

**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	Donna Lacovara	July 1, 2024 to June 30, 2025

1: Professional Learning Goals

No	Goal	Identified Group	Rationale/Sources of Evidence
1	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"> ➤ The professional development survey (administered April 2024) indicates a need for professional development in student use of technology. ➤ Teachers have requested more professional development in the following areas during grade level meetings (the preferred mode for meetings), faculty meetings, PLC meetings and meetings organized in small groups (i.e Lion’s Hours): Google Suite (23%), Online textbook resources and tools (23%) Pear Deck (17%), Classwize (22%), iXL (31%), LinkIt (19%), Kami (12.5%), Brainpop (12.5%), Edpuzzle (19%), Raz-Kids (18.8%), Explore Learning (16.7%), OnCourse (29.2%), mClass-Amplify (16.7%), Promethean Board (29.2%), Delta Math (16.7%) Discovery Education (8.3%) and Lexia Power Up (16.7%). ➤ Teachers and school leaders realize the importance of students using technology as a vehicle for learning and have made a commitment to support teachers in this endeavor.
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"> ➤ The professional development survey (administered in April 2024) indicates a desire to increase their knowledge of analyzing student data from common assessments (27.1%) and Link It data (35.4%) as a top priority. They would also like to increase their knowledge of how to use iXL diagnostic data (35.4%), Dibels/mClass (12.5%), NJSLA Data through Student Cohorts (22%) LETRS Spelling Screener (8.3%) and Oral Running Records (14.6%) to further drive instruction. ➤ Teachers have requested more time during common planning time, small group workshops, and PLC meetings for the purpose of interpretation of data.
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"> ➤ The professional development survey (administered April 2024) indicates a need to increase the teacher and school leaders' knowledge of the NJSLs standards and use these standards to ensure academic rigor (62.5%). ➤ The district and school have identified the need for professional development to increase the rigor in classrooms to meet the NJSLs and their impact on lessons (35.4%), as well as correlating the standards to the curriculum and assessments (62.5%).
4	Differentiated Instruction Build the capacity of all teachers to differentiate instruction and engage all students in their classrooms.	4-8	<ul style="list-style-type: none"> ➤ The professional development survey (administered April 2024) indicates the top priorities for professional development in the area of differentiated instruction include: using differentiated instruction to support struggling students (27.1%), student engagement (41.7%), and supporting advanced students (35.4). Teachers and school leaders also expressed interest in learning more about how to infuse AVID Strategies (41.7%) and Responsive Classroom (22.9 %) in order to differentiate and improve instruction.

			<ul style="list-style-type: none"> ➤ Teachers and school leaders have raised concerns regarding differentiated instruction, classroom management, and student engagement during grade-level meetings and PLCs. ➤ 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 for differentiated instruction for students with learning disabilities such as dyslexia. (22.9%) ➤ Additionally, they are interested in ways to improve student engagement and mental health support. ➤ Due to the increase of struggling readers, teachers, and school leaders have expressed continued professional development in Heggerty, UFLI, and Oral Running Records.
5	STEAM/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"> ➤ The professional development survey (administered April 2024) indicates a priority for professional development in infusing technology in STEAM, Mathematics, and Science Classrooms (20.8%), utilizing Envision Math (25%) and iXL (31.3%), as well as increasing basic fact retention (41.7%). ➤ Staff have indicated a need for more hands-on experiments, lessons, and activities in the subject area of science to ensure better alignment with New Jersey Science Standards. ➤ Teachers and school leaders have requested professional development during small group workshops. (50%)
6	English Language Arts/Literacy Instruction Support teachers in increasing their level of awareness regarding reading instruction, implementing strategies, and engineering literacy activities to improve the rigor of instruction to meet the New Jersey Student Learning Standards (NJSLS).	4-8	<ul style="list-style-type: none"> ➤ The professional development survey (administered in April 2024) indicates a need for professional development to support struggling students (27.1%). ➤ Analysis of the types of interventions, developed for student action plans by the I&RS and Child Study Team, indicate a need for professional development in this area. ➤ Teachers and school leaders have identified a need for more professional development in this area during grade-level meetings, PLC meetings, and Lion’s Hours. ➤ Teachers will continue to receive follow-up PD for Benchmark Advance, Oral Reading Records, Heggerty, UFLI, Orton Gillingham, and Lexia Power Up. ➤ The survey indicates that teachers and school leaders are struggling to find the benefits of the Study Sync program. Only 20% 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. ➤ Teachers expressed interest in learning more about how to infuse AVID Strategies (41.7%) into their literacy instruction.

2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	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. 	<ul style="list-style-type: none"> ➤ Instructional Supervisors will assist teachers with student use of new software and technology (i.e. Pear Deck, iXL, Link It, Classwize, Lexia, Online textbook platforms and tools, IEP software, Explore Learning, Promethean Boards and Discovery Education).

		<ul style="list-style-type: none"> ➤ Collaborative meetings by grade levels and/or content areas to discuss effective student use of technology. ➤ The technology department will assist teachers with student use of technology, Google Classroom, Chromebooks, Google Suite, and Kami. ➤ Administration and teachers will work collaboratively to incorporate successful strategies into daily classroom practices.
2	<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 practice NJSLS assessment questions into their lessons. ➤ Teachers will reflect on the needs of their learners and make appropriate adjustments in their lesson plans and instruction.
3	<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. 	<ul style="list-style-type: none"> ➤ Teachers will collaborate during PLCs, grade level, and subject meetings to infuse NJSLS into lesson plans and classroom activities. ➤ Instructional Supervisors 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. ➤ Lion Hours will be offered on the topic to delve deeper into NJSLS.
4	<p>Differentiated Instruction</p> <ul style="list-style-type: none"> ➤ 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 AVID training. ➤ Teachers and school leaders will participate in Responsive Classroom training. 	<ul style="list-style-type: none"> ➤ Instructional Supervisors will assist teachers with data analysis of assessments to identify the needs of all students. ➤ Collaborative PLC meetings by grade levels and/or content areas to discuss effective student engagement strategies as well as small group and differentiated instruction activities. ➤ Instructional Supervisors will continue to support the teachers in the practice of student engagement and differentiation in their classes. ➤ Lion Hours will be offered on the topics of AVID and Responsive Classroom in order to delve deeper into the topics and use them to differentiate instruction.
5	<p>STEM/Mathematics</p> <ul style="list-style-type: none"> ➤ Teachers will receive professional development regarding incorporating more rigorous mathematical instruction. 	<ul style="list-style-type: none"> ➤ Collaborative meetings by grade levels and/or content area to discuss effective strategies and activities that support rigorous mathematical instruction. ➤ Instructional Supervisors will continue to support the teachers in the practice of meeting the needs of all their students in this area.
6	<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. 	<ul style="list-style-type: none"> ➤ Instructional Supervisors and outside consultants will support the teachers in the implementation of the Benchmark Advance Reading Program, UFLI, Heggerty, as well as StudySync. ➤ Instructional Supervisors will continue to support the teachers in the use of Lexia and Raz-Kids.

	➤ Teachers will receive professional development regarding data analysis to inform their instruction of ELA/ Literacy.	➤ Instructional Supervisors will assist with data analysis of ELA Link It data, Dibels, and Oral Running Records.
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3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	Integrating Staff and Student Use of Technology <ul style="list-style-type: none"> ➤ Coaching ➤ Common Planning Time- Monthly ➤ 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 ➤ Kami ➤ iXL ➤ Lexia ➤ Pear Deck ➤ Classwize ➤ Explore Learning ➤ Raz-Kids ➤ EdPuzzle ➤ NearPod: Flocabulary ➤ Studies Weekly ➤ Delta Math ➤ Discovery Education ➤ mClass-Amplify
2	Data Analysis and Assessments <ul style="list-style-type: none"> ➤ Link It ➤ Grade Level Meetings (PLCs)- Monthly ➤ Common Planning Time- Monthly ➤ Coaching ➤ Engaged Instruction ➤ Lions Hours ➤ WIDA- ACCESS 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ iXL Diagnostic ➤ WIDA MODEL
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 ➤ Lions Hours 	Possible additional outside professional resources include <ul style="list-style-type: none"> ➤ Link It ➤ Camden County Curriculum Consortium ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ Lexia ➤ iXL Math/ELA ➤ Envisions Math ➤ Benchmark Advance ELA ➤ Studies Weekly ➤ Explore Science ➤ Integrated Science ➤ McGraw Hill

<p>4</p>	<p>Differentiated Instruction</p> <ul style="list-style-type: none"> ➤ Coaching ➤ Common planning time- Monthly ➤ Engaged Instruction ➤ LinkIt ➤ Peer Observations ➤ Professional Learning Communities ➤ Responsive Classroom ➤ AVID ➤ Lions Hours ➤ Envisions Math ➤ Benchmark Advance ELA ➤ StudySync 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ iXL Math/ELA
<p>5</p>	<p>STEM/Mathematics</p> <ul style="list-style-type: none"> ➤ Coaching ➤ Common planning time- Monthly ➤ Engaged Instruction ➤ Mentoring ➤ Peer Observations ➤ Professional Learning Communities ➤ Lions Hours ➤ Engineering/Science STEM classes ➤ Project Lead the Way Gateway 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ Link It ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ iXL ➤ Explore Learning ➤ Explore Science ➤ Delta Math
<p>6</p>	<p>English Language Arts/ Literacy Instruction</p> <ul style="list-style-type: none"> ➤ Coaching ➤ Common planning time- Monthly ➤ Engaged Instruction ➤ Mentoring ➤ Peer Observations ➤ Professional Learning Communities ➤ Lions Hours ➤ iXL ➤ AVID ➤ Benchmark Advance ELA ➤ StudySync 	<p>Possible additional outside professional resources include</p> <ul style="list-style-type: none"> ➤ Camden County Curriculum Consortium ➤ Link It ➤ NJ Department of Education List of Providers ➤ OnCourse ➤ UFLI ➤ Heggerty ➤ Orton Gillingham

4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
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Signature: Donna Lacovara
Principal Signature

7/1/24
Date