



## School Professional Development Plan

| District Name                    | School Name              | Principal Name | Plan Begin/End Dates  |
|----------------------------------|--------------------------|----------------|-----------------------|
| Freehold Borough School District | Freehold Learning School | William Smith  | July 2021 - June 2022 |

### 1: Professional Learning Goals

| No.            | Goal   | Identified Group   | Rationale/Sources of Evidence  |     |      |                |                 |               |               |
|----------------|--|--|--|-----|------|----------------|-----------------|---------------|---------------|
| 1              | Continue to build all classroom teachers capacity to raise student achievement in English Language Arts through the implementation of Reading and Writing Workshop Model, and Balanced Literacy program. | <ul style="list-style-type: none"> <li>• Teachers</li> <li>• Literacy Coach</li> <li>• Paraprofessionals</li> <li>• School Administrators</li> </ul> | <ul style="list-style-type: none"> <li>• District's most current (2019) NJSLA Data shows proficiency rate as follows:               <ul style="list-style-type: none"> <li>ELA = 49%</li> <li>Math = 39%</li> </ul> </li> <li>• The school's Benchmark Assessments show growth (Form A to C SY 19-20) in average scores as follows:               <table style="margin-left: 20px; border: none;"> <tr> <td style="padding-right: 40px;">ELA</td> <td>Math</td> </tr> <tr> <td>Grade 1 = ____</td> <td>Grade 1 = ____%</td> </tr> <tr> <td>Grade 2 = +9%</td> <td>Grade 2 = +3%</td> </tr> </table> </li> <li>• In K-2, additional materials to support Reading Foundational Standards have been added.</li> </ul> | ELA | Math | Grade 1 = ____ | Grade 1 = ____% | Grade 2 = +9% | Grade 2 = +3% |
| ELA            | Math   |  |  |     |      |                |                 |               |               |
| Grade 1 = ____ | Grade 1 = ____%  |  |  |     |      |                |                 |               |               |
| Grade 2 = +9%  | Grade 2 = +3%  |  |  |     |      |                |                 |               |               |



|          |  |   |  |
|----------|--|---|--|
| <p>2</p> | <p>Continue to build capacity of all grade level and subject area teachers for a deeper understanding of NJ Student Learning Standards. In measuring students' mastery of the standards, teachers are using formative and summative assessments in grades 1 through 2 and are creating/utilizing NJSLA like questions to obtain student level data and monitor student growth. In Grades K, teachers are utilizing common or grade level assessments aligned to NJSLS.</p> | <ul style="list-style-type: none"> <li>• Teachers (grades PK-3)</li> <li>• Paraprofessionals</li> <li>• Guidance Counselors</li> <li>• Principal</li> </ul> | <ul style="list-style-type: none"> <li>• In the absence of 2020 NJSLA data, the district referred to the 2019 NJSLA Data<br/> Proficiency rate as follows: ELA = 49%<br/> Math 39%.<br/> mSGP as follows: ELA = 52<br/> Math = 58</li> <li>• District's Benchmark B Assessment SY19-20 shows average student scores as follows:<br/> Grade 1: ELA = 47% Math = 61%<br/> Grade 2: ELA = 34% Math = 65%</li> <li>• State mandate requires continuous review and alignment of curricula to NJSLS.</li> <li>• <b>NJDOE adopted new sets of NJSLS for all content areas except ELA and Math. Staff needs support in reviewing and understanding these new sets of standards.</b></li> </ul> |
| <p>3</p> | <p>Increase all teachers' and administrators' understanding and application of the Marzano Focused Teacher Evaluation Model (MFTE), including <b>how this applies in a 100% Remote Learning and/or Hybrid Learning environments</b>. All classroom observations will include all four domains of teaching as outlined in the</p>   | <ul style="list-style-type: none"> <li>• Teachers</li> <li>• School Administrators</li> </ul>   | <ul style="list-style-type: none"> <li>• State requirements are in place for implementing the evaluation system based on TEACHNJ Act.</li> <li>• The district will continue to monitor NJDOE's guidelines (Hybrid Learning, 100% Remote Learning, etc.) and will share with staff members.</li> <li>• Most recent (SY 18-19) District Observation Score Summary is as follows:<br/> Freehold Learning Center = 3.33</li> </ul>   |
| <p>4</p> | <p>Continue to build all classroom teachers' capacity to raise student achievement in all subject areas through <b>effective use of technology</b>.</p>  | <ul style="list-style-type: none"> <li>• Teachers</li> <li>• Technology Implementation Mentors (TIMs)</li> <li>• School Administrators</li> </ul>           | <ul style="list-style-type: none"> <li>• The school is giving access to technology devices to students in PreK – 2. Staff members need training on best practices in utilizing these devices.</li> <li>• The school may have to operate through 100% Remote Learning or Hybrid Learning. Staff members need training on instructional routines to support these types of learning environments.</li> <li>• The school's core programs include technology or online components. Staff need continuous support in understanding these materials and resources to further enhance student learning.</li> </ul>  |



## 2: Professional Learning Activities

| PL Goal No. | Initial Activities  | Follow-up Activities (as appropriate)  |
|-------------|---|--|
| 1           | <ul style="list-style-type: none"> <li>• School will continue to monitor Reading and Writing Workshop implementation through classroom observations: formal and informal.</li> <li>• School will continue to provide on-going professional development focused on core resource program, Schoolwide Fundamentals, to support Reading Workshop.</li> <li>• School will continue to provide on-going professional development for deeper understanding of Reading Foundational Standards.</li> <li>• Literacy Coach will continue to work closely with teachers in implementing all components of Readers Workshop and Writing Workshop.</li> </ul> | <ul style="list-style-type: none"> <li>• Teachers will attend grade level meetings to be informed on topics which will enhance and support the Reading and Writing Workshop Model.</li> <li>• Teachers will receive additional training on implementing Reading Foundational Skills standards.</li> <li>• Teachers will receive support in their classrooms from Literacy Consultants and in-house Literacy Coach.</li> <li>• Benchmark data will be analyzed at the school and classroom level to modify instruction in a timely manner.</li> <li>• Teachers will be surveyed to best understand and address their needs in the area of ELA.</li> </ul> |
| 2           | <ul style="list-style-type: none"> <li>• School leaders will continue to attend NJDOE meetings with regards to NJ Student Learning Standards (NJSLS) and turn key to staff.</li> <li>• School will continue to work with colleges and universities with regards to meeting NJSLS.</li> <li>• School will continue to administer benchmark assessments incorporating NJSLA-like questions to measure and monitor student growth in mastering NJSLS.</li> <li>• School will include and incorporate Social Emotional Learning (SEL) components when differentiating instruction to support all students.</li> </ul>                                 | <ul style="list-style-type: none"> <li>• School will work with district leaders to monitor NJDOE’s “Calendar of Events” for upcoming training and information session on NJSLS.</li> <li>• School will continue to participate in various University initiatives that involve NJSLS.</li> <li>• School will continue to utilize LinkIt Benchmark Assessments, to be administered 3-4 times a year.</li> <li>• School will work with consultants in infusing SEL tenets in helping all students achieve mastery of NJSLS.</li> </ul>  |
| 3           | <ul style="list-style-type: none"> <li>• School will work with District in setting up training with Learning Sciences – Marzano Center for teacher evaluation system, iObservation.</li> <li>• School will provide on-going professional development sessions for teachers and administrators to implement the Marzano Focused Teacher Evaluation Model (MFTE).</li> <li>• School will continue to schedule observations pursuant to</li> </ul>   | <ul style="list-style-type: none"> <li>• School will continue to review data reports on teacher observations from iObservation platform and plan course of action for teacher support.</li> <li>• School will use data reports on teacher observations from iObservation platform to individualized teacher professional development.</li> </ul>   |



|   |   |  |
|---|---|--|
|   | district guidelines and Achieve NJ regulations.   |  |
| 4 | <ul style="list-style-type: none"><li>• School will continue to monitor teaching and learning through classroom observations, formal and informal, ensuring effective use of technology resources.</li><li>• School will continue to provide on-going professional development focused on utilizing technology resources to enhance student learning.</li><li>• School will continue to have Technology Implementation Mentors (TIMs) to support all staff in understanding utilizing technology resources available in the district.</li></ul> | <ul style="list-style-type: none"><li>• School will continue to utilize vendors and content specialists in providing differentiated support to teachers with regards to utilizing technology resources to support student learning.</li><li>• School will provide demo lessons and in-class coaching if needed to further understand ways to utilize technology to support student achievement.</li><li>• School will analyze Benchmark Assessments in ELA and Math.</li><li>• School will analyze teacher observation data to further identify needs of staff around NJSLS.</li></ul> |



### 3: Essential Resources

| PL Goal No. | Resources  | Other Implementation Considerations   |
|-------------|--|---|
| 1           | <ul style="list-style-type: none"> <li>• Schoolwide Teacher Resources to support Reading and Writing Workshop implementation.</li> <li>• Additional materials to support Reading Foundational Skills will be provided.</li> <li>• Consultants to provide on-going professional development: workshop, in-class support and coaching.</li> <li>• Literacy Coach will provide guidance in using district resources.</li> </ul> | <ul style="list-style-type: none"> <li>• On-going feedback from teachers with regards to on-going training on Readers Workshop and Writers Workshop.</li> <li>• On-going classroom observations, formal and informal, to determine additional needs in implementing Workshop Model.</li> <li>• On-going evaluation on delivery of a Balanced Literacy program.</li> </ul> |
| 2           | <ul style="list-style-type: none"> <li>• School professional development funds should support teacher training on New Jersey Student Learning Standards.</li> <li>• Colleges and University partnerships</li> <li>• iReady, LinkIt for data driven instruction and effective use of assessment.</li> <li>• NJDOE resources on Social Emotional Learning (SEL).</li> </ul>  | <ul style="list-style-type: none"> <li>• Faculty Meeting to include NJSLs in core subject areas.</li> <li>• Faculty Meeting to include data analyses using assessments from LinkIt Benchmark and iReady.</li> </ul>   |
| 3           | <ul style="list-style-type: none"> <li>• Funding for teachers/coordinators to facilitate workshops on Marzano’s research in teaching and learning.</li> <li>• Consultants to provide on-going professional development: workshop, in-class support and coaching.</li> </ul>  | <ul style="list-style-type: none"> <li>• On-going feedback from teachers.</li> <li>• Data analyses using formal and informal classroom observations</li> </ul>  |
| 4           | <ul style="list-style-type: none"> <li>• Funding for teachers/coordinators to facilitate workshops on ways to enhance instruction through use of Technology.</li> <li>• Consultants to provide on-going professional development: workshop, in-class support and coaching.</li> </ul>  | <ul style="list-style-type: none"> <li>• On-going feedback from teachers.</li> <li>• Data analyses using formal and informal classroom observations</li> </ul>  |



## 4: Progress Summary

| PL Goal No. | Notes on Plan Implementation   | Notes on Goal Attainment   |
|-------------|--|--|
| 1           | <ul style="list-style-type: none"> <li>• Coordinate training dates with district leaders on Readers and Writers Workshop and Balanced Literacy.</li> <li>• Coordinate with consultants: plan for on-going support and feedback to teachers.</li> <li>• Work with Literacy Coach in providing coaching and in-class support.</li> </ul> | <ul style="list-style-type: none"> <li>• Dates of training</li> <li>• Teacher survey to determine plan implementation and additional need</li> </ul>   |
| 2           | <ul style="list-style-type: none"> <li>• Coordinate training dates with district leaders on New Jersey Student Learning Standards</li> <li>• Coordinate with consultants: plan for on-going support and feedback to teachers.</li> <li>• iReady and LinkIt Benchmark data to be shared with faculty</li> </ul>                         | <ul style="list-style-type: none"> <li>• Dates of training</li> <li>• Teacher survey to determine plan implementation and additional need</li> <li>• Data analyses and meeting with faculty</li> </ul> |
| 3           | <ul style="list-style-type: none"> <li>• Coordinate training dates with district leaders on New Jersey Student Learning Standards</li> <li>• Coordinate with consultants: plan for on-going support and feedback to teachers.</li> </ul>   | <ul style="list-style-type: none"> <li>• Dates of training</li> <li>• Teacher survey to determine plan implementation and additional need</li> </ul>   |
| 4           | <ul style="list-style-type: none"> <li>• Coordinate training dates with district leaders on technology</li> <li>• Coordinate with consultants: plan for on-going support and feedback to teachers.</li> </ul>  | <ul style="list-style-type: none"> <li>• Dates of training</li> <li>• Teacher survey to determine plan implementation and additional need</li> </ul>   |

Signature: \_\_\_\_\_

**Principal Signature**

\_\_\_\_\_

**Date**