



MARY J. DONOHOE COMMUNITY SCHOOL, NO. 4
BAYONNE, NJ
SCHOOL PROFESSIONAL DEVELOPMENT PLAN

District Name	School Name	Principal Name	Plan Begin/End Dates
BAYONNE	Mary J. Donohoe	Philip J. Baccarella	July 1, 2022 – June 30, 2023

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	To increase Bayonne BOE staff’s awareness of Diversity, Equity and Inclusion (DEI) and efforts to be a more inclusive BOE. This professional learning provides continuous and new support to Bayonne’s established 2021-2022 plan document focused on the following goals (1,6 & 8): 1.Establish culturally responsive classrooms 6. Continuation of PLC’s as a best practice for student achievement LGBTQ+ the history of disable and LGBTQ persons shall be included in middle and high school curriculum in grades 6-12.	Superintendent, Assistant Supers, School BA, High School Principal, Assistant Principals, Academic Deans, Elem Principals, Elem Asst Principals, Directors, Supervisors, Teachers, School Counselors, Support Staff School Climate Teams. Comprehensive Equity Plan Team	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 and use of DEI E-Learning at both administrators’ and teachers’ fingertips.



2	To provide opportunities for staff to collaborate and learn strategies to achieve our district instructional initiatives	All Staff	<ul style="list-style-type: none"> • Teachers will participate in PLC's and focus on the instructional initiatives, district directed objectives and school determined areas of need • Teachers will be sent out to shadow more experienced teachers in the district in order to learn and implement new strategies in their classroom • Teachers have the opportunity to attend outside professional development trainings on various topics related to our district instructional initiatives
3	To improve student attendance through a variety of methods implemented by the principal and teachers.	All students and staff	<ul style="list-style-type: none"> • Letters will be sent home to set up meetings with parents/guardians to strategize a plan to increase attendance • Phone calls home will be made by principal/secretary to speak the parents/guardians personally and inform them about the attendance policy • Have assemblies, hand out certificates and monthly raffles in order to reward students for their good attendance • A positive reward system will be in place to encourage good attendance. Homework passes, extra phys ed periods, and fun student activities • Have the attendance officer complete more house visits on students that are chronically absent

2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1	<p>This DEI Professional Learning will support prior goals referenced above by</p> <ul style="list-style-type: none"> • Delivering Counteracting Unconscious Bias Training to administrators June 2022 • Delivering Keynote address for Fall 2022 • Roll-Out of E-Learning Platform for 900+ teachers 	Leveraging School Level PLC's to have discussions on issues related to Diversity, Equity and Inclusion.



	<ul style="list-style-type: none"> Creating monthly one-paper summarizing weekly E-Learnings for PLC's (including discussion facilitation) 	
2	<ul style="list-style-type: none"> PLC Meetings Common Prep Meetings Sharing Best Practices 	<ul style="list-style-type: none"> Sit in on PLC meetings with teachers during common prep and after school Live documents for teachers to share best practices with one another
3	<ul style="list-style-type: none"> Participate in assemblies that promote good attendance Monthly reward system Phone calls/letters sent home to parents/guardians 	<ul style="list-style-type: none"> Phone calls/letters sent home Assemblies were held as well as monthly reward system

3: Essential Resources

PL Goal No.	Resources	Other Implementation Considerations
1	BOE provided supports Teacher driven PLC's	More PD for teachers to familiarize themselves with these topics
2	Common prep scheduling More PLC meetings after school	Find more time for content area teachers to work together
3	Teachers/attendance records/realtime generated letters	Need to get parents to "buy in" on good attendance

4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
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2		
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Signature: _____
Principal Signature

Date