



2017 - 2018

*School-level Plans
for
Professional Development
Implementation*

**South Hackensack School District
Memorial School
Dyer Avenue
South Hackensack, New Jersey 07606-1537**

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South Hackensack School District

School-level Plans for Professional Development Implementation

"Probably nothing within a school has more impact on children, in terms of skills development, self-confidence, and classroom behavior, than the personal and professional growth of teachers. When teachers individually and collectively examine, question, reflect on their ideals, and develop new practices that lead toward those ideals, the school and its inhabitants are alive. When teachers stop growing, so do their students."

Roland Barth

Run School Run

Background

The South Hackensack School District, through its staff development policy, endeavors to make staff members more knowledgeable regarding new developments and changes in their specialized fields and assist them in utilizing new and improved methods in practice.

Programs of in-service training are and will continue to be established to provide an opportunity for the continuous professional and technical growth of staff members to meet the priorities identified within the district. These programs are developed by the Superintendent/Principal in consultation with teaching staff members.

Today's dynamic and rapidly changing society, with the tremendous accumulation of new knowledge and attending obsolescence in some areas of practice, makes it imperative that all administrative and teaching staff members be engaged in a continuous program of professional and technical growth.

The South Hackensack School District's program for staff development, both in-district and out-of-district, shall assist in preparing staff to provide a thorough and efficient educational program for all students being served by the school system.

Staff Development Activities

1. Attendance at Out-of-District Activities/Programs

Teachers and administrators are encouraged to participate in professional meetings and programs through released-time and by providing reimbursement to staff members for registration fees and purchase of relevant materials. Teaching staff members are encouraged to attend: conferences, workshops, seminars and conventions.

Course reimbursement, up to nine credits per year, is given to staff members for post-graduate study. Classroom visitations to various districts are encouraged. Of special note, cross-school teacher visitations are made involving teachers from Hackensack sending districts, including teachers from Maywood, Rochelle Park, South Hackensack and school districts within the South Bergen Jointure Commission.

Five days are set aside in the school calendar for teacher in-service days. On one or all of these days, the district takes advantage of its membership in the South Bergen Jointure Commission by sending teachers to participate in workshops sponsored by this organization.

2. Attendance at In-District Activities/Programs

In-district workshops will be given at various times during the school year. These in-service workshops will be sponsored by the board/community and from grants awarded to the school district. Topics offered address identified needs of all programs and services provided in the district.

While educators from within the district are encouraged to conduct some courses, educators are sought from outside the district to conduct other courses.

Teaching staff members are also encouraged to visit the classrooms of colleagues within the district.

When necessary/appropriate, time is scheduled during and after the school day in order to have district teachers and administrators address specific curricula needs with outside consultants.

Grade level/area meetings are planned and conducted by selected teacher leaders who meet with their colleagues to discuss pertinent curriculum topics.

3. **Professional Learning Communities** are held throughout the year.
4. **Faculty/Staff meetings** are scheduled each Monday afternoon at 3:25 p.m. throughout the year, unless notified otherwise. At this time, all staff members are given the opportunity to contribute ideas and comments concerning staff development .
5. **Professional Materials** Professional reading materials are available to all staff members. These teaching resource materials contribute to professional growth by presenting current ideas and classroom suggestions on topics such as: Common Core State Standards , New Jersey Student Learning Standards, Core Curriculum Content Standards and their implementation; the New Jersey Assessment of Skills and Knowledge (NJASK); Professionalism; Ethics; Teaching Techniques; Content Area Discussions; Management; Parent Relationships; Staff Relationships; Communication Skills; Student Behavior; Grading and Testing.

This report does not depict the total year's activities for staff training. Specific arrangements are made according to need on an on-going basis.

A copy of the "South Hackensack's Local Professional Development Plan" for the 2017 -2018 school year, which was developed using standards set forth by the Professional Teaching Standards Board (PTSB), is attached. This plan was approved by the South Hackensack Board of Education.

Approved at August 21, 2017 Board of Education meeting.