

MONTCLAIR STATE UNIVERSITY

Newark Board of Education Induction Professional Development Plan Proposal for 2024-2025 School Year January 24, 2024

New Teacher Induction Alignment to Newark Board of Education's Strategic Plan:

- Alignment to NBOE Mission - To deliver an academically rigorous and culturally responsive instructional program that prepares every student for success and builds knowledge, strengthens character, cultivates ingenuity, and fosters leadership.
- Alignment to Core Values: Children at the Center; Commitment to Excellence; Reciprocal Relationships; Equity
- MSU/NBOE Induction PD plan provides "opportunities for professional development addressing the specific needs of each staff member (p.16)."
- Strategy 1.4 - "Attract and recruit highly effective and qualified staff who are excellent matches for the district, develop a pipeline of candidates for hard-to-fill areas, and provide support to all employees that enables and empowers them to fulfill their role in our mission."
- Priority 3 - Strength-Based and Responsive Culture
- Priority 4 - Continuous Learning for All; Strategy 4.1 (2021-2023 Timeline) "Implement district-wide professional development and training initiatives; and expand partnerships to include regional colleges and universities to strengthen professional development and continuing education."
- MSU / NBOE Induction PD plan addresses Policy Recommendation 5 (Supports for educator preparation and induction that enable strong pedagogical skills)

Montclair State University's Goal Related to New Teacher Induction:

Goal 3 - To provide continuous Montclair State University-aligned support for new teachers to strengthen and sustain them in their careers as educators.

Activity aligned to Goal 3: (F.) Provide PD and PLC for New (Year 1) Teachers - develop a cadre of presenters, topics, presentations.

MONTCLAIR STATE UNIVERSITY

Professional Development Plan Proposal

Novice Teachers in Newark Board of Education schools will attend one (1) New Teacher PD session per month for 2 hours after school, from September to June. Novice teachers will receive a menu to choose from (some sessions may be required for individual teachers depending on their teaching placement). Montclair State University will be responsible for 30 sessions running from September 2024 through June 2025.

See Professional Development Categories below.

Professional Development Categories and Sample of Topics:

- NBOE Framework for Effective Teaching
 - Topics: Analysis of Competencies / Close Reading of Indicators in NBOE Framework; Identifying evidence aligned to indicators in NBOE Framework
- Classroom Environment
 - Establishing routines, norms, procedures, classroom culture, Social Emotional Learning; Classroom set-up
- Planning
 - Lesson Plan Audit and Components; Scaffolding the Development of Struggling Learners through Rubrics; Tiered Instruction for Students with IEPs
- Social Justice
 - Culturally Relevant Teaching: Creating a Student-Centered Classroom
- Professional Growth
 - Joint Session between Teachers and Mentors - establishing positive working relationships; Collaborating with your Paraprofessional; Wellness and Self-Care for Teachers
- Student Behavior / Engagement
 - Identifying the Root Cause of Student Behavior Using the Mindful Reflection Protocol; Behavior Management - Promote Prosocial Behavior and Increase Student Engagement

Montclair State University will provide an August 2024 “Starting the School Year Strong” session that novice teachers will be invited to attend. This will run for 2 hours at the end of August.

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PROPOSED COSTS FOR PROFESSIONAL DEVELOPMENT

Cost for Montclair State University provided PD for NBOE's novice (Year 1) teachers, September to June 2024 - 2025

- Montclair will run 30 sessions on Professional Development Categories listed above
30 monthly sessions x 2 hours per session = 60 hours; 60 hours x \$500/hr = **\$30,000**

Cost for August Virtual "Starting the School Year Strong": Two 2 hour August boot camp sessions (Elementary / Secondary) = 4 hours x \$500/hr = \$2,000

- August sessions will focus on preparing teachers to start off the year strong. *Topics include an Introduction to the NBOE Framework, The First Six Weeks of School, Establishing Routines and Procedures, Classroom Setup, and Classroom Culture.*

Cost for Creating Two Asynchronous Sessions for Teachers who join NBOE during the School Year = \$4000

- "Starting off Strong" session for Elementary Teachers
- "Starting off Strong" session for Secondary Teachers
- Creation of Elementary and Secondary Resource Documents to accompany video of the sessions

Total Cost for Academic Year Professional Development, Summer Professional Development, and Use of Two Asynchronous "Starting off Strong" sessions is \$36,000