



## Glassboro High School Professional Development Plan

District Name	School Name	Principal Name	Plan Begin/End Dates
Glassboro	Glassboro High School	Dr. Danielle F. Sneathen	Sept. 2016-June 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	<ul style="list-style-type: none"> <li>PARCC Subgroup Analysis, Reading levels, Discipline Referrals, I&amp;RS and CST Referrals, participation in accelerated class and or programs, and participation in ACTs.</li> </ul>
2	Build the capacity of all teachers to use current technology and Google Classroom in each discipline.	All	<ul style="list-style-type: none"> <li>All teachers should feel comfortable utilizing google classroom technology.</li> <li>Ongoing training, opportunities for teachers, turn-key training and effective use of the instructional technology coach will enable teaches to infuse technology into their instruction.</li> <li>Bring your own device will facilitate the increased use of technology by teachers.</li> <li>Teacher training and the instructional technology coach will support ninth</li> </ul>
3	Teachers will use the data revealed by our benchmark assessments to drive instruction,	All	<ul style="list-style-type: none"> <li>Now that we have, common benchmarks we can make curricular decisions based on the test results.</li> <li>Teachers can modify instruction to increase student success..</li> </ul>



4	Support teachers in redesigning curriculum and instruction to align to PARCC	All	<ul style="list-style-type: none"> <li>• Our scores reflect the need to adjust instruction and curriculum so our students can complete the PARCC test successfully.</li> <li>• Teacher in all disciplines need to redesign their assessments to better prepare for the PARCC assessments and to stay aligned to the Core Content Standards.</li> <li>• Teachers need to focus on preparing students for alternate graduation requirement assessments such as the ASVAB, SAT, and Accuplacer.</li> </ul>
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## 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><b>Cognitive Learning Goals</b></p> <ul style="list-style-type: none"> <li>• Identify key components to integrating cultural sensitivity practices within the classroom</li> <li>• Identify cultural clashes that interfere with effective teaching and student engagement</li> <li>• Identify how cultural awareness leads to positive relationships with students of color</li> </ul> <p><b>Behavioral Learning Goals</b></p> <ul style="list-style-type: none"> <li>• Implement culturally responsive strategies across tiers</li> <li>• Modify instruction to create culturally relevant practices</li> <li>• Increase class-wide engagement with evidence-based, culturally relevant interventions</li> </ul> <p><b>Affective Learning Goals</b></p> <ul style="list-style-type: none"> <li>• Identify personal feelings surrounding culturally sensitive practices</li> <li>• Identify personal feelings about the need to create culturally relevant models</li> <li>• Identify personal feelings surrounding cultural clashes in the classroom and groups</li> </ul>	<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> <p>Culturally Relevant Reading and Writing Instruction</p> <p>Class-Wide Peer Tutoring (CWPT)- A Peer-Mediated Approach</p> <p>Communal/Cooperative Learning- A Peer Mediated Approach</p> <p>Total Participation Techniques (TPTs)</p> <p>Follow up activities will be provided by administration throughout the year.</p>



2	<ul style="list-style-type: none"> <li>• Teachers will be provided the opportunity to participate in various technology trainings.</li> <li>• Teachers collaborate to develop ways to incorporate technology into their curriculum.</li> <li>• All teachers will incorporate at least one new technology into their classroom.</li> <li>• A PLC will be created to focus on classroom technology</li> </ul>	<ul style="list-style-type: none"> <li>• Technology workshops will be offered on a regular basis</li> <li>• Teams of teachers interested in incorporating new technology in their classroom will meet to collaborate and design instruction</li> <li>• As we increase the use of technology and the availability of technology teachers will include various activities in their lesson plans</li> <li>• Teachers can benefit from peer observations</li> </ul>
3	<ul style="list-style-type: none"> <li>• Teachers will meet to gather and analyze the data from their benchmark assessments.</li> <li>• Teachers will identify areas of curriculum to be revised based on the test results</li> <li>• Teacher will collaborate to develop and share strategies and activities to improve student learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher's will be provided with the time to analyze data</li> <li>• Teachers will present notes/work product from each meeting</li> <li>• Provide collaboration to review pre and post assessments to ensure alignment to the Common Core State Standards and Core Curriculum Content Standards.</li> </ul>
4	<ul style="list-style-type: none"> <li>• Send staff to trainings about PARCC assessments</li> <li>• Have those staff members turnkey information to the rest of the staff.</li> </ul>	<ul style="list-style-type: none"> <li>• A training will be held to explain PARCC score reports.</li> <li>• PARCC and benchmark scores will be analyzed for GHS</li> <li>• Teams of teacher can devise a plan of action for future improvement.</li> <li>• Teams of teachers will meet to review newly-designed teacher assessments that are more closely aligned to PARCC</li> </ul>

### 3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	Provide staff with a copy of <i>"RTI Guide to Improving the Performance of African American Students"</i> by Dwayne Williams	<ul style="list-style-type: none"> <li>• Cost and time</li> <li>• Schedule meeting time for PLC's</li> </ul>
2	<ul style="list-style-type: none"> <li>• Use the instructional technology coach to support teachers.</li> <li>• Provide time for teachers to collaborate</li> <li>• Ensure teacher's access to various websites, free software, webinars and on-line communities</li> </ul>	<ul style="list-style-type: none"> <li>• Availability of trainer</li> <li>• Turn-key training for Google Classroom</li> <li>• Ability to use unit lunch for meetings</li> <li>• Web filter should not inhibit access to resources.</li> </ul>



3	<ul style="list-style-type: none"> <li>• Qualified trainer to provide data analysis training</li> <li>• Time for teachers to participate in training</li> <li>• <u>Schedule to allow for regular meetings.</u></li> </ul>	<ul style="list-style-type: none"> <li>• Availability of trainer</li> <li>• Provide a block of time for training</li> <li>• <u>Scheduling of meeting times for collaboration</u></li> </ul>
4	<ul style="list-style-type: none"> <li>• Provide training for PARCC and other assessment.</li> <li>• Send teams of teachers to workshops designed to facilitate PARCC readiness</li> </ul>	<ul style="list-style-type: none"> <li>• Provide funding for training.</li> </ul>

**4: Progress Summary for the 2015-2016 school year**

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1	Build the capacity of all teachers to use current technology in each discipline.	<p>All teachers have access to Atomic Learning. Teachers had the opportunity to share the newest technology with their colleagues via articulation with the Intermediate school.</p> <p>Technology continues to be a focus at the high school due to the ever-changing environment.</p> <p>Several teachers were sent to Google classroom training</p>
2	Topical PLC's will be developed to address various professional, personal and school wide goals.	<p>All teachers have met this goal. Teachers have all participated in a department PLC and a Topical PLC. The following is the list of PLC'S:</p> <p>Preparing for the new Graduation Requirements, BYOD- Bring Your Own Device, Improving School Climate, Google Classroom, Fair Application of the Discipline Code, Creating a Biomedical Academy, STEM Academy Development, Differentiating Instruction, GRANT Writing</p>
3	Support teachers in redesigning assessments with the Core Content standards.	All teachers have met this goal. All teachers and departments have redesigned assessments and have created benchmark assessments by course. Each assessment was aligned to the standards.

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

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Date