

Diana C. Lobosco STEM Academy School Professional Development Plan

District Name	School Name	Principal Name	Plan Begin/End Dates
Passaic County Technical Vocational Schools	Diana C. Lobosco STEM Academy	Joaquim W. Johnson	7/1/2023 – 6/30/2024

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	DCL STEM will increase the capacity to develop a system to provide school-based mental health supports	Specific Counselors, CST members, SACs, and other Educational Specialists	<ul style="list-style-type: none"> Priority need, as identified within our application for ESSEA School Climate & Safety Committee Recommendations
2	DCL STEM will expand the ability to collect and analyze data for the purpose of improving instruction	All Instructors	<ul style="list-style-type: none"> Priority need, as identified by ScIP Review of recent standardized test scores
3	DCL STEM will enhance teaching effectiveness through targeted professional development while continuing to foster improved communications within the	All Instructors, Ed. Specialists, and Support Staff	<ul style="list-style-type: none"> Priority need, as identified by ScIP Review of email communications Review of gradebook comments

2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	<ul style="list-style-type: none"> • Apply for grants and training through an accredited program • Identify proper staff to serve in the role of School Mental Health Leads • Identify proper staff to serve as members of the Comprehensive School Mental Health Team • Establish timeline/schedule for appropriate training 	<ul style="list-style-type: none"> • Build culture for mental health support through gradual introduction of concepts gained from training • Provide coverage for CSMHT members to participate in training AND turnkey concepts to colleagues
2	<ul style="list-style-type: none"> • Select a group of teachers across domains to utilize CANVAS Mastery system to collect data on student progress • Have these teachers work with the Instructional Technology Coach to learn how to use prescribed assessment tools and how to construct/create new assessments within the system • Provide these instructors with training on data analytics so they can better interpret the data and draw conclusions 	<ul style="list-style-type: none"> • Identify trends from the data and develop instructional strategies to address these trends • Provide supports for students that demonstrate skill deficiencies. • Develop list for a FAQ that can be shared with faculty in the coming years
3	<ul style="list-style-type: none"> • Identify teacher weaknesses and skills needed to strengthen these areas • Create a Teacher Dashboard to highlight focus area for each instructor so intentional feedback can be delivered with each classroom visit • Categorize communications into needs and priorities • Provide workshops on optimal communication tools for effectively addressing the variety of needs • Address tone and audience • Review guidelines for responding to requests and inquiries 	<ul style="list-style-type: none"> • Routine review of the Teacher Dashboard and discussion on strategies for improvement • Construction of email templates to be utilized • Sharing of model communications at Faculty and Specialty meetings • Routine review of Logs by administrators to ensure that logs are being utilized to document communications • Review OPRA guidelines so faculty understand the importance of objective documentation • Review FERPA guidelines so faculty understand the importance of student-privacy

3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	<ul style="list-style-type: none"> • Release time for selective staff to participate in 3 full-day trainings hosted by the Rutgers Center for Comprehensive School-Based Mental Health • Release time for selective staff to participate in implementation meetings to determine how to turnkey the information 	<ul style="list-style-type: none"> • Review of School Climate Survey results and analysis of trends • Ongoing collection of data relevant to needs assessment • Provide CSMH Team with access to the broader faculty via presentations at Faculty Meetings and/or Specialty Meetings
2	<ul style="list-style-type: none"> • CANVAS Mastery Tutorial Training • Training in the use of spreadsheets and databases • Review of a variety of data sets, including NJSLA, i-Ready, ACT, SAT, etc. 	<ul style="list-style-type: none"> • PLC teams that include all participating teachers • Assessment design training • POGIL training for effective collaborative learning
3	<ul style="list-style-type: none"> • Jackson, Robyn R. <i>Stop Leading, Start Building: Turn Your School Into a Success Story with the People and Resources You Already Have</i>. ASCD, 2021. • Redacted examples of past communications to be collected and utilized in workshops 	<ul style="list-style-type: none"> • How will email templates be accessed & edited? • How do you provide sufficient personalization to ensure sincerity? • Required use of Teacher Comments in PowerSchool • Routine review of Teacher Comments by administration with feedback to teachers

4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1		
2		
3		

Signature: 
Principal Signature

July 27, 2023
Date