

# Professional Learning for Teachers

## The New Jersey Professional Development Standards

New Jersey adopted the NSDC Professional Development Standards because they reflect the principles of best practice in professional learning and are grounded in the research on effective professional development. The standards address the 3 key components of effective professional learning:

1. the process for designing & taking part in it
2. the content, knowledge, & skills to be learned
3. the context to ensure the learning is able to take place

## The NSDC Definition of Professional Development

This definition supports New Jersey's new emphasis on school-based planning and sees learning teams as the engine of professional learning. The definition describes how professional development should be implemented in school through teams of educators who work together in a continuous cycle of improvement to support student achievement.

## Developing an Effective PDP: "What Counts"

An effective PDP is aligned with school & district goals and the New Jersey Professional Development Standards. The PDP needs to be structured to deepen a teacher's knowledge & enhance practice. The teacher in conjunction with his/her supervisor will want to consider team based professional learning opportunities as well as individual learning. The teacher and the supervisor should discuss the rationale for the plan to assure that it is aligned with the NJ PD Standards & agree upon the projected number of hours which will be devoted to such study.

### Outside the District Options

Formal courses

On-line offerings

Conferences

Workshops

Seminars & institutes sponsored by professional associations

Colleges/universities

District boards of ed

Training organizations or other entities

### Learning that Deepens Knowledge of Content, Pedagogy & Social Emotional Learning

Professional learning communities that engage in planned, documented, learning opportunities, focused on student learning outcomes as part of school-based, district, or cross-district professional learning (PLCs & peer observations)

### Individual Professional Learning

Action research  
Sabbaticals  
Fellowships  
Internships  
Textbook review  
Portfolio development  
Contributions to professional literature  
Grant writing  
Mentoring  
Professional service on boards or committees  
Teaching a course  
Making presentations  
Developing curriculum

- \*All professional learning activities that become part of the PDP and are documented count hour for hour.
- \*Professional development hours may be attained/accrued during the work day.
- \*A PDP is a living document and can be revisited & revised as needed.
- \*All teachers will accumulate 20 hours per school year. (May begin in June of previous school year)

### Special Situations

A **part-time teacher** is required to accrue 10 hours of professional development within a school year.. If they move to full time, they will continue the cycle by accruing hours as required by full time teachers.

If the teacher is **on leave** in one year for 5 months or less the teacher will need to accrue 1 hour for that year. If the teacher is on leave for 5 months or more, the teacher will not need to accrue hours for that year.

**Novice teachers/teachers new to the district** must complete a PDP with the supervisor within the first 60 days of beginning work with the district.

Teachers who **provide training or courses** will accrue 2 hours of preparation for every hour of delivery. For example, a teacher who provides a 5 hour training will accrue 5 hours for delivery plus 10 hours for preparation. A teacher may only accrue hours for the same course/training once in a 5 year cycle.

Teachers who engage in documented team-based learning or trainings during the school day accrue hours to meet the requirement.

- \*\*All teachers must maintain their certificates or other documentation toward meeting the 20 hour requirement. Provider certificates will no longer need provider numbers. Documentation from conferences, trainings, & institutes must be in the form of a certificate. Documentation for team based learning could be in the form of team logs, team journals, or team minutes.

\*Revised March 2015