



# Personalized Student Learning Plan (PSLP) Workshop

**November 20, 2013**

Atlantic County Institute of Technology



**Welcome**

# PSLP Pilot Program

- July 1, 2009 – June 30, 2012
- 11 School Districts Participated
  - Five middle grade schools
  - Nine high schools
- Leadership Team
- Focus on Process and Product
- Replication, Portability and Flexibility
- Technical Assistance
- Research



# Introduction of PSLP Mentors



# Delsea Regional High School

Mr. David Doyle

Director of Guidance

# School Profile

- Current Student enrollment: 1158 (9-12) & 616 (7-8)
- Average class size: 25
- Graduation rate:
  - 2011 (Adjusted Cohort) 93% 4yr
  - 2011 (Adjusted Cohort) 95% 5yr
- Length of school day: 7h - 15m
- Typical student schedule:
  - Homeroom / SSR (15 minutes)
  - 8 instruction periods (41 minutes)
  - ½ period lunch (27 minutes)
- Teacher evaluation model used: McREL & NJSCA

# Delsea Demographic Snapshot

- White = 82%
  - Black = 11.5%
  - Hispanic = 4%
  - Asian = 1.5%
  - Native American = 00.05%
  - Hawaiian = 00.05%
  - 2 or More Races = 00.005%
- 
- Child Study = 13%
  - OD Placement = 3%
  - Free Reduced Lunch = 35%
  - LEP = 00.1%

# Delsea Academic Snapshot

- ACADEMIC LEVELS
  - B Level, A level, H Level, AP Level
    - 19 AP courses currently running
- SAT REASONING TEST
  - Middle 50% range on the SAT for the Class of 2012
  - Critical Reading = 410-540 Math = 420-570
  - Middle 50% range on the SAT for the Class of 2013
  - Critical Reading = 420-530 Math = 450-560
- POST SECONDARY EDUCATION
  - Seventy seven percent of students attend two-year (47%) and four-year (30%) colleges. Delsea graduates successfully complete degree programs at public and private colleges, Ivy League universities, military academies, and technical training institutes.



# Thomas Grover Middle School

Mr. Richard Stec

Assistant Principal

Ms. Shea Hutchinson, Mrs. Lisa Pacifico, and

Mrs. Tara Hipple

PSLP Grade Level Co-Chairs

# Profile of Thomas R. Grover Middle School (PSLP Mentor School)

- Student enrollment – 1,100
- Demographics of the school, including percentage of students with disability, and LEP – Culturally diverse (Approximately 8%)
  - <http://www.west-windsor-plainsboro.k12.nj.us/common/pages/DisplayFile.aspx?itemId=17749112>
- Average class size - 20
- Graduation rate – N/A
- Attendance rate – Very good
- Academic achievement – High achieving.
- Length of school day – 7 hours
- Typical student schedule – 4 Team, Cycle, Elective, PE, World Language.
- Teacher evaluation model used - Danielson





# North Brunswick Township HS

Mr. Louis Emanuel

Director of Athletics

Ms. Tracy Latchaw

Teacher

# PSLP Mentor Profile for NBTHS

## CURRENT ENROLLMENT

- **Total Student Population: 1825**
- Asian 22.80 %
- American Indian/Alaskan Native 0.05 %
- Black/African American 22.69 %
- Hawaiian/Pacific Islander 0.16 %
- Hispanic/Latino 27.84 %
- Multiracial 0.32 %
- White 26.14 %

# PSLP Mentor Profile for NBTHS

- CLASS OF 2013 PLANS:
- Higher Education 96 %
- 4 Year College 50 %
- 2 Year College 42 %
- Other College 4%
- Full-Time Employment 2.5 %
- Military 1.5 %
- **Total: 100%**



# What is a Personalized Student Learning Plan?

# What is a Personalized Student Learning Plan?

- “Formalized plan and process that involves students setting learning goals based on personal, academic and career interests, beginning in the middle school grades and continuing throughout high school with the close support of adult mentors that include teachers, counselors and parents.”

**(N.J.A.C. 6A:8 – Standards and Assessment)**

# PSLP & NJCCCS

- **Career Exploration – 9.3.8.B.1**

Develop a Personalized Student Learning Plan that includes information about career areas of interest with the assistance of adult mentors.

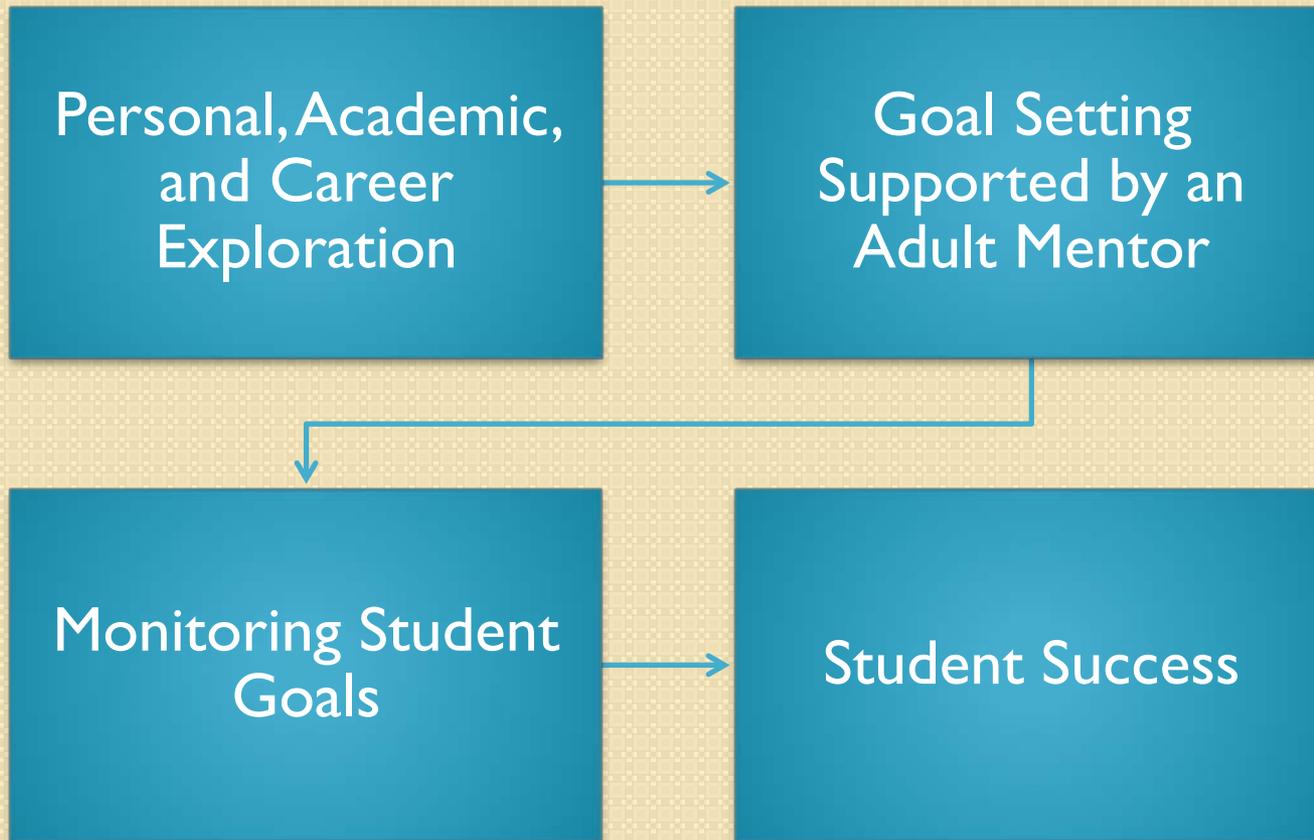
- **Career Preparation – 9.3.12.C.1**

Assess and modify Personalized Student Learning Plans to support declared career goals.

- **CTE Standards – Employability & Career Development**

Develop a Personalized Student Learning Plan to meet career goals and objectives.

# PSLP PROCESS



# Effectiveness of Student Learning Plans

- Improve student motivation and engagement
- Improve students' understanding of postsecondary options and long-term planning
- Improve school-family communication and foster family involvement in academic and career planning
- Increase student awareness of their individual strengths and weaknesses

Source: Rennie Center for Education Research & Policy, June 2011 Policy Brief - *Student Learning Plans: Supporting Every Student's Transition to College and Career*

# Getting Started

- Determine whether your school is PSLP ready
- Develop a timeline for implementation
- Establish a PSLP team

# PSLP Readiness Assessment

- Section A – I I Questions
- Section B – Indicators of PSLP Readiness
- Section C – Next Steps



# Identifying Your School's PSLP Goals

# Timeline – Year One Recommended Tasks

- It is recommended that schools take a full year to plan.
  - Select program coordinator and establish PSLP team
  - Outline roles for stakeholders
  - Select web-based system
  - Schedule staff trainings and program orientation
  - The PSLP team establishes the PSLP curriculum and instructional materials
  - Recruitment of peer mentors (optional)

# Timeline – Year Two Recommended Tasks

- PSLP Implementation
- Ongoing engagement with teachers, parents, and students
- Continuous feedback loop
- Identify additional needs, e.g. training

# PSLP Team

- Principal
- Program Coordinator
- Teachers
- School Counselors
- Parents
- Community

# PSLP Common Model Components





# Selecting and Using a Web-based Guidance System

# PSLP Web-based Guidance System

Schools selected web-based systems based on their needs.

## Beneficial to students:

- Web-based access
- Tools that produce living documents
- Well-designed/“student-friendly” interfaces

## Beneficial to teachers:

- Access to student information
- Updateable pre-packaged presentations/lessons
- Usage data summaries

# Delsea Regional HS

## CareerCruising

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12/11/2009 - Greater Quad Cities region adopts Career Cruising Network

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## What is Career Cruising?

Career Cruising is an industry-leading online career guidance and planning system. People of all ages use our tools to find the right career, explore education and training options, and build their own portfolio. Our add-on products extend Career Cruising's functionality, making it easier for schools to manage their course selection process, communities to meet their workforce development needs, and students to prepare for the SAT/ACT. Learn more about implementing Career Cruising at your school, library, or employment center on our "Products" page.

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# How is PSLP implemented at Thomas Grover Middle School?

- An online portfolio (through Naviance) where students set goals, develop a plan, reflect, and monitor their own growth as learners
- This portfolio will remain with students through high school and during the college admission process.
  - Academic
  - Personal
  - Career

# **Selecting and Using a Web-based Guidance System**

- North Brunswick Township High School uses a web-based program called Naviance.



# Structuring PSLP Sessions

# PSLP Session Structure

- Small group approach (Most Effective)
  - One to ten students
- Full-size class approach
  - Students work independently
- Hybrid approach
  - Teacher delivers the curriculum to the entire class and then breaks into small groups.

# Hybrid Models

- Full-size class approach with a small group/advisory component.
- Full-size class PSLP activities during a period of a specific course with peer mentoring for selected students.
- Full-size class approach with peer mentoring for all students in a grade level.

# Peer Mentoring

- Provides students with the opportunity to interact in small groups under the guidance of a select group of older students.

# **Delsea Regional HS**

## **Key Delivery Personnel**

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- **Guidance Counselors**
- **Peer Leaders** (student mentors)
- **Classroom Teachers** (adult mentors)
- **District Administrators**

# Delsea Regional HS

## Core Delivery

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### Presentations:

- **Large Group Assemblies:** Administrators & Counselors
- **Classroom Instruction & Computer Lab Activities:** Counselors
- **Small Group Instruction:** Counselors, Teacher Mentors & Peer Transition Leaders
- **Individual Conferences:** Counselors
- **Parent Information Nights:** Administration, Guidance Director & Counselors

## **Structuring PSLP Sessions at** **North Brunswick**

- Done during PE classes, this guarantees the maximum amount of participation since all students must take four years of physical education class.



# Developing a PSLP Curriculum

# PSLP Curriculum Content

- Personal Development
- Career Development
- Academic Development



# Helsea Regional

SCHOOL DISTRICT



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## DRHS Guidance Department



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### DRHS Guidance Department Files



#### Guidance Curriculum

Name	Created	Action
<a href="#">Counseling Curriculum</a>	3/21/2013	
<a href="#">Counseling Lessons, Grades 7-12</a>	9/30/2012	
<a href="#">Program Standards &amp; Competencies</a>	9/30/2012	

# 21<sup>st</sup> Century Competencies and PSLP

- Competencies for 21<sup>st</sup> Century Learners: A WW-P Initiative

*The rigor that matters most for the 21st century is demonstrated mastery of the core competencies for work, citizenship, and life-long learning. Studying academic content is the means for developing competencies, instead of being the goal, as it has been traditionally. In today's world, it's no longer how much you know that matters; it's what you can do with what you know.*

**-- Tony Wagner, "The Global Achievement Gap"**

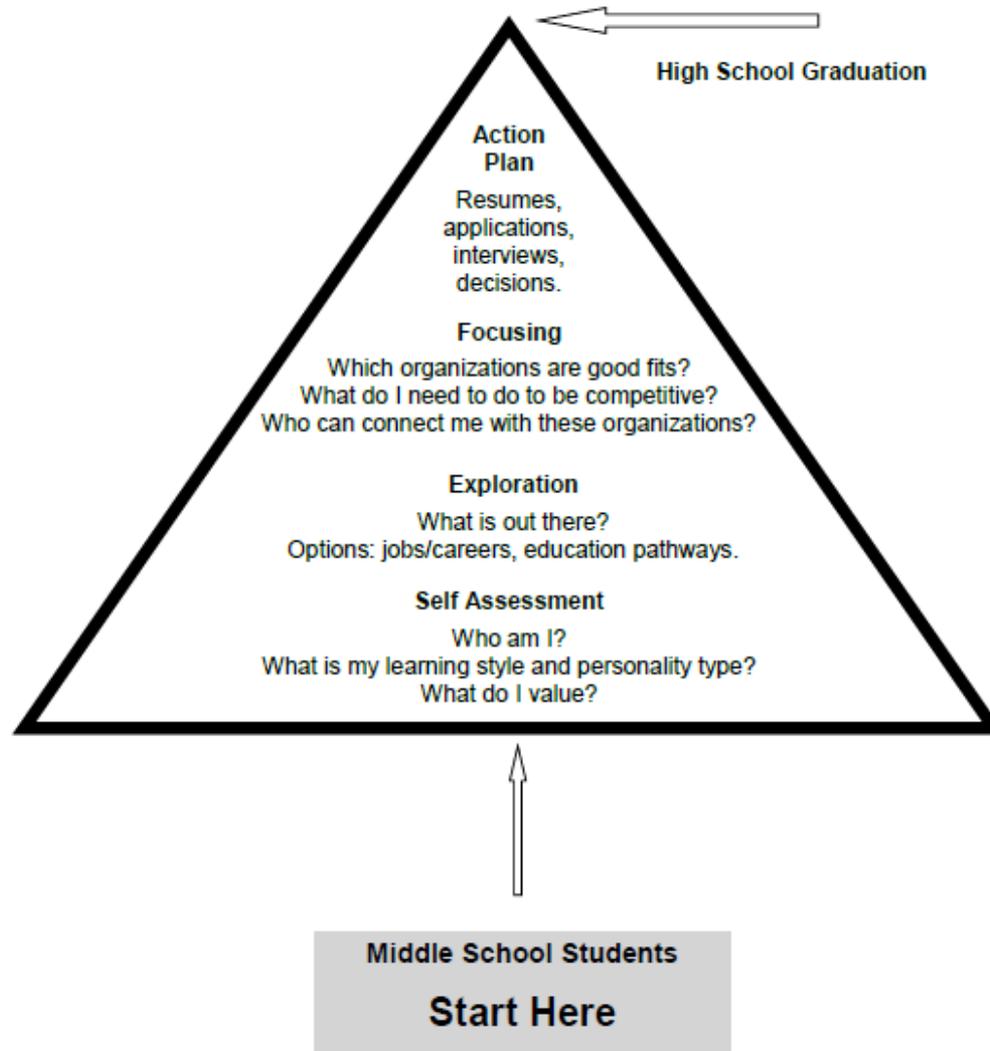
# 21<sup>st</sup> Century Competencies and PSLP (Continued)

- 1) Flexible and Self-Directed Learner
  - 2) Collaborative Team Member
  - 3) Creative and Practical Problem Solver
  - 4) Information Literate Researcher
  - 5) Effective Communicator
  - 6) Globally Aware and Responsible Citizen
- \*Assessed formally with 8<sup>th</sup> grade exit assessment

# **Thomas Grover Middle School PSLP and Guidance**

- While PSLP is not part of the guidance curriculum, the lessons and activities are designed to build off of guidance lessons, so students have the opportunity for follow up.
- Although they are separate, PSLP and guidance support one another.

# Personal Student Learning Plan College & Career Development Pyramid





# Identifying Roles for Adult Stakeholders

# Adult Stakeholder Roles and Responsibilities

- Principals
  - Demonstrates enthusiasm and commitment to the program
  - Sets priorities and commitment
- Teachers
  - Teaching PSLP sessions
  - Providing input and feedback to team on curriculum
  - Providing referrals to counselors
  - Utilize strategies to integrate PSLP into core curriculum classes
- School Counselors
  - Leading the counseling efforts to incorporate PSLP information and resources in counseling sessions
  - Deliver PSLP curriculum and distribute related activities to students

# Adult Stakeholder Roles and Responsibilities

- **Parents**
  - Help influence student perspectives of work and postsecondary education experiences
  - Encourage and influence students' aptitudes, interests, and abilities
- **Community**
  - Provide resources and occupational information
  - Participate in career fairs and volunteer as guest speakers

# Thomas Grover Middle School

## Communication

- **Grade Level Leaders:** responsible for creating lessons and materials and communicating between leadership committee (administrators and counselors) and team representatives
- **Team Representatives:** responsible for communicating between grade level leader and members of his/her team (including special ed. and ESL)
- **Team (Lead) Teachers:** responsible for communicating between team representative and partner-teacher

# North Brunswick Township High School Identifying Roles for Adult Stakeholders

- Important to include key stakeholders for the entire district and community to gain the continued support over the years:
  - Superintendent
  - School Principal
  - Faculty and Staff
  - Member of the PTSO



# Training School Staff

# Staff Training

- Explain how the PSLP program relates to the school mission and student success
- Conducted in advance of PSLP rollout
- Include substantial time for interacting with the system and practice
- Elicit regular teacher input and plan training based on identified needs



# Scheduling Decisions

# Scheduling Decisions

## Period Types:

- Homework or special activity period
- A class period in which the school substituted the PSLP curriculum for the traditional lesson
- A custom period of time that was created to accommodate the implementation of PSLP

# **Delsea Regional HS Time Management**

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## **To make this work, we:**

- adjust bell schedules for assemblies and adult mentoring/enrichment lessons.
- mirror teachers' schedules to run classroom presentations and computer lab activities.
- generally pull students from non-core academic classes when conducting individual conferences with counselors.
- utilize World History classes to run monthly peer transition mentoring sessions.

# What does this look like in the classroom?

- We run a modified schedule 1 day a month with 40 minutes allotted to PSLP time at the end of the day.
- Teachers are paired to allow for collaboration and more opportunities for teachers to build relationships with students they may or may not see in the classroom.
- Teachers help students set goals, create strategies for reaching these goals, and monitor their progress toward reaching goals.
  - Ice Breakers
  - What is a S.M.A.R.T. goal?
  - Setting a S.M.A.R.T. goal (and peer revision)
  - Creating strategies and an individualized tracking system to reach goals
  - Small group and one-on-one conferring
  - Individual reflection

# Scheduling Decisions

- This process at NBTHS is done with the collaboration of the Physical Education Department and the School Counseling Department.
- School Counselors go into each grade level during a Physical Education class and gives a lesson using the Web-Based Program Naviance.



# Motivating Students and Staff to Embrace PSLP Programs



# Motivation to Implement PSLPs

**Most important factor in a program's success**

- Principal's actions determine if PSLP is a priority for the school
- Must show that program activities will have a positive impact on important student outcomes

# Strategies to Encourage Motivation to Implement PSLPs

- Giving staff a role and voice in planning the PSLP program
- Providing adequate and ongoing training
- Ensuring sufficient time to prepare for and conduct sessions with students
- Reiterating the importance of the PSLP program as procedures and policies change



# Ongoing Assessment of PSLP Processes

# Improvement and Evaluation

- Allot time in school year for stakeholders and participants to reflect on program strengths and weaknesses
- PSLP programs require continuous evaluation to ensure student, staff, and administrative needs are being met
- Self-assessment tool

# Delsea Regional HS Reflection

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The PSLP process has generated **MORE** meaningful discussions between students, parents, teachers, administrators, and counselors **EVERY YEAR** since it's implementation. These discussions have lead to significant improvements in our district's curriculum, programs and policies such as:

- district course offerings
- academic enrichment periods
- drop-out prevention strategies
- counseling reorganization, counselor accessibility, and adult mentoring
- SWA-G

# Thomas Grover Middle School

## How do we improve student and teacher “buy-in”?

### *Why is this important for kids?*

- Learning how to set and achieve S.M.A.R.T. goals is something that students will need to do for the rest of their lives.
- Goal setting can help even our most struggling learners find success. (Ex. After School Goal Coaching Program)
- This provides another opportunity for children to build connections with adults.
- The competencies students develop through their attempts to reach their goals are life-long skills.

# Thomas Grover Middle School

## Learning from our mistakes!

- **2011-2012**

- Competency = Goal
- Students set goals based on results from competency surveys.

*“My goal is to grow as a collaborative team member by accepting constructive feedback from others and considering their suggestions.”*

- **2012-2013 and 2013-2014**

- Goals are more student generated with “student friendly” language.
- Each student is essentially allowed to set a goal for any area of his/her life that needs improvement.
- The competencies are used as strategies to accomplish these goals. We show the students how developing skills within the six competencies can help them reach any goal.



# Using NJCAN to Implement PSLPs



# PSLP Connections to Student Growth Objectives

Sean McDonald

Manager

Office of Career and Technical Education

Melissa Stager

Education Program Development Specialist

Office of Career and Technical Education



# Questions & Next Steps

# Resources

- PSLP Mentor Schools
- PSLP Website
- Guide for Implementing PSLP

# PSLP Mentor Schools 2013-14 School Year

- Abraham Clark High School
- Delsea Regional High School
- North Brunswick Township High School
- Northern Burlington County Regional HS
- Thomas Grover Middle School

# **NJDOE Contacts**

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