



iSTEAM Professional Development Plan

5 Points 10 Points 15 Points 20 Points School District

A detailed Professional Development Plan to support iSTEAM teaching and learning is an essential component of the iSTEAM Professional Learning Community (PLC). Professional development to support the iSTEAM model will emphasize:

- co-planning
- teacher practice/pedagogy to support interdisciplinary teaching and learning practices e.g. inquiry, project, and problem based learning
- natural connections between different knowledge domains, e.g. science and the arts, technology and the arts;
- collaborative development of interdisciplinary units of study, with a model such as the Connected Action Roadmap (CAR) framework, characteristics of the iSTEAM learning environment and indicators of exemplary iSTEAM learning culture;
- the enduring understandings of Education for Sustainability;
- and connections to community partnerships, among other things.

Professional Development related to iSTEAM will be integrated into the school/district Professional Development Plan, will reflect the input and contribution of teacher-leaders, and will provide opportunity for alignment with individual Professional Improvement Plans. Whenever possible, teacher-leaders will be encouraged to assume responsibility for sharing and expanding knowledge about iSTEAM within the PLC through appropriate professional learning opportunities, both formal and informal. The Professional Development will connect with the school/district sustainability goals and objectives. To earn points for this action, a school or district must provide a comprehensive professional development plan reflecting the iSTEAM vision statement and show that at least five, ten, fifteen, or twenty (number will determine points awarded) individuals in a PLC have completed at least two hours of professional development in the current or previous school year on topics aligned with the iSTEAM vision statement. A district applicant must show that the cohort of trained PLC members represents all schools in the district.

Board members or other green team partners can apply for professional development points under the **Professional Development for Sustainability action**.

Why is it important?

The iSTEAM Professional Development Plan is needed so that iSTEAM activities will be aligned with school/district sustainability efforts and consistent with the iSTEAM vision statement crafted by the Leadership Team. Without well-planned and thoughtfully executed Professional Development, iSTEAM programs/initiatives will be difficult to implement with consistent rigor.

In order for a school/district to realize iSTEAM programs/initiatives effectively, professional learning is needed to support the development of teacher practice that is consistent with the iSTEAM model. Without professional learning to support teachers and school leaders iSTEAM related topics--active teaching and learning practices, such as inquiry and project

based learning, identification of natural connections between the arts curriculum and non-arts curriculum, as well as useful resources to develop rigorous interdisciplinary units of study, such as the Connected Action Roadmap framework-implementation, assessment, and on-going planning in support of iSTEAM initiatives will be a challenge. The Professional Development Plan will outline the professional learning opportunities that are necessary to accomplish the goals and objectives identified in the school/district iSTEAM vision statement, and will provide detail about actions and resources needed to implement the plan with consistency, in order to reach the goals and objectives.

Who should lead and be involved with this action?

This action should be led by the school/district iSTEAM Leadership team, which could include:

- Site-Specific administrators (e.g. principal, vice principal, and/or supervisor)
- Curriculum Supervisors (e.g. science, math, arts, technology and/or other disciplines)
- Arts Educators (e.g. Dance, Media Arts, Music, Theatre, Visual Arts)
- Grade level and other content area (Science, Math, Engineering, Technology Education, and other disciplines) teachers
- Career and Technical Education teacher
- Community partners (e.g. nonprofit organizations, higher education, foundations, business, career and vocational)

In order to receive points for the professional development, a plan for Middle School and/or High School will demonstrate teachers working together across disciplines in an effort to achieve intentional implementation of a standards-aligned curriculum. For example, units of study which include science standards and arts standards will result from collaboration between educators from both disciplines.

In addition, the Professional Development Plan should include Superintendents and/or Business Administrators to approve resources and costs to support this activity.

Timeframe

Developing a school/district iSTEAM Professional Development Plan will require a commitment of both time and resources. The amount of time needed to complete this action will vary, and will depend greatly on the size of the school/district, the capacity of the iSTEAM Leadership Team and the frequency of Leadership Team meetings. In some cases the iSTEAM Leadership Team may develop a detailed Professional Development Plan in **less than six months**, however it is likely that the need for more time may be realistic.

Project Costs and Resources Needed

Costs related to this action should be minimal. While there may be costs associated with the activities needed to achieve the goals and objectives identified in the plan, development of the plan should not include prohibitive costs. Provisions regarding scheduling or appropriate release time may be necessary for those crafting the plan. An outline of required resources should be one component of this plan. Be aware, outside trainers and teaching artists might be needed to advance this work with fidelity in the early stages.

An inventory of school/district resources will be required in order to discern what material, financial, and human resources will be needed to develop an appropriate iSTEAM Professional Development Plan. The iSTEAM Leadership Team will articulate an iSTEAM Professional Development Plan that is connected to the school/district broad sustainability goals and objectives, iSTEAM Implementation Plan, and will work together to identify and secure the resources needed to implement and advance the iSTEAM Professional Development Plan.

What to do and how to do it

Key Steps for this action:

1. Identify the school/district needs related to teacher practice, in support of exemplary iSTEAM practices and the

2. Craft a Professional Development Plan to support the iSTEAM programs/initiatives
 - Ensure ongoing teacher input into professional development process
 - Provide training/modeling on collaborative teaching practices
 - Design ongoing professional learning with onsite and offsite opportunities
 - Integrate professional development into individual Development Plan
 - Integrate iSTEAM professional development into school-wide Professional Development Plan
 - Place Pre-service teachers in settings where iSTEAM is in practice
 - Build teachers capacity to present and lead internally & externally
3. Oversee faithful implementation of the Professional Development Plan
4. Review outcomes after each formal PD session and facilitate teacher reflection and input

What to submit to earn points for this action

In order to earn points for this action, at least five individuals in a PLC must have completed at least two hours of professional development in the current or previous school year on topics aligned with the iSTEAM vision statement. For example, if applying for certification in the 2017-2018 school year, all training must have been completed in the 2016-2017 or the 2017-2018 school years.

The following documentation must be submitted as part of the online certification application in order to verify that the action requirements have been met.

1. Description of Implementation. In the text box provided on the submission page for this action, provide a short narrative (about 300 words or less) of sustainability professional development training activities.
2. A comprehensive Professional Development Plan, which reflects the iSTEAM Vision Statement, is aligned to the priorities and timeline in the school/district Professional Development Plan, and includes a calendar for delivery that will take place in the school/district
3. Upload documentation showing that at least five, ten, fifteen, or twenty (number will determine points awarded) individuals received training. A district applicant must show that the cohort of trained PLC members represents all schools in the district. Provide the name, staff title and school, along with the following course information: date, instructor or course provider, course description or syllabus, and course length/time. When estimating course training time, exclude time for breaks and meals from the two-hour training requirement. Please note that the two hours of training requirement does not have to be completed at a single event. For example, two one-hour training sessions or three forty-five-minute sessions would meet the time requirement. The training hours must have occurred in the current or previous school year to be eligible to earn points in the certification program cycle. Be sure the documentation clearly shows the training dates.

IMPORTANT NOTES:

There is a limit of six uploaded documents per action and individual files must not exceed 20 MB. Excerpts of relevant information from large documents are recommended.

All action documentation is available for public viewing after an action is approved. Action submissions should not include any information or documents that are not intended to be viewed by the public.

Please make note of this, especially if submitting photographs, videos, or the individual work of students. Efforts must be made to follow the applicable school district policies.

Resubmission Requirements

To update action submissions that have expired, provide current documentation. Updated information and expansion will

be required.

Approved Action Expiration Date

Approved actions will have a one year expiration date, set to expire on August 31 the year the certification application was submitted.

Spotlights: What NJ Schools are Doing

Sustainable Jersey is currently working on identifying schools that have successfully completed this action. If you would like to showcase your school's accomplishments, please contact us at schools@sustainablejersey.com.

Resources

[New Jersey's Arts Integration "Think & Do" Workbook: A Practical Guide to Think About & Implement Arts Integration](#), Produced by NJ Principals & Supervisors Association, The New Jersey State Council on the Arts, & the Geraldine R Dodge Foundation