# Reclaiming Educator Time: Centralizing Student Growth Objectives (SGO’s) and Professional Development Plans (PDP’s) for Impact – Pacing Guide

## Session Objectives:

By the end of this session, participants will be able to:

1. Explain the original intent vs. current reality of Student Growth Objectives (SGO) and Professional Development Plans (PDP).
2. Describe the centralized model developed by Delsea and Elk Township.
3. Evaluate the alignment of SGOs, PDPs, and district/school improvement goals.
4. Identify opportunities to reclaim teacher time through streamlined systems.
5. Plan for localized replication of centralized SGO/PDP processes.

Table 1 - Pacing Guide

| **Time** | **Segment** | **Description** | **Interactive Activities** |
| --- | --- | --- | --- |
| 10 minutes | Welcome & Objectives | Introduce presenters, set tone, review agenda | Icebreaker Poll: "What’s your current SGO/PDP process like?" (Mentimeter or sticky notes) |
| 15 minutes | Understanding the Problem | Present the disconnect between compliance and instructional purpose | Quick Pair-Share: “What part of SGOs/PDPs takes the most time?” |
| 15 minutes | Our Centralized Solution | Walk through the shared model used at Delsea and Elk | Visual Walkthrough: Participants annotate handout versions of templates |
| 15 minutes | Alignment in Action | Discuss goal alignment from classroom to superintendent | Small Group Discussion: “Where could alignment be strengthened in your district?” |
| 10 minutes | Results & Lessons Learned | Share measurable impact, teacher feedback, lessons | Quick Write: “What would you replicate immediately?” |
| 15 minutes | Planning for Replication | Provide guidance for adaptation in other contexts | Table Activity: Local Planning Guide (see below) |
| 10 minutes | Q&A + Closure | Answer participant questions and share next steps | Exit Ticket: “One action I’ll take next week...” |