



## SCHOOL LEVEL PROFESSIONAL DEVELOPMENT PLAN (PDP)

2024-2025

District Name	School Name	Principal Name	Plan Begin/End Dates
Neptune Township School District	Gables Elementary School	Kathleen Thomsen	July 2024-June 2025

### Section 1: Professional Learning Goals

Professional Learning Goal No.	Goal	Identified Group	Rationale/Sources of Evidence
1	Continue to build a culture of continuous learning and ongoing professional development growth for all staff, with a particular focus on novice teachers and other staff members by providing opportunities to collaborate and reflect on practices to enrich the needed knowledge and skills. (Standard 7 - Planning for Instruction , Standard 8 - Instructional Strategies, Standard 9 - Professional Learning & Standard 10- Leadership & Collaboration)	<ul style="list-style-type: none"><li>• New and non-tenured staff</li><li>• Mentors</li><li>• Literacy Coach</li><li>• Instructional Coaches</li></ul>	<p>This is a district goal continuing for the 2024-25 school year.</p> <p>Coaching exemplifies the ongoing, embedded type of Professional Learning opportunities and creates a difference for educators and students. Strong coaching and mentoring combines knowledge of core content with practical teaching strategies, actionable feedback, and modeling of exemplary practices. This support system will in turn assist with the opportunity for improvement in teaching skills and teacher retention impacting student engagement and achievement.</p> <p><a href="https://www.irisconnect.com/us/blog/coaching-for-teachers/">https://www.irisconnect.com/us/blog/coaching-for-teachers/</a></p>
2	Continue the movement forward with building capacity of all staff as related to current NJSLs in ELA with focused	<ul style="list-style-type: none"><li>• Principal</li><li>• Teachers</li><li>• Instructional Support Staff</li></ul>	<p>This is a district goal continuing for the 2024-25 school year.</p> <p>The district curricula have been continuously updated as the NJDOE adopts the NJSLs based on the core subject areas. The areas of ELA</p>

	instruction to promote student engagement and enhance proficiency of all students in these particular standards. (Standard 4 - Content Knowledge, Standard 8 - Instructional Strategies)		and Math are the most current to undergo these adoptions. The district looks to implement the updated ELA curriculum during the 2024-25 school year, which will provide students with equitable and rigorous instruction as teachers gain an understanding of these updates.  <a href="https://www.nj.gov/education/standards/ela/elacurricinstr.shtml">https://www.nj.gov/education/standards/ela/elacurricinstr.shtml</a>
3	Continue the movement forward with building capacity of all staff as related to current NJSLs in Math with focused instruction to promote student engagement and enhance proficiency of all students in these particular standards. (Standard 4 - Content Knowledge, Standard 8 - Instructional Strategies)	<ul style="list-style-type: none"> <li>● Principal</li> <li>● Teachers</li> <li>● Instructional Support Staff</li> </ul>	The district curricula have been continuously updated as the NJDOE adopts the NJSLs based on the core subject areas. The areas of ELA and Math are the most current to undergo these adoptions. The district looks to implement the updated Math curriculum during the 2024-25 school year, which will provide students with equitable and rigorous instruction as teachers gain an understanding of these updates.  <a href="https://www.nj.gov/education/standards/math/index.shtml">https://www.nj.gov/education/standards/math/index.shtml</a>

## Section 2: Professional Learning Activities

Professional Learning Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	<ul style="list-style-type: none"> <li>● Provide New Teacher Handbook</li> <li>● New Staff Orientation, Aug. 12-15, 2024</li> <li>● Weekly, in person contact time for 30 weeks minimum</li> <li>● Mentor teacher meetings</li> <li>● Informal observation conducted by mentor, when feasible</li> <li>● Observation opportunities of highly effective teachers</li> <li>● Coaching observation and feedback from Literacy Coach and/or Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>● New Teacher Roundtable/Training</li> <li>● Additional break out sessions for specific role</li> <li>● District Admin professional development opportunities/resources</li> <li>● Formal observation feedback from admin</li> <li>● Feedback sessions from role-specific coaches</li> </ul>
2	<ul style="list-style-type: none"> <li>● Summer Admin Training Sessions, July 9-11, 2024</li> <li>● New Staff Orientation, August 2024</li> <li>● Content/Role Specific professional development sessions</li> <li>● Job-embedded Professional Development (curriculum, department, etc.)</li> <li>● Department/Grade Level Meetings</li> <li>● Mandatory PD Sessions</li> <li>● Job embedded Professional Development particular to standards and curriculum components from Literacy Coach</li> </ul>	<ul style="list-style-type: none"> <li>● District Professional Development Days: 9/3/24, 9/4/24, 10/14/24, 11/5/24, 12/23/24 (virtual option), 2/18/25 (abbreviated day)</li> <li>● Professional Sharing/Turnkey of sessions attended</li> <li>● Educator Evaluation System: reflection, feedback, etc.</li> <li>● Grade Level PLC (Gr. 1-5), Oct. 7-11, 2024</li> <li>● Peer/mentor observations</li> <li>● Use of SWIVEL video observation for reflection</li> </ul>
3	<ul style="list-style-type: none"> <li>● Summer Admin Training Sessions, July 9-11, 2024</li> <li>● IXL Training, July 29, 2024</li> <li>● New Staff Orientation, August 2024</li> <li>● Content/Role Specific professional development sessions</li> </ul>	<ul style="list-style-type: none"> <li>● District Professional Development Days: 9/3/24, 9/4/24, 10/14/24, 11/5/24, 12/23/24 (virtual option), 2/18/25 (abbreviated day)</li> <li>● Professional Sharing/Turnkey of sessions attended</li> <li>● Educator Evaluation System: reflection, feedback, etc.</li> </ul>

	<ul style="list-style-type: none"> <li>● Job-embedded Professional Development (curriculum, department, etc.)</li> <li>● Department/Grade Level Meetings</li> <li>● Mandatory PD Sessions</li> <li>● Job embedded Professional Development particular to standards and curriculum components from Math Supervisor</li> </ul>	<ul style="list-style-type: none"> <li>● Grade Level PLC (Gr. 1-5), Oct. 7-11, 2024</li> <li>● Peer/mentor observations</li> <li>● Use of SWIVEL video observation for reflection</li> </ul>
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### Section 3: Essential Resources

Professional Learning Goal No.	Resources	Other Implementation Considerations
1	<ul style="list-style-type: none"> <li>● Staff Resources: SWIVL camera, professional development days, weekly PLC meetings, faculty meetings, Curriculum Training dates, NJSLS document</li> </ul>	<ul style="list-style-type: none"> <li>● Choosing highly effective teachers for classroom visits</li> <li>● Setting up walk through schedule</li> <li>● New staff completing all “mandatory” PD topics</li> <li>● Mentor scheduling</li> </ul>
2	<ul style="list-style-type: none"> <li>● Staff Resources: Literacy Coach, Humanities and Math Supervisors, Data Teams</li> <li>● Curriculum Resources: Updated curriculum documents, Wiley Blevins program, NJSLS document</li> </ul>	<ul style="list-style-type: none"> <li>● Literacy Coach building visits schedule</li> <li>● Walk Through Schedule with Literacy Supervisor</li> <li>● Schedules of SCIP, DEAC, Data Teams</li> <li>● Grade Level PLC schedules</li> </ul>
3	<ul style="list-style-type: none"> <li>● Staff Resources: Math Supervisors, Data Teams</li> </ul>	<ul style="list-style-type: none"> <li>● Walk Through schedule with Math Supervisor</li> <li>● Schedules of SCIP, DEAC, Data Teams</li> <li>● Grade Level PLC schedules</li> </ul>

	<ul style="list-style-type: none"> <li>Curriculum Resources: Everyday Math, IXL Math, Touch Math, NJSLS document</li> </ul>	
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**Section 4: Progress Summary- Midyear Review (January)**

Professional Learning Goal No.	Notes on Plan Implementation	Notes on Goal Attainment

**Section 5: Progress Summary-End of Year Summary (June)**

Professional Learning Goal No.	Notes on Plan Implementation	Notes on Goal Attainment

Signature: Kathleen Thomsen  
Principal Signature

August 7, 2024  
Date