



School Professional Development Plan (PDP) Template

District Name	School Name	Principal Name	Plan Begin/End Dates
Orange Public Schools	Orange Preparatory Academy of Inquiry & Innovation	Ms. Carrie J. Halstead	August 1, 2025 - June 30, 2026

1: Professional Learning Goals

No.	Goal	Identified Group	Rationale/Sources of Evidence
1	Mathematics: Learning gaps generating from interrupted and unfinished learning continue to create a need for reinforced support and accelerated instructional approaches. During the 2025-2026 school year, systems of supports will be differentiated and tailored to meet the needs of individual teachers and administrators and focused on the development of mathematical knowledge for teaching and related strategies. Therefore, the goal is to leverage resources and professional development supports such to mitigate learning loss to attain a 5 percentage point increase in the number of students scoring proficient as measured by the 2026 NJSLA for students in grade 8 Math and grade 8 Algebra I.	Grade 8 Teachers of Mathematics Assistant Principals Dean of Students Principal Executive Director of STEM Supervisor of Mathematics	2021-2022 SY NJSLA-S scores: Grade 8: 11.1% / Grade 8 Algebra I: 99% 2022-2023 SY NJSLA-S scores: Grade 8: 16.6% / Grade 8 Algebra I: 95% 2024-2025 SY NJSLA-M scores: Grade 8: 15.3% / Grade 8 Algebra I: 87% 2024-25 SY Grade 8 Math iReady Diagnostic Results Proficiency Rate GE / SWD / ELL Fall - 26% / 8% / 7% Winter - 46% / 20% / 21% Spring - 50% / 33% / 22% Growth - 26% / 25% / 15% Honors Algebra I Grade 8: NWEA Algebra I Growth Assessment Fall to Spring Fall - 93% Winter - 98% Spring - 100%



2	<p>Science: Learning gaps generating from interrupted and unfinished learning continue to create a need for reinforced support and accelerated instructional approaches. During the 2025-2026 school year, the science department will initiate, build, and sustain collaborations and partnerships to provide specific and focused professional development to support the teaching and learning of core science content, conceptual understandings, science and engineering practices and cross cutting concepts for Grade 8 as outlined in the NGSS. Therefore, the goal is to leverage resources and professional development supports such to mitigate learning loss and to establish increased support systems using available data from the NJ Student Learning Assessments (Spring 2025) so as to attain a 5 percentage point increase over 2025 scores on 2026 NJSLA science assessments in grade 8.</p>	<p>Grade 8 Teachers of Science Principal Assistant Principals Dean of Students Executive Director of STEM Supervisor of Science Science Coach</p>	<p>2021-2022 SY NJSLA-S scores: Grade 8: 2.2%</p> <p>2022-2023 SY NJSLA-S scores: Grade 8: 6.1%</p> <p>2023-24 SY NJSLA-S scores: Grade 8: 6.5%</p> <p>2024-25 SY NWEA Science 6-8 Growth Assessment Proficiency Rate GE / SWD / ELL Fall - 33% / 9% / 5% Winter - 38% / 9% / 7% Spring - 43% / 14% / 5% Growth - 10% / 5% / 0%</p>
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3	English Language Arts: During the 2025-2026 school year, English language arts (ELA) teachers and building administrators will participate in grade level band professional development, implement curricula and reading and writing strategies with fidelity, and administer diagnostics and benchmarks to inform data driven tier 2 instruction as measured by 100% participation in embedded professional development, a 10 point increase on the school's average NJSLA writing score, and an overall 10% increase on the NJSLA-ELA for grade 8. Staff will concentrate on providing meaningful learning experiences in Literacy.	Grade 8 Teachers of ELA Principal Assistant Principals Dean of Students Executive Director of Humanities Supervisor of ELA	2021-2022 SY NJSLA-ELA scores: Grade 8: 41.0% 2021-2022 SY NJSLA-ELA scores: Grade 8: 44.8% 2023-24 SY NJSLA-ELA scores: Grade 8: 39.3% 2024-25 SY NWEA - Reading Assessment Proficiency Rate GE / SWD / ELL Fall - 20% / 1% / 1% Winter - 23% / 11% / 1% Spring - 28% / 15% / 2% Growth - 8% / 14% / 1%
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4 Other Content Specific	<p>Continued data analysis to identify individual student needs, trends, school level trends, and grade level trends to revise activities as needed.</p> <ul style="list-style-type: none">• Continue the integration of technology in our curricula to enhance the delivery of instruction and innovative content creation as a Verizon Innovative Learning School (VILS).• Continue implementation and training of the Learner Active Technology Infused Classroom (LATIC), a problem-based authentic learning framework for improved teaching and learning.• Continue to provide all teachers of multilingual students with Sheltered English Instruction• Provide Restorative Practices training and SEL development to all staff.• Expand the integration of technology in our curricula to enhance delivery of instruction and innovative content creation.• Continue to provide Digital Citizenship training to all staff to promote the responsible use of technology.• Continue to provide content area embedded professional development, including strategies and methods for implementing content.• Implement training to create integrated standards based assessments that address interdisciplinary skills as well as content area NJSL.• Continue to provide training and professional development for all NJDOE Mandated trainings.• Continued data analysis to identify individual student needs, trends, school level trends, and grade level trends to revise activities as needed.	<p>Grade 8 Teachers School Support Staff Principal Assistant Principals Dean of Students Executive Directors Supervisors Coaches LATIC Coach VILS Support Personell</p>	<p>See above listed NJSLA Scores (Math, Science, and ELA from 2023-2024 School Year).</p>
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2: Professional Learning Activities

PL Goal No.	Initial Activities	Follow-up Activities (as appropriate)
1 Math	<ul style="list-style-type: none"> Continue to implement the Learner Active Technology Infused Classroom (LATIC) Training – Lead Teacher summer training and turnkey to all staff. Continue the integration of technology in our curricula to enhance delivery of instruction and innovative content creation as a Verizon Innovative Learning School. Provide all students with equitable access to rigorous curricula with the New Jersey Student Learning Standards – Mathematics (NJSL-S-M)-aligned instructional materials and assessments in grade 8. Reinforce Content & Language Routines across all classrooms. Institute the Use of Daily Anchor Tasks all math classrooms. Incorporate viable digital content platforms to support personalized learning districtwide (e.g., iReady and Aleks). Utilize coaches and supervisors for Intervention Support based upon NJSLA performance targets Implement a protocol for the continuous review of performance to determine formats for revisiting non-mastered content. Institute a cross-sectional analysis process to monitor teaching and learning in classrooms and districtwide. Institute a sustained professional development structure that engages all mathematics teachers as PLCs with a focus on facilitating Productive Struggle, Mathematical Discourse, Math Routines, and Task Analysis Implement formative assessments across all grade levels with embedded training on NCTM's Principles to Action Institute lessons learned from the district's At-Home learning model with regards to digitally enhanced instruction and virtual/blended supports. 	<p>Continued data analysis to identify individual student needs, classroom trends, school level trends, and grade level trends to revise activities needed.</p> <p>Review of weekly lesson plans alongside the curriculum to ensure alignment and proper pacing.</p> <p>Weekly walkthroughs of instruction to ensure implementation, continued growth and provide feedback.</p> <p>Utilize the weekly Teacher Enrichment Support Period (TESP) for professional learning and collaboration.</p>



<p>2 Science</p>	<ul style="list-style-type: none"> ● Continue to implement the Learner Active Technology Infused Classroom (LATIC) Training – Lead Teacher summer training and turnkey to all staff. ● Continue the integration of technology in our curricula to enhance delivery of instruction and innovative content creation as a Verizon Innovative Learning School. ● Provide all students with equitable access to rigorous curricula with the New Jersey Student Learning Standards – Science (NJSLS-S)-aligned instructional materials and assessments in grade 8. ● Provide opportunities reflective of research and best practices for Grade 8 Science Students to engage with Scientific phenomena. ● Facilitate the implementation of NJSLS-S and STEM-focused instructional models. ● Support and advance the development and use of differentiated assessments (diagnostic, formative, summative, authentic) that measures Student achievements based on the NJSLS-S. ● Initiate, build, and sustain collaborations and partnerships to provide specific and focused professional development to support the teaching and learning of core Science content, conceptual understandings, Science and engineering practices and Cross Cutting concepts for Grade 8 as outlined in the NJSLS-S. ● Continue the alignment of Curricula with the NJSLS-S focus. ● Expand, develop and support innovative opportunities for Students to Engage in Science instruction in an extended day setting through Science Challenges, STEM engagements, STEM Clubs, and Summer Partnerships. ● Implement integrated, Standards-based common assessments that evaluate Student growth; conceptual understanding; Science and engineering skills. ● Develop teacher capacity for building Science content and pedagogical knowledge, translating standards to practice, and reflecting on pedagogical practices. ● Continuing partnerships with organizations such as S2S and NJIT to expose our students to real world experiences, project-based learning, and practitioners in the fields of science and engineering. ● Institute lessons learned from the district's At-Home learning model with regards to digitally enhanced instruction and virtual/blended supports. 	<p>Continued data analysis to identify individual student needs, trends, school-level trends, and grade-level trends to revise activities as needed.</p> <p>Review of weekly lesson plans alongside the curriculum to ensure alignment and proper pacing.</p> <p>Weekly walkthroughs of instruction to ensure implementation, continued growth and provide feedback.</p> <p>Utilize the weekly Teacher Enrichment Support Period (TESP) for professional learning and collaboration.</p>
<p>3 ELA</p>	<ul style="list-style-type: none"> ● Continue to implement the Learner Active Technology Infused Classroom (LATIC) Training – Lead Teacher summer training and turnkey to all staff. 	<p>Continued data analysis to identify individual student needs and trends to revise activities as needed.</p>



	<ul style="list-style-type: none"> ● Continue the integration of technology in our curricula to enhance delivery of instruction and innovative content creation as a Verizon Innovative Learning School. ● Provide all students with equitable access to rigorous curricula with the New Jersey Student Learning Standards – English Language Arts (NJSLS-ELA)-aligned instructional materials and assessments in grade 8. ● Professional development for ELA teachers in Grade 8 in the utilization of the diagnostic assessments. ● Professional development and coaching support of Writing Folders in grade 8 for teachers and administrators. ● Continued professional development and coaching support for grade 8 ELA teachers and administrators on Writing Folders. ● Continued professional development in language dives in writing instruction. ● Implementation of iReady as a blended learning platform in grade and continued implementation in grade 8 to support academic growth in reading and language development. ● PD sessions in Teacher Enrichment Success Periods (TESPs). ● Staff meetings to review state standards in Language, Literacy and Communication (LLC) as well as the KDIs. ● During targeted TESPs, teachers will review student work and the developmental continuum in LLC to create appropriate lessons for all learners. ● Instructional supervisor will provide one on one support in lesson planning regarding these concepts through coaching cycles. ● Lesson plans will demonstrate focused, intentional, and targeted activities in the LLC content area. 	<p>Review of weekly lesson plans alongside the curriculum to ensure alignment and proper pacing.</p> <p>Weekly walkthroughs of instruction to ensure implementation, continued growth and provide feedback.</p> <p>Utilize the weekly Teacher Enrichment Support Period (TESP) for professional learning and collaboration.</p>
4 Other Content Specific	<ul style="list-style-type: none"> ● Continue to implement the Learner Active Technology Infused Classroom (LATIC) Training – Lead Teacher summer training and turnkey to all staff. 	<p>Continued data analysis to identify individual student needs, trends, school-level trends, and grade-level trends to revise activities as needed.</p>



	<ul style="list-style-type: none">● Continue the integration of technology in our curricula to enhance the delivery of instruction and innovative content creation as a Verizon Innovative Learning School.● Provide all teachers of multilingual students with Sheltered English Instruction and/or follow-up training.● Provide English as a Second Language teachers with professional development on Classifications, Accommodations, and Modifications.● Continue professional development on instructional coaching for Principal, Assistant Principals and Dean of Students.● Provide Self-contained Special Education teachers with language acquisition professional development and/or ABA practices as needed.● Extend training to Special Education teachers on Executive Functioning Skills.● Provide Co-teaching professional development for inclusion classes.● Provide Restorative Practices and SEL training to all teachers.● Expand the integration of technology in our curricula to enhance delivery of instruction and innovative content creation.● Continue to provide content area embedded professional development, including strategies and methods for implementing content.● Implement training to create integrated standards based assessments that address interdisciplinary skills as well as content area NJSLs.● Continue to provide training and professional development for all NJDOE Mandated trainings (State-mandated PD Activities required by Statute or Regulation).	<p>Review of weekly lesson plans alongside the curriculum to ensure alignment and proper pacing.</p>
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3: Essential Resources



PL Goal No.	Resources	Other Implementation Considerations
1 Math	Learner Active Technology Infused Classroom (LATIC) by IDEA Verizon Innovative Learning Schools (VILS) Illustrative Mathematics Rutgers University Center for Mathematics, Science, and Computer Education Creative Mathematics Dreambox NJDOE iReady ALEKS NWEA	<ul style="list-style-type: none"> • Cost-effective state-mandated trainings and individual teacher needs based on observations and walkthroughs. • Use of curricular resources and curriculum trainers for development. • Cost-effective dynamic trainers for best practices in content areas with proven success in job-embedded practices. • NJSLS implementation and guidance. • Free, grant funded and/or other outside funded quality professional learning opportunities offered through NJDOE, University partners, and organizations. • College and University Partnerships with proven success in contents. • Up to date training modules. • Providers with proven success in content areas. • Coaching training allows for skilled instructional coaching and job-embedded professional learning by district and school personnel.
2 Sci	Learner Active Technology Infused Classroom (LATIC) by IDEA Verizon Innovative Learning Schools (VILS) Frontline: Resource Library NGSS resources Discovery Education curricular resources PLTW Montclair State University / PRISM NWEA Inner Orbit Discovery Education STC Middle School	



<p>3 ELA</p>	<p>Learner Active Technology Infused Classroom (LATIC) by IDEA Verizon Innovative Learning Schools (VILS) Learning Ally Pearson resources / NJSLA Houghton Mifflin Harcourt curriculum resources Rutgers School of Education (Writing Project) Houghton Mifflin Harcourt NJDOE Cal Solutions SIOP</p>	<ul style="list-style-type: none"> • Cost-effective state-mandated trainings and individual teacher needs based on observations and walkthroughs. • Use of curricular resources and curriculum trainers for development. • Cost-effective dynamic trainers for best practices in content areas with proven success in job-embedded practices. • NJSLS implementation and guidance. • Free, grant funded and/or other outside funded quality professional learning opportunities offered through NJDOE, University partners, and organizations. • College and University Partnerships with proven success in contents. • Up to date training modules. • Providers with proven success in content areas. • Coaching training allows for skilled instructional coaching and job-embedded professional learning by district and school personnel.
<p>4 Other</p>	<p>Learner Active Technology Infused Classroom (LATIC) by IDEA Verizon Innovative Learning Schools (VILS) Frontline: Resource Library Essex County Prosecutor's Office Community School Model / Training Dr. Helen Tinsley Institute for Multicultural Empowerment Independent consultants NJDOE CTE Department Attendance Works Resources NJDOE Resources Rutgers Trio Restorative Justice in Schools Other content specific resources and supports</p>	



4: Progress Summary

PL Goal No.	Notes on Plan Implementation	Notes on Goal Attainment
1		
2		
3		
4		

Signature:

Principal Signature

Date

