Professional Growth Plan III

Manuel F. Negron

New Jersey City University

Leadership is one’s ability to influence people by providing purpose, direction, and motivation while operating to accomplish a mission and to improve an organization. Leaders do not necessarily require a leadership title. My educational journey, military experience, life experiences, and assignments in which I have led, have developed my leadership style and traits. As I continue to grow as a professional, I strive to refine my leadership style that adapts to the assignments given. A combination of styles and approaches achieves positive results, which will overall improve the teaching and learning process.

As a Principal in an urban school district, a lot of pressure is placed on us to achieve high scores and state mandated assessments, despite facing various internal and external factors that influence a students’ academic success. Upon completion of my doctoral degree, I want to be a known expert in raising test scores in urban schools through the effective use and implementation of the TPAK Framework to empower teachers in order to improve teaching and learning. Technological pedagogical content knowledge is a framework used to understand and describe the kinds of knowledge needed by a teacher for effective pedagogical practice in a technology-enhanced learning environment. Many teachers often lack one or more of the components of this framework. My goal is to consult with school administrators to assure that teachers are given support and provided with effective professional development that will improve their practice as their knowledge strengthens.

I plan to create a professional learning series/consulting for districts to assess their current curriculum in order to provide teachers with an effective series of professional development that will enhance teaching and learning through technology. A lecture series on Educational Technology Leadership for “Turn-Around schools” will also be developed to support the Principals in creating annual school plans that will aim at raising test scores by implementing and sustaining the TPAK framework in schools along with the educational technology leadership skills within the Principal. My plan is to work collaboratively with other professionals to consult with me on the integration of various technologies that will be integrated into a revised curriculum and aligned to the NJ Student Learning Standards.

In order for this plan to be successful, I need to start small and identify a group in order to pilot the program for specific grade level teachers within a school. I must then identify the specific technologies that will be used and provide teachers with training on how to use the technology and how it will be implemented throughout the content standards. I would also need to maintain a positive mindset that would allow me to remain optimistic, despite challenges or barriers that may come along the way. I must identify priorities and start one-step at a time by developing a detailed action plan. I must also assure to identify financial resources needed and strengthen my knowledge and skills in developing effective rationales to support my proposals.

**Professional Reading Plan**

My professional reading plan will consist of a three way model. I plan to read a book on leadership, a book on instruction and learning, and a book of my choice (my best interests). Through this approach, I feel that I can align the skills and knowledge from one book to the next along with having my own personal interests that will help keep me engaged. I will continue to read books by Tim Collins, John Maxwell, Stephen Covey, etc. My personal interest books at this time will be DIY books as I love to fix and build things.

**Seminars Attended**

* "Future Ready" - Next Level Certification, Moving from Bronze to Silver to Gold Certification - Superintendent's Academy - February 6, 2019
* "Effective Communication with Stakeholders" – Superintendent’s Academy - April 10, 2019
* 2nd Annual STEM Made Simple Summit - Presented New Invention Proposal "Build -A- Cart - A Unique Stroller for Your Unique Child" Somerset, NJ May 22, 2019
* Created the 1st "Girls Who Code" club (Boys are Allowed) at William B. Cruise Veteran's Memorial School #11 - April 2019

**Continued Plan of Study**

* I plan to attend various conferences both nationally and globally on various topics that involve educational leadership and the improvement of teaching and learning.
* I also plan to attend conferences and workshops by motivational speakers and on building capacity within organizations.

**Holistic Activities**

In order to be an effective leader, I must also take care of my mind, body, and soul. I plan to take yoga classes and learn how to meditate. The mind is powerful and requires individuals to release all of anxieties and stress of the everyday life. I also want to learn proper breathing techniques that will bring peace and tranquility during times of stress. In conjunction with these approaches, I would also like to change my eating habits towards a more natural and holistic diet.

**Other Professional Growth Activities**

As technology continues to evolve at a rapid pace, I plan to keep with technology and take courses or webinars on how to use various software platforms, how to create websites, digital posters, on-line communities, etc.

 Overall, the development and revising of my professional growth plans during the past two years, has kept me focused towards a goal. It has provided me with the guidance to stay on track as well as opportunities of reflection. Learning is a lifelong process and growth plans are living documents, which require us to consistently reflect towards assuring that we are on the path to success.