

District Professional Development Plan 2022-2023

District Name	Superintendent Name	Plan Begin/End Dates
CLAYTON SCHOOL DISTRICT	NIKOLAOUS KOUTSOGIANNIS	JULY 2022-JUNE 2023

1: PROFESSIONAL LEARNING(PL) GOALS

PL Goal No.	Goals	Identified Group	Rational/Sources of Evidence
1	(Exploring Instructional Materials) Instructional staff will participate in professional development to identify the components of effective instructional materials. Teachers will participate in training sessions to use instructional materials. Teachers will pilot and sample instructional materials	Certified Instructional Staff	<ul style="list-style-type: none"> • Student performance results • Teacher observation data • New Jersey Student Learning Standards • Benchmark Assessment Data • Qualitative Data- i.e. teacher meetings, curriculum and instruction meetings, etc.
2	(Legislation and Instructional Practices) Build capacity of staff to implement curriculum and instruction changes for legislation associated with New Jersey Student Learning Standards.	Certified Staff	<ul style="list-style-type: none"> • NJSLS-Administrative Code & Statutes • Qualitative Data- i.e. teacher meetings, curriculum and instruction meetings, etc.
3	(Climate and Culture) Build capacity of all staff to manage classrooms and student behaviors; implement strategies to support social and emotional issues for staff and students; manage student behavior;	All Staff	<ul style="list-style-type: none"> • Qualitative Data- i.e. teacher meetings, curriculum and instruction meetings, etc. • Attendance Data (Staff and Students) • Discipline Data • Current Events

2. PROFESSIONAL LEARNING ACTIVITIES

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
1	(Exploring Instructional Materials) <ul style="list-style-type: none"> • Evaluation of current materials • Needs assessments • Evaluation of piloted and sampled materials 	<ul style="list-style-type: none"> • Staff training • Communication with vendors • Pilot and sampling of materials • Selection of materials
2	(Legislation and Instructional Practices) <ul style="list-style-type: none"> • Review of Legislation • Needs Assessment • Staff In-Service 	<ul style="list-style-type: none"> • Implementation • School programs
3	(Climate and Culture) <ul style="list-style-type: none"> • Data Collection • Needs Assessments • Goal Setting 	<ul style="list-style-type: none"> • Staff In-Services • Resources and supports for staff and students • Data Collection

3. PROFESSIONAL DEVELOPMENT REQUIRED BY STATUTE OR REGULATION

MANDATORY TRAINING TOPIC	STAFF	FREQUENCY
Harassment, Intimidation, and Bullying NJAC 6A:16-7.1©, 7, 7.9(d) BOE Policies & Regulations: #5512.10;5750 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap16.pdf beginning on pg. 66.	ALL EMPLOYEES	ANNUALLY
Affirmative Action, Non Discrimination, Equity NJAC 6A:16-7-1.6 BOE Policies & Regulations: #1140, 1510 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap7.pdf	ALL EMPLOYEES	NEW STAFF WITHING 1 ST YEAR. ALL STAFF CONTINUING
Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 NJAC 6A:14-1.1 BOE Policy & Regulations: : #1510	ALL EMPLOYEES	ANNUALLY

More information can be found at http://www.state.nj.us/education/students/safety/behavior/504 and http://www.ada.gov/pubs/adastatute08.htm .		
Potentially Missing, Abused or Neglected Children NJAC 6A:16-11 (Operations C.8 p.13) BOE Policy & Regulation: #8464, 3240 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap16.pdf on pp. 78-80.	ALL SCHOOL STAFF, VOLUNTEERS, INTERNS	DETERMINED BY ANNUAL REVIEW OF TRAINING NEEDS
Alcohol, Tobacco, and Other Drug Prevention and Intervention N.J.S.A. 18A:40A-3, 15, N.J.A.C. 6A:16- 3.1(a)4	-EDUCATIONAL STAFF MEMBERS	ANNUALLY
Incident Reporting of Violence, Vandalism and Alcohol and Other Drug Abuse N.J.S.A.18A:17-46,N.J.A.C.6A:16-5.3d)2	School Staff	ANNUALLY
School Security NJAC. 6A:16-5.1 (Operations C.1.d. p.5) BOE Policies & Regulations: #8420, 7430 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap16.pdf on pp. 38-39.	-ALL EMPLOYEES -ALL NEW EMPLOYEES WITHIN 60 DAYS OF START	ANNUALLY
Blood Borne Pathogens NJSA 6A:16-1.4; 6A:16-2.2 (Personnel B.6.b.p.10) BOE Policies & Regulations : #3240, 5310 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap16.pdf on pages 11-12.	ALL SCHOOL STAFF	ANNUALLY
Code of Student Conduct NJAC 6A:16-7.1[a]4 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap16.pdf	DISTRICT EMPLOYEES	ANNUALLY
FERPA NJAC 6A:32-7.1 BOE Policies & Regulation: #8335 More information can be found at http://www.state.nj.us/education/code/current/title6a/chap32.pdf starting on page 32	TEACHING AND SECRETARIAL STAFF	ANNUALLY
Right-to-Know NJSA 34:5A-1 et seq.; 34:5A-10.1 et seq.; NJAC 6:29-1.3; 6:53-4.1 et seq.; NJAC 8:59-1 et seq BOE Policies & Regulation: #3240	SELECT SCHOOL STAFF (MAINTENANCE, SCIENCE TEACHERS)	ANNUALLY
Asthma NJSA 18A:40-12.8 & 9 BOE Policies & Regulation: #5305	HEALTH SERVICES PERSONNEL	ANNUALLY
Reading Disabilities/Dyslexia P.L. 2013 Chapter 105, NJSA 18A:6-131 More information can be found at http://www.njleg.state.nj.us/2012/Bills/AL13/105_.HTM and http://education.state.nj.us/broadcasts/2014/APR/15/11264/Update%20on%20Dyslexia%20Legislation.pdf	-GENERAL ED K-3 -SPECIAL ED -BASIC SKILLS -ESL	ANNUALLY (AT LEAST 2 HOURS)

	-READING SPECIALIST -LDTC -SPEECH LANGUAGE SPECIALIST	
Crisis Prevention Institute(CPI) Training/Crisis Response Training Board Policies and Regulations: #8468.1	-SPECIAL EDUCATION TEACHERS AND ASSISTANTS -OTHER STAFF DETERMINED BY ADMINISTRATION	NEW HIRES ANNUAL CERTIFICATION
Lyme Disease N.J.S.A. 18A:35-5.3 Student confidentiality must be maintained. http://files.eric.ed.gov/fulltext/EJ871951.pdf (2009)	TEACHERS OF STUDENTS WITH LYME DISEASE	ANNUALLY
Educator Evaluation N.J.S.A. 18A:6- 123(b)(10), N.J.A.C. 6A:10- 2.2(b)(1)	TEACHING STAFF MEMBERS	ANNUALLY
Bilingual/ESL Education In-Service Training N.J.A.C. 6A:15-1.8	ESL TEACHERS MAINSTREAM TEACHERS ADMINISTRATORS	NOT SPECIFIED
Mentor Training N.J.A.C. 6A: 9C-5.2(a)7		BEFORE SERVING AS A MENTOR
Epilepsy and Seizure Disorders (Paul’s Law) N.J.S.A. 18A :40- 12.35(d)1, 2	-All staff -Training must include a Department of Health approved on-line or in- person course of instruction provided by a nonprofit national organization	N/A
CPR/AED Training Required N.J.S.A.18A:40-41a through 41c	• A designated staff member trained in CPR/AED must be present for athletic events or team practices • Every school must have at least 5 school	N/A

	employees certified in CPR/AED as part of their action plan for responding to a sudden cardiac event	
Suicide Prevention N.J.S.A. 18A:6-112	Teaching Staff Members (Similar to “school staff,” a member of the professional staff of any board of education who holds a valid and effective standard, provisional or emergency certificate, including teachers, administrators, school nurse, and school athletic trainer. N.J.S.A. 18A:1-1.)	2 Hours per 5 Years
Recognition of Substance Abuse N.J.S.A.18A:40A-15,N.J.A.C.6A:16-3.1(a)(4)	Public School Instructional Teachers	No Min. Req.; training must be reviewed/ updated annually
Law Enforcement Operations N.J.A.C.6A:16-6.2(b)12	School Staff	Not specified
Communicable Diseases N.J.S.A.18A:40-3,N.J.A.C.6A:16-2.3(b)(xv)	Teachers	N/A
Ethics, Law, Governance, Harassment, Intimidation, and Bullying N.J.S.A.18A:26-8.2, N.J.A.C.6A:9C4.3(a)5	Active school leaders serving on a permanent or interim basis whose positions require possession of the supervisor, principal or chief school administrator endorsement	Met through the individual professional development

4. RESOURCES AND JUSTIFICATION

Resources

To meet the need the Professional Learning needs of the districts' schools per this plan, the recommendation is to allocate funds from the district budget as listed in accounts 130-100, 223-580, 223-600, 221-100, 221-390, 221-580, 221-600, 221-800(accounts for travel, registration, pd supplies, salaries) and accounts for substitute teachers who will provide coverage for teachers attending workshops/training during the school day. Funds will also be designated from Federal sources to cover the cost of additional professional development materials, substitute teachers, salaries/stipends consultants, specialists, etc. The plan controls expenses by relying largely on in-district expertise to provide the specified activities. The school calendar outlines the amount of full and shortened days allotted for staff in-services. Professional development activities involving work with grade level/department teams will be implemented through structures and procedures in place at each school.

Justification

High quality professional development activities are necessary to support these initiatives and improve educators' practice. Emphasis will be placed upon the use of data to drive decision making and processes to promote teachers and administrators as reflective practitioners.

SIGNATURE: *Tanya Clark*
PRINT NAME: TANYA CLARK

TITLE: DISTRICT SUPERVISOR OF CURRICULUM AND INSTRUCTION

DATE: JULY 19, 2022

SUPERINTENDENT: NIKOLAOS KOUTSOGIANNIS