



NBOE / MSU Induction PD INVOICE 2022-2023

Date: June 3, 2022

Newark Board of Education
765 Broad Street
Newark, NJ 07102
Attn: Matthew Brewster, Director of Staff Development

START DATE/END DATE	INVOICE	
8/2022-6/2023	Induction Professional Development for Newark Board of Education Novice Teachers	
DESCRIPTION		
<p>The Newark Board of Education is partnering with Montclair State University (MSUNER) to offer targeted professional development for novice teachers as part of their new teacher induction support. Novice teachers in Newark Board of Education schools will attend one New Teacher PD Session per month for 2 hours after school, from September 2022 to June 2023. These sessions are specifically designed to address the needs of teachers who are beginning their career and/or are new to teaching in NBOE. Novice teachers will receive a menu of sessions offered each month. (Some sessions may be required for individual teachers depending on their teaching placement.) In addition, all novice teachers will be invited to attend a virtual “Starting the School Year Strong” session in August focused on preparing teachers to start off the year strong. MSUNER will provide 1 set of on-demand modules that teachers can access asynchronously on a PD topic agreed upon by NBOE.</p> <p>From August 2022-June 2023, MSUNER will provide the following professional development sessions for Newark Board of Education’s novice teachers:</p> <ul style="list-style-type: none"> ● August Starting the School Year Strong sessions <ul style="list-style-type: none"> ○ Two 4 hour sessions (Elementary / Secondary) = 8 hours x \$500/hr = \$4000 ● Monthly Professional Development sessions targeted to meet the needs of NBOE novice teachers <ul style="list-style-type: none"> ○ MSUNER will run 30 monthly sessions x 2 hours per session = 60 hours; 60 hours x \$500/hr = \$30,000 ● One set of NBOE specific on demand Professional Development Modules <ul style="list-style-type: none"> ○ Set includes 3-5 modules; the budget to create the set is for 30 hours x \$500/hr = \$15,000 <p>Total Cost for August 2022 through June 2023 = \$49,000</p> <p>Balance Due: \$49,000</p> <p>See attached Newark Board of Education Induction Professional Development Plan Proposal for additional information and details, including professional development topics.</p>		
	TOTAL DUE	\$49,000.00

Jennifer Robinson, Executive Director
Center of Pedagogy, Montclair State University



**Newark Board of Education Induction Professional Development Plan
Proposal for 2022-2023 School Year
January 12, 2022**

MSUNER's Message to our Partners: Members of the Network that engage in the induction option assert that quality schooling for a democracy and quality induction of educators can best be accomplished by sharing responsibility for the following actions: supporting the social-emotional well-being of students and teachers; improving student learning and achievement; increasing teacher diversity and retaining teachers of color; emphasizing anti-racist and social justice education.

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

- Alignment between MSUNER Message and 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)

MSU's Goal Related to New Teacher Induction:

Goal 3 - To provide continuous MSU-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.

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). MSUNER will be responsible for 30 sessions running from September 2022 through June 2023.

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

MSUNER will provide an August 2022 “Starting the School Year Strong” session that novice teachers will be invited to attend. This will run for 4 hours at the end of August.

MSUNER will provide 1 set of on-demand modules that teachers can access asynchronously on a variety of topics.

PROPOSED COSTS FOR PROFESSIONAL DEVELOPMENT

Cost for MSUNER provided PD for NBOE's novice (Year 1) teachers, September to June 2022 - 2023

- MSUNER 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 4 hour August boot camp sessions (Elementary / Secondary) = 8 hours x \$500/hr = \$4,000

- 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 MSUNER to produce NBOE specific on demand Professional Development Modules

- 1 set of modules on one of the following topics: Special Education, Social Justice, Reciprocal Teaching
- The set will include 3-5 modules. Each module will be 45-60 minutes in length.
- To create the set of modules, the budget is for 30 hours x \$500/hr = \$15,000
- **The cost for 1 set of modules is \$15,000**

Total Cost for Academic Year Professional Development, Summer Professional Development, and On Demand Modules for novice teachers is \$49,000