



Dr. Walter F. Robinson Community School
BAYONNE, NJ
SCHOOL PROFESSIONAL DEVELOPMENT PLAN

District Name	School Name	Principal Name	Plan Begin/End Dates
BAYONNE	Dr. Walter F. Robinson Community School	Dr. Karen J. Fiermonte	July 1, 2022 – June 30, 2023

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	<p>To increase the Robinson School staff’s awareness of Diversity, Equity and Inclusion (DEI) and efforts to be a more inclusive school community.</p> <p>This professional learning provides continuous and new support to Bayonne’s established 2021-2022 Plan Document focused on the following goals:</p> <ul style="list-style-type: none"> 1) Established culturally responsive classrooms. 6) Continuation of professional learning communities as a best practice for student achievement. 8) LGBTQ+ the history of disabled and LGBTQ persons shall be included in middle school curriculum (Gr. 6-8). 	<p>School administration, teachers, counselors and support staff. School climate team.</p>	<p>It is proven that organizations focused on fostering an inclusive and belonging environment generate innovative ideas. Students educated in an environment of inclusion and welcoming thrive and are more willing to engage in classroom activities. This professional learning will focus on reinforcing previous DEI discussions and enhanced learnings including expansion of Bayonne BOE use of DEI and E-Learning at both administrators and teachers fingertips.</p>



2	Increase student attendance from pandemic rates.	Gr. Pre-K – 8 Students	2020-2021 NJDOE Performance Report (8.7% chronic absenteeism)
3	To increase ELA/Mathematics achievement and narrow achievement gaps for at-risk and gifted/twice exceptional learners.	Gr. K – 8 students	Fall 2021 Start Strong Assessment Data, 2020-2021 NJDOE Performance Report (NJSLA 2018-2019 – ELA: 69.6% met state expectations; Math: 55.8% met state expectations) and 2022 ACCESS 2.0 assessment data
4	To continue to provide a positive school culture and climate.	Gr. Pre-K to 8 students and staff School climate team. School counselor and SAC.	It is widely proven that possessing a deep foundational knowledge of Social Emotional competencies leads to positive student outcomes that are important for success in school and in life (CASEL, 2021). Continued successful implementation of the Second Step SEL Program across all grade levels. SEL activities will be reflected in lesson plans. Results of SEL implementation surveys. SEL Committee Meetings and Teacher Leader coaching.

2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	This DEI professional learning will support prior goals referenced above by : <ul style="list-style-type: none"> - Delivering Counteracting Unconscious Bias Training to administrators June 2022 - Delivering Convocation address in September 2022 - Roll-out of E-Learning platform for teachers - PLC meetings held weekly during common preps to discuss E-Learning 	Leveraging school level PLCs to have discussions on issues related to diversity, equity and inclusion.
2	Train staff on expectations for attendance at Convocation – Sept. 2022; Informative session for parents/guardians at Back to School Night; Positive attendance letter to parents; Presentation to PTC at first PTC meeting of the year; Discuss at student code of conduct assemblies	Teachers will monitor students attendance; Attendance committee will monitor student attendance; Attendance officer will follow up as needed; Attendance hearing will be held as needed; Incentive programs for good attendance; School displays; PTC rewards
3	Analyze September 2022 Diagnostic Assessment, iReady , DRA3 and IXL data; Professional development pertaining to differentiation in the classroom to meet the needs of all learners; Reconvene G&T/2E Committee	Differentiates lesson plans/instruction, monitor formative assessments, teacher gradebooks, progress reports, monitoring AM tutorial classes, IXL, DRA3, iReady, create SLPs for students, administrative walkthroughs, formal observations; Ongoing training



		of G&T/2E Committee members and identification of G&T/2E Learners
4	Safety/Climate Team will continue to review current practices to address needed improvements – Sept. 2022; SEL Teacher Leaders will provide in class support for Second Step Program implementation. Challenges and successes will be brought back to the SEL Committee.	School Safety/Climate Team Monthly meetings; SEL Committee Monthly Meetings; Student incentives; School Counselor weekly “Lunch Bunch” with students; Take a Step Club activities; Gr. 8 PEER Team; Safety Patrol; Big Friends-Little Friends Program; Incentive assemblies; Student Council, National Junior Honor Society.

3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	Unconscious Bias Training, E-Learning Platform, weekly PLC meeting during teacher common preps, Gr. 6-8 Curriculum, provide teacher resources targeting culturally responsive classrooms	PLCs; Time for E-Learning platform usage; Time for Unconscious Bias Training; Review of weekly lesson plans to ensure LGBTQ curriculum infusion
2	Student incentives (pretzels, key chains, attendance certificates, monthly raffles, etc; School Nurse; School Attendance officer; Attendance Committee, School Counselor, Bilingual Coordinator, Administration	Phone calls to parents from nurse, teachers, school counselor and/or administrators; wellness house checks by attendance officer
3	AM Math Tutorial; ARMS program; IXL; ST Math; Schoology; Prodigy; Time for PLCs; Data Team; G&T/2E Committee	Support from Math/ELA Director; Parent contact; Tutorial classes; REACH classes; Professional Learning Opportunities; PLCs; G&T/2E Committee Meetings
4	District Code of Conduct; HIB Policy & Protocol; Adopt-a-school grant monies; Partners in Prevention program; School Counselor; SAC; Second Step Program resources	PLCs; Time for Second Step Program implementation; SEL Teacher Leaders

4: Progress Summary



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

Signature:

Principal Signature

Date