

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

District Name	School Name	Principal Name	Plan Begin/End Dates
Gloucester City School District	Gloucester City High School	Sean Gorman	July 1, 2024 to June 30, 2025

1: Professional Learning Goals			
No.	Goal	Identified Group	Rationale/Sources of Evidence
1	<p>Integrating Staff and Student use of Technology Build the capacity of all teachers and students to integrate student use of technology in their classrooms to meet the needs of all learners.</p>	9-12	<ul style="list-style-type: none"> ➤ The professional development survey (administered April 2024) indicates a need for professional development in student use of technology. ➤ Teachers and school leaders have requested more professional development in these areas during component and/or grade level meetings: Google Suite (54%), Online textbook resources (37%) EdPuzzle (39%) Pear Deck (15%), Classwize (32%), IXL (22%), LinkIt. (17%), Kami (29%), Edpuzzle (39%), Albert (17%), OnCourse (29%). Our engineering department specifically would like training on CNC Routers and Laser Engraver. ➤ Teachers and school leaders have raised concerns regarding student use of technology during department meetings.

2	<p>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.</p>	9-12	<ul style="list-style-type: none"> ➤ Professional Development Survey (administered April 2024) indicates a desire for professional development regarding student engagement (52%). ➤ Professional Development Survey (administered April 2024) indicates a desire for professional development regarding supporting struggling students (76%). ➤ Professional Development Survey (administered April 2024) indicates a desire for professional development regarding Intervention Strategies (17%). ➤ Professional Development Survey (administered April 2024) indicates a desire for professional development regarding AVID Program including, but not limited to Socratic Seminar, Cornell Notes, Philosophical Chairs (24%). ➤ Professional Development Survey (administered April 2024) indicates a desire for professional development regarding Supporting Advanced Students (20%) and Creating Small Groups (15%). ➤ Professional Development Survey (administered April 2024) indicates a need for professional development regarding the AVID program for freshman and sophomore, and other interested teachers.
---	---	------	---

			<ul style="list-style-type: none"> ➤ The professional development survey noted a need for continued exploration of mental health supports for students (42%). Social and mental health counselors are in the school under another federal grant. ➤ Supporting Struggling students was a priority within the professional development survey coming in with 76% of teachers and school leaders highlighting this topic as an area of need.
3	<p>Data Analysis and Assessments Support teachers in creating rigorous assessments, analyzing assessment results, modifying instruction to meet student needs and reassessing to monitor growth.</p>	9-12	<ul style="list-style-type: none"> ➤ Professional Development Survey (administered April 2024) indicates a priority for professional development regarding Analyzing Student Data from LinkIt Assessments (40%). ➤ Professional Development Survey (administered April 2024) indicates a desire to increase teacher overall knowledge regarding Analyzing Student Data from Local and Common Assessments (26%) ➤ Professional Development Survey (administered April 2024) a desire to increase knowledge on IXL diagnostic (11%) ➤ Professional Development Survey (administered April 2024) indicates a desire to increase teacher overall knowledge regarding NJSLA data for student cohorts (13%). ➤ Professional Development Survey (administered April 2024) indicates a priority for professional development regarding analyzing Albert Data (11%).

4	<p>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).</p>	9-12	<ul style="list-style-type: none"> ➤ The professional development survey (administered April 2024) indicates that teachers and school leaders would like to focus on identifying/incorporating a variety of instructional practices that support math fact retention (24%), as well as ways to incorporate the IXL diagnostic (8%). ➤ The professional development survey (administered April 2024) also indicates a desire to infuse technology into STEM Mathematics/Science Classrooms (11%)
5.	<p>New Jersey Student Learning Standards (NJSLS). Build capacity of all teachers in understanding the increased rigor of the state standards and their impact on lessons, curriculum and state assessments.</p>	9-12	<ul style="list-style-type: none"> ➤ The professional development survey (administered April 2024) indicates a need to increase knowledge on correlating standards to assessments (82%). ➤ 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. (74%). ➤ Professional Development Survey (administered April 2024) indicates a priority for professional development regarding incorporating standards in Lesson Plans (45%).
6.	<p>English Language Arts/ Literacy Instruction Support teachers in increasing their level of awareness regarding reading instruction, implementing strategies and engineering literacy activities in order to improve the rigor of instruction to meet the New Jersey Student Learning Standards (NJSLS).</p>	9-12	<ul style="list-style-type: none"> ➤ The professional development survey (administered April 2024) indicates a need for professional development to support struggling students (74%). ➤ Teachers and school leaders have identified a need for more professional development in this area during grade levels meetings and department chair meetings. ➤ Teachers expressed interest in learning more about how to infuse AVID Strategies into their literacy instruction (16%), as well as Albert (16%), Novel Studies (11%) and IXL (11%). ➤ The survey indicates that teachers and school leaders are struggling to find the benefits in the Study Sync program. Only 3% of the staff find the resources helpful for their English Language Arts Instruction. This is concerning and highlights our need to delve deeper into this resource and whether or not we continue with the implementation of it.

2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
-------------	--------------------	---------------------------------------

1	<p>Integrating Student use of Technology</p> <ul style="list-style-type: none"> ➤ Teachers will participate in training to support student use of technology in each content area. 	<ul style="list-style-type: none"> ➤ Instructional Supervisors will assist teachers with student use of new software and technology (i.e. Albert, IXL, Link It, Classwize, Online textbook platforms, IEP software, Delta Math, Edpuzzle, Pear Deck, etc.). ➤ Collaborative meetings by department meetings to discuss effective student use of technology. ➤ Technology department will assist teachers with student use of technology, Google Classroom, Chromebooks, Google Suite, and Kami. ➤ Instructional Supervisors and teachers will work collaboratively to incorporate successful teaching strategies into daily classroom practices.
2	<p>Differentiated Instruction</p> <ul style="list-style-type: none"> ➤ Teachers will receive professional development regarding differentiated instruction, classroom management 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. ➤ Teachers and school leaders will participate in ongoing AVID training. 	<ul style="list-style-type: none"> ➤ Instructional Supervisors will assist teachers with data analysis of assessments to better identify how to meet the needs of all students. ➤ Department meetings by content area to discuss effective student engagement strategies as well as the infusion of technology in small groups and differentiated instruction activities. ➤ Instructional Supervisors will continue to support the teachers in the practice of student engagement and differentiation in their classes through modeling. ➤ Lion Hours will be offered on the topics of AVID in order to delve deeper into the topics and use to differentiate instruction. ➤ Instructional supervisors will work with teachers to implement effective differentiated instructional strategies through small group and individual instruction.
3	<p>Data Analysis and Assessments</p> <ul style="list-style-type: none"> ➤ Link It and Engaged Instruction will provide training on analyzing state and local assessment results, modifying instruction to meet student needs and reassessing to monitor growth. ➤ Engaged Instruction 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 NJSLA like assessment questions into their lessons and create common assessments. The Albert platform will continue to be used to increase rigor throughout the core subjects. ➤ Teachers will reflect on the needs of their learners and make appropriate adjustments in higher-level-thinking strategies. ➤ Teachers will reflect on the needs of their learners and make appropriate adjustments in their lesson plans and instruction.
4	<p>STEM/MATHEMATICS</p> <ul style="list-style-type: none"> ➤ Project Lead the Way 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 during PLC Wednesdays as needed. ➤ School leaders will continue to support the teachers in the practice of meeting the needs of all their students in STEM through co-teaching and modeling.

<p>5</p>	<p>New Jersey Student Learning Standards (NJSLS)</p> <ul style="list-style-type: none"> ➤ Engaged Instruction will provide training on the NJSLS in English Language Arts/Literacy, Math, Social Studies and Science. ➤ Engaged Instruction will provide training for each content area. 	<ul style="list-style-type: none"> ➤ Department meetings in the content area to review standards based activities that incorporate technology. ➤ Department meetings in the content area to review standards based activities, lessons, and curriculum. ➤ Department meetings in the content area to share activities that promote reading and writing across the curriculum. ➤ School leaders will provide ongoing feedback to teachers as they create activities and lessons that incorporate these standards. ➤ Educational consultants and school leaders will support teachers in increasing rigor and incorporating best practices in their daily teaching.
<p>6</p>	<p>English Language Arts/ Literacy Instruction</p> <ul style="list-style-type: none"> ➤ Engaged Instruction and other outside consultants will provide training in ELA/Literacy instruction and strategies that will assist the teacher in meeting the needs of all students. ➤ Teachers will receive professional development regarding data analysis to inform their instruction of ELA/ Literacy. 	<ul style="list-style-type: none"> ➤ Instructional Supervisors and outside consultants will support the teachers in the implementation of StudySync, Albert, NJSLA released items, AVID Weekly, and IXL. ➤ School leaders will assist with data analysis of ELA Link It data and common assessments (i.e. text selection).

3: Essential Resources		
PL Goal No.	Resources	Other Implementation Considerations
<p>1</p>	<p>Integrating Staff and Student use of Technology</p> <ul style="list-style-type: none"> ➤ Engaged Instruction ➤ LinkIt! ➤ Professional Learning Communities ➤ Coaching ➤ Peer Observations ➤ IXL Analytics ➤ Albert.io ➤ Pearson Savvas Realize-Bridge ➤ Classwize ➤ Kami ➤ Edpuzzle ➤ Peardeck ➤ Lions Hours 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ OnCourse ➤ NJ Department of Education List of Providers ➤ Google Platform Training

<p>2</p>	<p>Differentiated Instruction</p> <ul style="list-style-type: none"> ➤ LinkIt! ➤ AVID ➤ Engaged Instruction ➤ Professional Learning Communities ➤ Coaching ➤ Peer Observations ➤ Mentoring ➤ Pearson Realize-Bridge ➤ Albert ➤ Lions Hours ➤ Study Sync ➤ IXL 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ OnCourse ➤ NJ Department of Education List of Providers
<p>3</p>	<p>Data Analysis and Assessments</p> <ul style="list-style-type: none"> ➤ LinkIt! ➤ Professional Learning Communities ➤ Coaching ➤ Engaged Instruction ➤ Pearson Realize-Bridge ➤ Albert ➤ WIDA- ACCESS ➤ Pearson NJSLA data ➤ Lions Hours ➤ IXL 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ OnCourse ➤ NJ Department of Education List of Providers

<p>4</p>	<p>STEM/MATHEMATICS</p> <ul style="list-style-type: none"> ➤ Engaged Instruction ➤ Professional Learning Communities ➤ Coaching ➤ Peer Observations ➤ Mentoring ➤ Pearson Realize-Bridge ➤ AVID ➤ Project Lead the Way Engineering/Science ➤ IXL ➤ Delta Math 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ LinkIt! ➤ Camden County Curriculum Consortium ➤ OnCourse ➤ NJ Department of Education List of Providers ➤ PLTW Engineering ➤ PLTW Biomedical Science
<p>5</p>	<p>New Jersey Student Learning Standards (NJSLS)</p> <ul style="list-style-type: none"> ➤ Engaged Instruction ➤ Professional Learning Communities ➤ Coaching ➤ Peer Observations ➤ Mentoring ➤ AVID ➤ Albert ➤ Delta Math 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ LinkIt! ➤ NJ Department of Education List of Providers ➤ OnCourse

6	English Language Arts/ Literacy Instruction <ul style="list-style-type: none"> ➤ Studysync ➤ Albert ➤ AVID ➤ IXL ➤ Coaching ➤ Common planning time- Monthly ➤ Engaged Instruction ➤ Mentoring ➤ Peer Observations ➤ Professional Learning Communities ➤ Lions Hours 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ Link It ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ iXL
----------	---	---

4: Progress Summary		
PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1		
2		
3		
4		
5		

Signature: Sean Gorman
Principal Signature

6/14/2024
Date: