

**Gloucester City School District
Gloucester City Middle School
Professional Development Plan**

District Name	School Name	Principal Name	Plan Begin/End Dates
Gloucester City School District	Gloucester City Middle School	William O'Kane	July 1, 2018 to June 30, 2019

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	Differentiated Instruction Build the capacity of all teachers to differentiate instruction and engage all students in their classrooms to meet the needs of all learners.	4-8	<ul style="list-style-type: none"> ➤ Teacher survey (administered March 2018) indicates the top priorities for professional development to be in the area of differentiated instruction is supporting struggling students and student engagement. ➤ Teachers and school leaders have raised concerns regarding differentiated instruction and student engagement during grade level meetings. ➤ Analysis of the types of interventions put in place in student action plans developed by the I & RS committee and Child Study Team indicate a need for professional development in this area. ➤ School leaders and special education services have identified a need of differentiated instruction for students with learning disabilities such as dyslexia.
2	Data Analysis and Assessments Support teachers in analyzing state and local assessment results, modifying instruction to meet student needs and reassessing to monitor growth.	4-8	<ul style="list-style-type: none"> ➤ Teacher survey (administered March 2018) indicates a desire to increase their knowledge of analyzing student data from local and state assessments as a top priority and to increase their knowledge of LinkIt. ➤ Teachers have requested professional development take place in a small group workshop setting (highest ranked platform).
3	New Jersey Student Learning Standards (NJSLs) Assist teachers in understanding the increased rigor of all state standards and their impact on lessons, curriculum and state assessments.	4-8	<ul style="list-style-type: none"> ➤ Teacher survey (administered March 2018) indicates a need to increase their knowledge of the NJSLs for English Language Arts/Literacy and tasks associated with PARCC. ➤ The district and school have identified the need for professional development to increase the rigor in classrooms in order to meet the NJSLs and their impact on lessons, curriculum and assessments.
4	Integrating Staff and Student Use of Technology Build the capacity of all teachers to regularly infuse the use of technology in their classrooms to meet the needs of all learners.	4-8	<ul style="list-style-type: none"> ➤ Teacher survey (administered March 2018) indicates a need for professional development in student use of technology. ➤ Teachers have requested more professional development in these areas during component and/or grade level meetings: Google, Chromebooks, Power School, OnCourse and LinkIt. ➤ 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.

5	STEM/Mathematics 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).	4-8	<ul style="list-style-type: none"> ➤ Teacher survey (administered March 2018) indicates a priority for professional development STEM, Mathematics, Inspire Science, and Mathematics Standards. ➤ Teachers have requested professional development during small group workshops.
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2: Professional Learning Activities

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
1	Differentiated Instruction <ul style="list-style-type: none"> ➤ Teachers will receive professional development regarding differentiated instruction and student engagement. ➤ Engaged Instruction and other outside consultants will provide training in differentiated instruction and student engagement strategies that will assist the teacher in meeting the needs of all students. ➤ Teachers will receive professional development strategies that meet the needs of students with dyslexia. 	<ul style="list-style-type: none"> ➤ Coaches will assist teachers with data analysis of assessments to identify the needs of all students. ➤ Collaborative meetings by grade levels and/or content area to discuss effective student engagement strategies as well as small group and differentiated instruction activities. ➤ Coaches will continue to support the teachers in the practice of student engagement and differentiation in their classes through modeling.
2	Data Analysis and Assessments <ul style="list-style-type: none"> ➤ LinkIt, Engaged Instruction and Standards Solution will provide training on analyzing state and local assessment results, modifying instruction to meet student needs and reassessing to monitor growth. ➤ Engaged Instruction and Standards Solution will provide professional development regarding the state assessments and embedding preparation into lessons for English Language Arts/Literacy and mathematics. 	<ul style="list-style-type: none"> ➤ Collaboration during monthly meetings to infuse state like assessment questions into their lessons. ➤ Teachers will reflect on the needs of their learners and make appropriate adjustments in questioning strategies.
3	New Jersey Student Learning Standards (NJSLs) <ul style="list-style-type: none"> ➤ Standards Solution and Engaged Instruction will provide training on the NJSLs in English Language Arts/Literacy and Science. ➤ Standards Solution and Engaged Instruction will provide training in global awareness for each content area. ➤ Coaches will model activities and lessons that incorporate these standards. 	<ul style="list-style-type: none"> ➤ Teachers will collaborate during grade level and subject meetings to infuse NJSLs into lesson plans and classroom activities. ➤ Coaches will assist teachers with creating lessons that incorporate these standards and meet the needs of all students. ➤ Teachers will reflect on the needs of their learners and make appropriate adjustments in higher order thinking strategies to increase rigor.
4	Integrating Student use of Technology <ul style="list-style-type: none"> ➤ Teachers will participate in training to support student use of technology in each content area. ➤ Coaches/teachers will model activities and lessons that incorporate student use of technology including Google Classroom, Google Docs, and Newsela. 	<ul style="list-style-type: none"> ➤ Coaches will assist teachers with student use of technology. ➤ Collaborative meetings by grade levels and or content area to discuss effective student use of technology. ➤ Technology department will assist teachers with student use of technology, Google Classroom, Chromebooks, and Google Docs.

5	STEM/Mathematics <ul style="list-style-type: none"> ➤ Coaches/teachers will provide training in STEM to assist teachers in meeting the needs of all students and the NJSLs. ➤ Teachers will receive professional development regarding incorporating STEM activities across the curriculum. 	<ul style="list-style-type: none"> ➤ Collaborative meetings by grade levels and/or content area to discuss effective strategies and activities that support STEM instruction. ➤ Coaches will continue to support the teachers in the practice of meeting the needs of all their students in STEM through co-teaching and modeling.
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3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	Differentiated Instruction <ul style="list-style-type: none"> ➤ Coaching ➤ Common planning time- Monthly ➤ Engaged Instruction ➤ LinkIt ➤ Peer Observations ➤ Professional Learning Communities ➤ Additional in-house professional development opportunities 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ College of Professional and Continuing Education, Rowan University ➤ NJ Department of Education List of Providers ➤ OnCourse
2	Data Analysis and Assessments <ul style="list-style-type: none"> ➤ LinkIt ➤ Grade level meetings (PLC's)- Monthly ➤ Common planning time- Monthly ➤ Coaching ➤ Engaged Instruction ➤ Additional in-house professional development opportunities 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ College of Professional and Continuing Education, Rowan University ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ Power School
3	New Jersey Student Learning Standards (NJSLs) <ul style="list-style-type: none"> ➤ Engaged Instruction ➤ Professional Learning Communities ➤ Common planning time- Monthly ➤ Coaching ➤ Peer Observations ➤ Mentoring ➤ Additional in-house professional development opportunities 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ LinkIt ➤ Camden County Curriculum Consortium ➤ College of Professional and Continuing Education, Rowan University ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ Lexia ➤ News Ela ➤ Foundations/Wilson Reading ➤ Daily 5

4	Integrating Staff and Student use of Technology <ul style="list-style-type: none"> ➤ Coaching ➤ Common planning time- Monthly ➤ Peer Observations ➤ Professional Learning Communities ➤ Additional in-house professional development opportunities 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ LinkIt ➤ College of Professional and Continuing Education, Rowan University ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ Power School ➤ IXL ➤ Lexia ➤ News Ela
5	STEM/Mathematics <ul style="list-style-type: none"> ➤ Coaching ➤ Common planning time- Monthly ➤ Engaged Instruction ➤ Mentoring ➤ Peer Observations ➤ Professional Learning Communities ➤ Additional in-house professional development opportunities 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ College of Professional and Continuing Education, Rowan University ➤ LinkIt. ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ IXL ➤ Cafe

4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
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4		
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Signature:

William J O'Kane

 William O'Kane
 Principal

5/30/18

 Date