



Lafayette Township School District Professional Development Plan (PDP)

District Name	Superintendent Name	Plan Begin/End Dates
Lafayette Township School District	Jennifer Cenatiempo	8/2020-6/2021

1: Professional Learning (PL) Goals

PL Goal No.	Goals	Identified Group	Rationale/Sources of Evidence
1	<p>Maintenance and Extension of District Programs and Learning Opportunities</p> <p>We will work to maintain and extend the program options that are provided at the LTSD including a full array of academic opportunities, arts experiences, and wellness initiatives to create a dynamic learning environment for all students.</p> <p>SMART GOAL: 100% of all students will be provided with weekly opportunities to foster growth academically, socially, emotionally, and physically via their daily interactions with teachers and one another.</p>	<p>Students / Teachers / Administrators</p>	<ul style="list-style-type: none"> Social and emotional well being is correlated to increased student achievement and success. https://www.state.nj.us/education/students/safety/sandp/sel/ https://www.edsurge.com/news/2018-06-04-the-future-of-education-depends-on-social-emotional-learning-here-s-why Staff have observed increased needs to support the students beyond the academic component of the school day. http://www.ascd.org/publications/educational-leadership/oct18/vol76/num02/toc.aspx We are preparing our students to be successful in all areas of their lives. Social and emotional resiliency promotes the ability of all students to navigate their stressors and successes that they will encounter throughout school and beyond on their path to becoming productive members of our community. http://www.ascd.org/publications/educational_leadership/oct15/vol73/num02/Social-Emotional Learning and Academics@ Better Together.aspx



<p>2</p>	<p>Development of Health and Wellness Response Committee We will develop sound practices for proactively planning for and responding to the health and wellness needs of our students, staff, and district community via the development of a health and wellness response committee.</p> <p>SMART Goal: A health and wellness response committee will be created and implemented with multiple sessions offered that are designed to provide information on health and wellness topics. Staff will receive support, training, and opportunity to meet with groups of parents to train them on best practices to support learning of students in school and at home.</p>	<p>Teachers / Administrators / Parents</p>	<ul style="list-style-type: none">• The NJDOE cites parent involvement as an essential component in supporting academic success of all students. https://nj.gov/education/title1/program/parent/• NJDOE School / Family / Community Engagement https://www.state.nj.us/education/title1/program/parent/• Parent, Family, Community Involvement in Education http://www.nea.org/assets/docs/PB11_ParentInvolvement08.pdf• Parents are critical partners in supporting the success of all students. http://www.ascd.org/ASCD/pdf/journals/ed_lead/el200405_epstein.pdf• Parents must feel confident that they are able to support their child in school.• Providing parents with training opportunities that address child development, content related topics, and social and emotional health will support the parents' ability to meet their child's needs in school and throughout their lives. https://www.familiesandschools.org/blog/the-importance-of-parent-engagement/
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<p>3</p>	<p>Student and Staff Wellness Resource Guide</p> <p>We will create a student and staff wellness resource guide that details community support resources, district-based wellness resources and check in mechanisms that will support the students and staff.</p> <p>SMART Goal: 100% of all students and staff will be provided with access to the wellness resource guide to provide supports and check in mechanisms to support students and staff.</p>	<p>Students / Teachers / Administrators</p>	<ul style="list-style-type: none">• Effective implementation of the NJ Tiered Systems of Support should also include a focus on wellness and academic success.• Initial Training and Discussion to be held during the opening two days of staff PD will include a focus on student and staff wellness.
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4	<p>Develop Traditional, Blended, and Remote Instruction Practice and Procedure Guidelines to Foster Increased Student Achievement</p> <p>We will create instructional plans that demonstrate the flow of potential instructional designs so that we are prepared and can be responsive to the changing needs of our school and community. These guidelines will reshape our concept of traditional learning to include technology infused, student centered academic experiences that are the hallmark of a future ready school district.</p> <p>SMART GOAL: 100% of grade levels will develop instructional plans to support the success of all students within a traditional, blended, and remote instructional design model to foster increased student achievement.</p>	Students / Teachers / Administrators	<ul style="list-style-type: none">• Assessment provides feedback on student performance and understanding of content.• Understanding the current assessments in place will allow for us to better determine the manner in which we can support student achievement.• Report cards and progress reports provide parents with insights into their child’s performance in school and are essential in creating a partnership between home and school to support student achievement. <p>https://www.sps186.org/downloads/table/13040/6TypesJ.Epstien.pdf</p>
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2: Professional Learning Activities

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
<p>1 Maintenance and Extension of District Programs and Learning Opportunities</p> <p>We will work to maintain and extend the program options that are provided at the LTSD including a full array of academic opportunities, arts experiences, and wellness initiatives to create a dynamic learning environment for all students.</p>	<p>Assess current programs and learning opportunities.</p> <p>Meet with the staff to discuss methods of supporting all students.</p>	
<p>2 Development of Health and Wellness Response Committee</p> <p>We will develop sound practices for proactively planning for and responding to the health and wellness needs of our students, staff, and district community via the development of a health and wellness response committee.</p>	<p>Discuss concerns with staff regarding health and wellness of students and staff.</p> <p>Formulate practices to support and enhance these areas.</p> <p>Meet periodically to plan for and implement these activities.</p>	
<p>3 Student and Staff Wellness Resource Guide</p> <p>We will create a student and staff wellness resource guide that details community support resources, district-based wellness resources and check in mechanisms that will support the</p>	<p>Create a resource guide that provides itemized supports and check in mechanisms to directly target the support of Wellness for students and staff.</p>	



students and staff.		
<p>4 Develop Traditional, Blended, and Remote Instruction Practice and Procedure Guidelines to Foster Increased Student Achievement</p> <p>We will create instructional plans that demonstrate the flow of potential instructional designs so that we are prepared and can be responsive to the changing needs of our school and community. These guidelines will reshape our concept of traditional learning to include technology infused, student centered academic experiences that are the hallmark of a future ready school district.</p>	<p>Support teachers in the development of their traditional, blended, and remote instructional practices.</p> <p>Provide guidelines for the same to foster increased student achievement in the face of the pandemic crisis.</p> <p>Promote technology infused learning.</p> <p>Provide remote learning opportunities, book study, professional literature to build a critical knowledge base on these topics.</p>	



3: PD Required by Statute or Regulation

State-mandated PD Activities

Mandatory Professional Development Training Sessions 2020/2021 School Year

- Security Training
- Reading Disabilities Training
- Suicide Prevention – SAFE Schools Training, Youth Suicide: Awareness and Prevention
- Harassment, Intimidation and Bullying – SAFE Schools Training, Bullying: Recognition and Response
- Recognition of Substance Abuse – Center for Prevention and Counseling
- School Safety –, SAFE Schools Training, CIPA: Compliance with the Children’s Internet Protection Act, Active Shooter, Making Schools Safe for LGBT Students, Online Safety, Playground Supervision, School Violence: Identifying and Addressing, Terrorism: Awareness and Response, ABA Training in De-escalation Techniques, SAFE Schools Training - FERPA Training, SAFE Schools Training - Health Emergencies – Seizures, SAFE Schools Training – Science Laboratory Chemical Spills
- Code of Student Conduct –SAFE Schools Training, Bus Behavior and Discipline
- Potentially Missing / Abused Children Reporting – SAFE Schools Training, Child Abuse: Mandatory Reporting
- School Safety teams
- School Safety Specialist
- Incident Reporting of Violence, Vandalism, and Alcohol and Other Drugs
- Communicable Diseases – SAFE Schools Training, Bloodborne Pathogen Exposure Prevention
- Use of Nebulizer – Nurse Training
- Asthma
- Diabetic Student Health Plan – SAFE Schools Training, Health Emergencies: Diabetes Awareness
- School Nurse Delegate for Glucagon – Volunteers Trained by Nurse
- Training for Delegates for Epinephrine – Volunteers Trained by Nurse, SAFE Schools Training
- General Student Needs Recognition – Nurse Training
- Bloodborne Pathogens – SAFE Schools Training
- Alcohol, Tobacco, and Other Drug Prevention and Intervention – Center for Prevention and Counseling Presentation
- Career and Technical Education – NA
- Lyme Disease – NA
- Interscholastic Athletic Head Injury Safety Training Program – Concussion Awareness and Training –SAFE Schools Training – Concussion Awareness: Athletics
- Cardiac Screening – Nurse training
- Athletic Screenings – District physician



- Educator Evaluation
- Educator Evaluation – Administrative Meeting
- Ethics, Law, Governance, Harassment, Intimidation, and Bullying – NJASA Training, NJPSA Training
- Bilingual Education Inservice Training- NA
- Equity and Affirmative Action Training
- Integrated Pest Management (IPM)
- Special Education Training
- Preschool Training
- Teacher Mentor Training
- I&RS Referral
- NJSMART



4: Resources and Justification

Resources

- 1. The school district acknowledges the critical role of professional development in supporting the growth of the students, teachers, and administrators within the district. Within the 2020-2021 school budget and with the approval of the Lafayette Township Board of Education, the district has allocated \$8,500 for the purpose of supporting teacher selected professional development needs via tuition reimbursement which are of high quality, aligned to the individual role and function of the educator, and further the district goals.**
- 2. The school district further acknowledges the importance of providing professional development to all staff members in addition to the certificated teaching employees of the school district. Within the 2020-2021 school budget and with the approval of the Lafayette Township Board of Education, the district has allocated \$7,657 for the purpose of creating district-wide job embedded training and support in relevant areas of instructional practice, student management, curriculum implementation, and innovation development. Attention to wellness initiatives, academic supports, social emotional learning, technology infused learning, and a focus on developing traditional/blended/remote learning experiences.**
- 3. The school district has generated a master schedule which includes weekly embedded time to implement Professional Learning Community sessions for teachers and administrators to utilize for the purpose of clarifying instructional practices, using data to inform instruction, implementing the standards via the curriculum, and fostering the development of best practices on a K-8 level. The work of the PLC is critical to successful implementation of the curriculum and continued excellence in the instructional realm for the benefit of all students. The master schedule design utilized existing staff availability to meet this need; therefore no extenuating cost beyond annual budgeted salary is required to support this professional development enhancement.**
- 4. The district recognizes the importance of professional learning for all members of the staff and has allocated funds to support the professional learning of the administrative team in the amount of \$3792. The resources to support administrator training and growth are included within the 2020-2021 school budget as approved by the Lafayette Township Board of Education.**



Justification

This professional development plan supports the district goals and aligns with the district mentoring plan with the intention of crafting a school climate in which professional learning is synonymous with student learning. The Lafayette Township School District is committed to supporting the needs of the teachers and administrators as an elemental piece of the overall climate of learning, growth, innovation, and renewal which is fostered across all contexts of the school experience. Furthermore, it is the objective of this plan to provide extensive growth resources to the staff within the budgeted funds for staff development (\$8500.00), administrator development (\$3792), and overall school professional development (\$7657) as budgeted for and approved by the Lafayette Township Board of Education. Fulfillment of the plan will support the continued success of all students, teachers, and administrators within the school district.

Signature: _____
 Jennifer Cenatiempo
 Superintendent Signature

_____9/1/20_____
Date