

## District Professional Development Plan 2019-20

District Name	Superintendent Name	Plan Begin/End Dates
Collingswood/Oaklyn Public Schools	Scott A. Oswald, Ed.D.	September 1 2019- June 30 2020

### 1: Professional Learning (PL) Goals

PL Goal No.	Goals:	Identified Group	Rationale/Sources of Evidence
1	Our district will examine equitable learning opportunities for all students through our study of John Hattie's Visible Learning research. Visible learning has two legs: First, it promotes the idea that teachers know what effect they have on student learning. Second, it refers to making learning visible to students, so they can become their own self-directing teachers.	All Staff	As a district, we recognize that our teachers and staff have extensive knowledge of instructional strategies which support the goals of our students. With a plethora of strategies within our repertoire, it can be challenging to determine which of those strategies offer the greatest impact. Through a close examination of Visible Learning research, we will be able to narrow our focus to the most effective, universal strategies to promote equitable instruction within our district, regardless of our specialized content area.

2	Our district will examine and implement trauma informed practices to address the social emotional learning needs for all students	All Staff	As a district, we recognize the impact of social and emotional learning on students' academic growth. In order for our staff to meet the needs of all learners, we are committed to addressing social and emotional factors that affect student achievement. This year, in this area, we will focus on trauma informed practices.
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## 2: Professional Learning Activities

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
1	Provide effective training in Visible Learning principles during initial training on October 14th/15th and February 14th, as well as through additional dialogue and study of Visible Learning strategies during monthly department and/or faculty meetings.	Monthly professional learning faculty meetings will target Visible Learning research with a core focus on teacher clarity. Under the guidance of John Hattie's research, we will closely investigate teacher clarity which is one of the foremost impactful principles in relation to student achievement.
2	Professional development at both the district and building levels will occur on early dismissal PD days in order to address the social and emotional needs of students and staff through a trauma-informed practices lens.	School based leadership teams will be created and trained during the summer by an expert in the field of trauma-informed practices; These teams will provide school-based training to their colleagues during monthly professional development sessions; the TIP expert will provide consultative services throughout the school year

### 3: PD Required by Statute or Regulation

State-mandated PD Activities
In addition to state mandated trainings, professional development in Dyslexia (relevant staff members), CPR, and AED use, the Achieve NJ teacher evaluation process, anti-bullying bill of rights, asthma, bloodborne pathogens, child abuse (NJ), discrimination, sexual harassment, suicide prevention and hazard communications (select staff only) will be offered to staff.

### 4: Resources and Justification

Resources
To meet the professional learning goals of the Collingswood and Oaklyn district schools, both districts budgeted a combination of state and federal funds to continue our ongoing professional development in the areas of curriculum review and development, data and assessment review, student achievement, instructional coaching, and social emotional learning. This amount covers costs for external providers/consultants, training, materials, technology resources, travel expenses, subscriptions to online resources, staff stipends and substitute costs. The plan controls expenses by relying largely on in-district expert trainers (through a train-the-trainer model) to provide the specified activities. Regularly scheduled full day and half-day professional development opportunities, as well as teacher release time, will also be used to meet these goals.
Justification
Student achievement, as well as meeting the social and emotional needs of students and staff, remains paramount to our efforts at every grade level, in every classroom. As a result, we are seeking opportunities to grow professionally through an extensive focus on these areas under the two main topics being explored during the 2019-20 school year: Visible Learning and Trauma-Informed Practices.

Signature: \_\_\_\_\_  
Superintendent Signature

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Date