

New Educator Professional Learning Plan- Year 2

Goals	Teacher Domain Alignment	Student Services Domain Alignment	Culturally Responsive Teaching & Leading Standards Alignment
Goal 1: Deepen Instructional Design through Student-Centered and Differentiated Learning Rationale: Year 1 emphasized understanding instructional practices; now, educators can develop more personalized and inclusive approaches based on student data and reflection.			
1.1- Use student data and feedback to modify instruction and apply advanced differentiation strategies.	1b, 1d, 1e, 3c, 3d, 3e	1b, 1c, 1d, 3a, 3b, 3d	A7, B3, C1, C5
1.2- Integrate culturally responsive materials and assessments that reflect students' identities and experiences.	1b, 1e, 3a, 3c, 3e	1b, 1d, 3b, 3d	A1, A3, A5, B5, C1, C5
Goal 2: Expand Reflective Practice and Begin Instructional Leadership Rationale: Educators now have experience to reflect meaningfully, support peers, and explore early leadership roles in PLTs or committees.			
2.1- Facilitate one PLT session or data conversation using evidence of student growth or instructional strategies.	4d, 4e	4d, 4e	B4, C2, C7
2.2- Use student and peer feedback to refine a lesson or unit and document that reflection in the NEP portfolio.	4a, 4e	4a, 4e	A7, B7, C1
Goal 3: Design and Implement Equitable Environments Rationale: After a year of managing procedures and building relationships, Year 2 educators can intentionally embed equity and belonging into their environments.			
3.1- Review procedures and expectations through an equity lens and adjust for fairness, voice, and access.	1b, 2a, 2b, 2c, 2e	2a, 2b, 2d	A1, A3, A4, C3
3.2- Implement strategies for restorative practices, student self-regulation, or identity-affirming classroom routines.	2a, 2d, 2b	2a, 2c	A4, B1, B3, D3
Goal 4: Strengthen Communication with Families and Communities Rationale: In Year 1, educators were introduced to communication expectations. In Year 2, they can build authentic, reciprocal partnerships with families.			
4.1- Develop and implement a communication plan that includes proactive outreach, multilingual access, and inclusive practices.	4C, 4f	4c, 4f	A6, B6, C6
4.2- Use technology or creative strategies (student-led conferences, newsletters, family input forms) to sustain two-way communication.	4c	4c	A6, B4, B6, C6

New Educator Program- Time Commitment

Meeting Type	Revolving Meetings	New Educator	PLTs	Dept. Meetings	Mentorship
Time Commitment (per year)	6 hours	12 hours	17 hours	6 hours	As needed
Person(s) Responsible	Principal, Associate Principal	NEP Admin, NEP Coordinator	Department Chair, PLT members	Department Chair	Mentor, NEP Admin