



Bowe School Professional Development Plan (PDP)

District Name	School Name	Principal Name	Plan Begin/End Dates
Glassboro	Thomas E. Bowe (4 th – 6 th grade)	Mrs. Wanda Pichardo	2016/2017

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	To increase the staff capacity for cultural responsiveness through school climate, discipline, academic achievement, and increased participation in programs with our subgroup populations.	ALL	PARCC Subgroup Analysis, Reading levels, Discipline Referrals, I&RS and CST Referrals, participation in accelerated class and or programs.
2	To increase student independent reading time both at school and home as well as teacher conference time during the literacy block.	ALL	Research clearly shows that the reading of meaningful, connected text results in improved reading achievement (Anderson, Wilson, & Fielding, 1988; Anderson, Hiebert, Scott, & Wilkerson, 1985; Elley & Mangubhai, 1983; Ingham, 1981; Taylor, Frye, & Maruyama, 1990). In one of the most extensive studies of independent reading yet conducted, Anderson, Wilson, and Fielding (1988) investigated a broad array of activities and their relationship to reading achievement and growth in reading. They found that the amount of time students spent in independent reading was the best predictor of reading achievement and also the best predictor of the amount of gain in reading achievement made by students between second and fifth grade.
3	Familiarize all Mathematics teachers with the Eureka Math Program.	MATH	Providing opportunities for teachers, coaches, and instructional leaders to closely examine the development of mathematical concepts, instructional strategies, and assessments within Eureka Math will build strong content knowledge, and equip teachers with a deeper understanding of how all components contribute to a successful implementation of the Eureka Math curriculum.



2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	<p>Opening day keynote address by Dwayne D. Williams</p> <p><i>Cognitive Learning Goals</i></p> <ul style="list-style-type: none"> • Identify key components to integrating cultural sensitivity practices within the classroom • Identify cultural clashes that interfere with effective teaching and student engagement • Identify how cultural awareness leads to positive relationships with students of color <p><i>Behavioral Learning Goals</i></p> <ul style="list-style-type: none"> • Implement culturally responsive strategies across tiers • Modify instruction to create culturally relevant practices • Increase class-wide engagement with evidence-based, culturally relevant interventions <p><i>Affective Learning Goals</i></p> <ul style="list-style-type: none"> • Identify personal feelings surrounding culturally sensitive practices • Identify personal feelings about the need to create culturally relevant models • Identify personal feelings surrounding cultural clashes in the classroom and groups 	<p>Providing staff with an “<i>RTI Guide to Improving the Performance of African American Students</i>” by Dwayne Williams to facilitate collaborative PLC.</p>



2	<p>Teachers will engage in focused professional development training in establishing and operating reading workshop structured classrooms.</p> <p>Teachers will receive ongoing support and training in short book talks, mini-lessons and reading conferencing techniques.</p>	<p>Pre-Assess all students in F&P and STAR Reading data. Analyze data to inform instruction.</p> <p>Continue to provide PD for student/teacher conferencing techniques & mini-lesson development through teacher-driven PD with Rowan University support</p> <p>Develop as a grade level and through vertical articulation Skill-Specific Tool kits</p> <p>Administer F&P and STAR Reading tests mid-year and at end of year</p>
3	Continue to provide Professional Development to enhance staff content knowledge and pedagogical practice in the implementation of Eureka Math.	Activities TBD based upon staff needs

3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	<ul style="list-style-type: none"> Providing staff with an “<i>RTI Guide to Improving the Performance of African American Students</i>” by Dwayne Williams to facilitate collaborative PLC. 	<ul style="list-style-type: none"> Scheduling of meeting times for PLC’s Establish grade-level PLCs with this focus Provide funding/time for training.
2	<ul style="list-style-type: none"> Rowan PDS Resources Provide time for teachers to collaborate Provide scheduling for classroom visitation 	<ul style="list-style-type: none"> Provide a block of time for training and choice of topic
3	<ul style="list-style-type: none"> Provide staff collaboration & PD as needed 	<ul style="list-style-type: none"> Provide funding/time for training.



4: Progress Summary 2014-2015

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1	<ul style="list-style-type: none">Improve student ELA skills as measured by student engagement, F & P Benchmarks, PARCC Assessments, and common grade level assessments.	<ul style="list-style-type: none">Provided Staff survey reflected needs for PD in the areas of Writer's/Reader's Workshop.Developed school-wide Literacy Events to highlight the effectiveness of implemented PD opportunities.
2	<ul style="list-style-type: none">Engage staff in quality, meaningful Professional Development through PLC's and in collaboration with Rowan University as a Professional Development School.	<ul style="list-style-type: none">Provided staff PD in Co-presented workshops on the topic of Read-Alouds with Rowan PiR.Frequent staff surveys to gauge effectiveness of implemented PD.Staff members co-presented at the National Student Teaching and Supervision Conference with Rowan PiR.
3	<ul style="list-style-type: none">Support teachers in creating/redesigning and implementing high-quality common assessments	<ul style="list-style-type: none">Ongoing creation of common grade level assessments in an inter-district initiative.

Signature:

Principal Signature

Date