

# PD Points



## PD Summer Informational Sessions

Want to learn more about New Jersey's new professional development standards? NJEA will hold five informational sessions on Wednesday mornings this summer at NJEA Headquarters in Trenton. Choose one of the following dates:

**July 9, 16, 30**

**Aug. 13, 20**

**Time: 10 am-noon**

To register, contact Liz Murphy at 609-599-4561, ext. 2253, or [lmurphy@NJEA.org](mailto:lmurphy@NJEA.org).

For directions to NJEA Headquarters, visit [njea.org](http://njea.org) and click on "Inside NJEA" then "Contact NJEA." Parking is located behind the building.

## State revises PD regulations

When New Jersey's professional development initiative was adopted in 1998, three distinct panels were created: the State Professional Teaching Standards Board (PTSB), county professional development boards and local professional development committees in each school district. Thanks to new regulations adopted by the N.J. State Board of Education in December 2007, a fourth distinct panel has been added. These new school level committees will assess professional development needs at the school level in order to plan and implement professional development programs. School plans will become an essential part of the local PD plan written by the local professional development committee.

According to the new regulations, district boards of education are required to create school professional development committees by Sept. 1, 2008. These committees shall consist of a principal or designee and at least three teachers who will be elected through the majority representative (local association). The school-level plan shall include a description of school-level and team-based learning in the school and will be based on identified school goals and student and teacher needs. The approved school-level plans will become part of the district professional development

plan reviewed by the County Professional Development Board and the local board of education.

Professional development activities must tie into school goals and be based on the needs of students and teachers. Now, professional development experiences can also include "collaborative learning experiences in school district level teams." Completion of each actual hour of professional development continues to satisfy one hour of the State requirement.

Local professional development committees now have the option to prepare one-, two-, or three-year professional development plans. School districts electing to develop a multi-year plan must submit a yearly update on the implementation of the plan to the County Professional Development Board.

The local professional development plan must first be reviewed by the district board of education prior to submitting it for approval to the County Professional Development Board. The final approval of the plan is the responsibility of the district board of education.

Another amendment requires school districts that contract with professional development providers that cost \$10,000 or more to fulfill specific requirements.

## Changes made to 100-hour requirement

Several important amendments were passed affecting the so-called 100-hour professional development requirement. These changes include:

- All active teachers, whose positions require a provisional or standard instructional certificate or an educational services certificate, are required to complete 100 clock hours of professional development every five years.
- All new teachers employed under provisional or standard certification must have a Professional Development Plan (PDP), formerly known as the Professional Improvement Plan (PIP), within 60 instructional days of beginning their assignment.
- All teaching members will be on the same five-year cycle beginning on Sept. 1, 2010 and ending on Aug. 31, 2015. That means

that new teaching staff members will have their 100-hour requirement pro-rated, with no specific annual hourly requirement for teachers entering a five-year cycle in years one through four. For teachers entering a five-year cycle in year five, 20 hours of professional development must be completed in that one year to reflect the balance of time remaining in their professional development cycle until 2010.

- The Professional Development Provider System and provider directory have been deleted.
- The chief school administrator must certify in writing to the new school district the hours a teacher has accrued toward the PD requirement when a teacher moves to another school district.



# Professional Development Standards for NJ Educators

## CONTEXT STANDARDS

*Context standards address where learning occurs — the organization, system, or culture — and the organization's responsibilities to ensure results for both adults and students.*

**1. Learning communities:** Professional Development that improves the learning of all students organizes adults into learning communities whose goals result from clear, coherent, strategic planning, aligned with school and school district goals, that is embraced and supported by the school district's governing body and by all levels of the school system.

**2. Leadership:** Professional Development that improves the learning of all students requires skillful school and school district leaders who develop a school culture of shared leadership that fosters continuous improvement, supported by intellectual and financial commitment.

**3. Resources:** Professional Development that improves the learning of all students requires time and resources to support adult learning and collaboration.

## PROCESS STANDARDS

*Process standards address how the system organizes learning opportunities to ensure adults acquire the knowledge, skills, and dispositions to affect student learning.*

**4. Data Driven:** Professional Development that improves the learning of all students uses disaggregated student data to determine adult learning priorities, monitor progress, and help sustain continuous improvement.

**5. Research-based:** Professional Development that improves the learning of all students informs teaching, learning, and leadership using the best available interpretations of relevant knowledge, including empirical research.

**6. Evaluation:** Professional Development that improves the learning of all students uses multiple sources of information to guide improvement and demonstrate its impact.

**7. Design:** Professional Development that improves the learning of all students uses learning strategies appropriate to the intended goal.

**8. Learning:** Professional Development that improves the learning of all students applies knowledge about adult learning and change.

**9. Collaboration:** Professional Development that improves the learning of all students provides educators with the knowledge and skills to engage in collegial collaboration and learning that is job-embedded and supported by sufficient time.

## CONTENT STANDARDS

*Content standards address what educators must understand and be able to apply to ensure students learn successfully.*

**10. Equity:** Professional Development that improves the learning of all students prepares educators to hold high expectations for the achievement of all students and to support their academic, social, emotional, and physical development in a safe, orderly, and supportive learning environment.

**11. Quality Teaching:** Professional Development that improves the learning of all students deepens educators' subject matter and pedagogical content knowledge, supports the use of research-based instructional

strategies to assist students to meet and exceed the New Jersey Core Curriculum Content Standards and prepares them to use various assessments to modify and improve instruction.

**12. Family Involvement:** Professional Development that improves the learning of all students empowers educators with knowledge and skills to work effectively with family and community partners.

## 100-hour changes

- Districts must report every five years beginning Sept. 1, 2010 all instances of noncompliance and a description of actions to address them.

- The amended Licensure and Standards code can be viewed at [www.nj.gov/education/code/current/title6a/chap9.pdf](http://www.nj.gov/education/code/current/title6a/chap9.pdf).

## New standards address context, process and content

The new "Professional Development Standards for New Jersey Educators" are adapted from the National Staff Development Council (NSDC) Standards for Staff Development and were previously adopted by the PTSB and the N.J. School Leaders Professional Development Advisory Committee.

The standards represent "a common set of beliefs about teaching and learning" and are based on the premise that professional development improves the learning of all students.

Professional development "must be an ongoing process of refining skills, inquiring into practice, and developing new methods." In addition, it "must engage each educator in a collegial and collaborative dialogue with other educators and education partners to broaden the knowledge and expertise needed to guide students" to new levels of success. The new standards continue to emphasize that "effective implementation of new techniques requires financial support, time, and planning" and that "experimentation supported by a nurturing environment" will "encourage an atmosphere where educators constantly seek to learn about their work and grow from experience."

The 12 standards are reorganized under three headings:

**CONTEXT STANDARDS:** address **where the learning occurs** – the organization, system, or culture – and the organization's responsibilities to ensure results for both adults and students.

- Learning Communities
- Leadership
- Resources

**PROCESS STANDARDS:** address **how the system organizes learning** opportunities to ensure adults acquire the knowledge, skills, and dispositions to affect student learning.

- Data Driven
- Research-based
- Evaluation
- Design
- Learning
- Collaboration

**CONTENT STANDARDS:** address **what educators must understand and be able to apply** to ensure students learn successfully.

- Equity
- Quality Teaching
- Family Involvement

The complete language of the standards can be found on Page 2.

## PD Points

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## NJEA to support school, local, and county PD committees

NJEA's Professional Development and Instructional Issues (PDII) Division is gearing up to support local and county PD boards as they implement these new regulations. A standard training package for leaders and members of local and county PD committees is being designed. This training will be available to local and county associations via the standard request procedures. Contact your local UniServ office if you would like to schedule a session in your local or county.

In addition, NJEA will conduct informational sessions in all 21 counties. Local association presidents, members and county professional development board members will be invited.

The NJEA PDII Division also has the following planned:

- Local presidents will receive a copy of the "Toolkit for New Jersey Educators" on CD. The toolkit was written to help local and school professional development committees implement job-embedded, collaborative professional learning.

- Five summer training sessions will be held at NJEA Headquarters for NJEA local leaders and members who serve on local and county professional development committees (see sidebar on Page 1).
- Two "Tools for LPDCs" sessions will be held at the 2008 Summer Leadership Conference.
- Articles to support professional development will be found in the *NJEA Review*, *NJEA Reporter*, and Report from the President.
- The 2008 NJEA Convention will hold a Q&A session for all members who have questions or concerns about implementing the new regulations and standards.