy instruction in order to meet the New Jersey Student Learning Standards (NJSLs).</p>                                  | PreK-3  | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a desire for professional development English Language Arts/Literacy instruction (30%) and reading and writing across the curriculum (35%).</li> <li>➤ Teachers have requested professional development during component and grade level meetings (63%).</li> </ul>  |
| 7 | <p><b>Mathematics/STEM</b><br/>Support teachers in increasing their level of awareness of science, technology, engineering and mathematics activities in order to improve the rigor of instruction to meet the New Jersey Student Learning Standards (NJSLs).</p> | PreK-12 | <ul style="list-style-type: none"> <li>➤ Teacher survey (administered April 2017) indicates a desire for professional development in elementary mathematics (19.44%), middle school mathematics (10.56%) and STEM (45.00%) district wide.</li> </ul>   |

| <b>2: Professional Learning Activities</b> |  |   |
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| <b>PL Goal No</b>                          | <b>Initial Activities</b>  | <b>Follow-up Activities (as appropriate)</b>  |
| 1  | <p><b>Differentiated Instruction</b></p> <ul style="list-style-type: none"> <li>➤ Engaged Instruction, PLN and Standards Solution will provide training in differentiated instruction and student engagement strategies that assist teachers in meeting the needs of all students.</li> <li>➤ Teachers will participate in professional development that focuses on students with dyslexia.</li> </ul>   | <ul style="list-style-type: none"> <li>➤ Coaches will assist teachers with data analysis of assessments to group students for differentiated and small group skills instruction.</li> <li>➤ Collaborative meetings by grade level and subject areas to discuss effective student engagement activities.</li> <li>➤ Coaches will continue to support the teachers in the practice of student engagement and differentiated instruction through modeling.</li> <li>➤ Coaches will assist teachers with data analysis of the Teaching Strategies GOLD Assessment Systems.</li> </ul> |
| 2  | <p><b>Integrating Student use of Technology</b></p> <ul style="list-style-type: none"> <li>➤ Teachers will participate in a series of presentations and activities designed to increase student use of technology.</li> <li>➤ Coaches will model activities and lessons that incorporate student use of technology.</li> </ul>   | <ul style="list-style-type: none"> <li>➤ Coaches will assist teachers with student use of technology.</li> <li>➤ Collaborative meetings by grade level and/or content area to share activities that promotes the effective student use of technology.</li> <li>➤ Technology department will assist teachers with student use of technology.</li> </ul>  |
| 3  | <p><b>New Jersey Student Learning Standards (NJSL) and Global Awareness</b></p> <ul style="list-style-type: none"> <li>➤ Standards Solution and Engaged Instruction will provide training on the state standards in English Language Arts/Literacy.</li> <li>➤ Standards Solution and Engaged Instruction will provide training in reading and writing across the curriculum and global awareness.</li> <li>➤ Coaches/teachers will model activities and lessons that incorporate these standards and strategies.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Collaborative meetings by grade level and/or content area to review standards based activities, lessons, and curriculum.</li> <li>➤ Collaborative meetings by grade level and/or content area to share activities that promote reading and writing across the curriculum and global awareness.</li> <li>➤ Coaches will assist teachers with creating activities and lessons that incorporate these standards.</li> </ul>   |
| 4  | <p><b>Data Analysis and Assessments</b></p> <ul style="list-style-type: none"> <li>➤ LinkIt!, Engaged Instruction and Standards Solution will provide training on creating rigorous assessments, analyzing assessment results, modifying instruction to meet student needs and reassessing to monitor growth.</li> </ul>   | <ul style="list-style-type: none"> <li>➤ Collaboration during monthly meetings to infuse PARCC like assessment questions into their lessons and create common assessments.</li> <li>➤ Teachers will reflect on the needs of their learners and make appropriate adjustments in questioning strategies.</li> </ul>   |
| 5  | <p><b>Inspire Science Instruction</b></p> <ul style="list-style-type: none"> <li>➤ Coaches/teachers will provide training in science strategies that assist teachers in meeting the needs of all students. Teachers will receive professional development regarding data analysis to inform their instruction of science.</li> </ul>   | <ul style="list-style-type: none"> <li>➤ Collaborative meetings by grade levels and or content area to discuss effective strategies and activities that support science instruction. Coaches will continue to support the teachers in the practice of meeting the needs of all their students in science through co-teaching and modeling.</li> </ul>   |

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| 6 | <p><b>English Language Arts/Literacy Instruction</b></p> <ul style="list-style-type: none"> <li>➤ Engaged Instruction and PLN will provide training in English Language Arts/Literacy strategies that assist teachers in meeting the needs of all students.</li> <li>➤ Teachers will receive professional development regarding data analysis to inform their instruction of English language arts/literacy.</li> </ul>  | <ul style="list-style-type: none"> <li>➤ Collaborative meetings by grade levels and or content area to discuss effective strategies and activities that support ELA/literacy instruction.</li> <li>➤ Coaches will continue to support the teachers in the practice of meeting the needs of all their students in mathematics through co-teaching and modeling.</li> </ul>                  |
| 7 | <p><b>Mathematics/STEM</b></p> <ul style="list-style-type: none"> <li>➤ Engaged Instruction and PLN will provide training in mathematics strategies that assist teachers in meeting the needs of all students.</li> <li>➤ Project Lead the Way teachers will provide training in STEM to assist teachers in meeting the needs of all students and the NJSLs.</li> <li>➤ Teachers will receive professional development regarding incorporating STEM activities across the curriculum.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Collaborative meetings by grade levels and/or content area to discuss effective strategies and activities that support mathematics and STEM instruction.</li> <li>➤ Coaches will continue to support the teachers in the practice of meeting the needs of all their students in mathematics and STEM through co-teaching and modeling.</li> </ul> |

### 3: PD Required by Statute or Regulation

#### State-mandated PD Activities

- Alcohol, Tobacco, and Other Drug Prevention and Intervention
- Asthma
- Code of Student Conduct
- Dyslexia
- Electronic Violence and Vandalism Reporting System
- Equity and Affirmative Action
- Harassment, Imitation and Bullying (HIB)
- Integrated Pest Management
- Interscholastic Athletic Head Injury Safety Training Program
- Intervention and Referral Services (I & RS)
- Mandatory Gang Awareness Training for School Administrators
- McREL Teacher Evaluation System
- Potentially Missing/Abused Children Reporting (Department of Children and Families)
- Preschool Training
- Reading Disabilities (Dyslexia)
- Recognition of Substance Abuse
- Right to Know (Bloodborne Pathogens)
- School Safety
- Special Education Training
- Suicide Prevention

## 4: Resources and Justification

### Resources

#### In District

- We have scheduled five and one half professional development days for in-district workshops.
- Throughout the year, additional times are dedicated to support professional learning:
  - Coaching
  - Mentoring
  - Monthly meetings after school
  - Peer Observations
  - Professional Learning Communities
  - School Improvement Panel (ScIP)
  - Two 2-hour delay sessions
  - Weekly common planning time for teams of teachers

#### Additional outside professional resources include

- Camden County Curriculum Consortium
- College of Professional and Continuing Education, Rowan University
- Engaged Instruction, LLC.
- Global Compliance Network
- McGraw-Hill
- Houghton-Mifflin Harcourt
- Lexia
- LinkIt!
- OnCourse
- NJ Department of Education List of Providers
- Pearson
- Penn Literacy Network
- Standards Solution

**Justification**

- A teacher survey (administered April 2017) indicates a need for additional professional development in the following areas:
  - Differentiated instruction
  - Data Analysis and assessments
  - English Language Arts/Literacy instruction
  - New Jersey Student Learning Standards
  - STEM
  - Student engagement
  - Student use of technology
- Based on the challenges of the NJ Student Learning Standards and next generation assessments the district understands the importance of increased rigor within the classroom.
- Instruction and professional development will be driven by an analysis of the following assessments:
  - State assessments
  - Benchmark assessments
  - Teaching Strategies GOLD Assessment Systems
  - SGO assessments
  - Writing samples
  - Pre and Post assessments
  - Midterms, quarterly assessments and finals
- School leaders have conducted classroom walk-throughs and found evidence of a need for professional development in the areas listed above.

Signature:

  
Superintendent Signature

5-11-17

Date