

MUHLENBERG SD

801 Bellevue Avenue

Professional Development Plan (Act 48) | 2021 - 2024

ACT 48

Chapter 4 establishes that each school entity shall submit to the Secretary for approval a professional education plan every 3 years as required under Chapter 49, Section 17(a). A school entity shall make its professional education plan available for public inspection and comment for a minimum of 28 days prior to approval of the plan by the school entity's governing board and submission of the plan to the Secretary.

Chapter 49.17, Continuing professional education, establishes that every school entity shall develop a continuing education plan that addresses the following requirements:

- a. Includes options for professional development including, but not limited to, activities such as: (i) graduate level coursework; (ii) obtaining a professionally related master's degree; (iii) department-approved in-service courses; (iv) curriculum development work; and (v) attendance at professional conferences.
- b. Defines terms used including, but not limited to, the following: (i) Professionally related graduate level coursework. (ii) Professionally related master's degree. (iii) Curriculum development work. (iv) Professional conferences.
- c. Developed as specified in section 1205.1 of the act in which the plan describes the persons who developed the plan and how the persons were selected.
- d. Submitted to the Secretary shall be approved by both the professional education committee and the board of the school entity.
- e. Includes a section which describes how the professional education needs of the school entity, including those of diverse learners, and its professional employees are to be met through implementation of the plan. The plan must describe how professional development activities will improve language and literacy acquisition for all students and contribute to closing achievement gaps among students.
- f. Includes a description of how the school entity will offer all professional employees opportunities to participate in continuing education focused on teaching diverse learners in inclusive settings.

g. A school district that contracts with a community provider to operate a prekindergarten program shall address in the school district's professional education plan how the school district will offer professional education opportunities to teachers in the community provider's prekindergarten program.

LEA provided professional education meets the education needs of that school entity and its professional employees, so that they may meet the specific needs of students. Professional education for all levels of an LEA should be based on sound research and promising practices that promotes educators' skills over the long term.

Exemplary professional education for staff:

- Enhances the educator's content knowledge in the area of the educator's certification or assignment.
- Increases the educator's teaching skills based on research on effective practice, with attention given to interventions for struggling students.
- Provides educators with a variety of classroom-based assessment skills and the skills needed to analyze and use data in instructional decision-making.
- Empowers educators to work effectively with parents and community partners.

PROFILE AND PLAN ESSENTIALS

Muhlenberg School District

114065503

801 Bellevue Avenue, Reading, Pennsylvania 19605

Dr. Alan Futrick

futricka@mail.muhlsdk12.org

6109218000 X 1272

Dr. Joseph Macharola

macharolaj@mail.muhlsdk12.org

STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Dr. Alan Futrick	Assistant Superintendent	Dr. Alan Futrick	School Board of Directors
Dr. Cathy Shappell	Director of Federal Programs	Dr. Cathy Shappell	Administration Personnel
Daniel Houck	Director of Technology	Daniel Houck	Administration Personnel
Linda Figueroa	Community Member	Linda Figueroa	Administration Personnel
Amy Chiarelli	Instructional Coach	Amy Chiarelli	Administration Personnel
Jaclyn Bellanca	Instructional Coach/Parent	Jaclyn Bellanca	Administration Personnel

Name	Title	Committee Role	Appointed By
Stacy Wiza	Technology Coach	Stacy Wiza	Administration Personnel
Robert Walters	Technology Coach	Robert Walters	Administration Personnel

DESCRIBE HOW MANY TIMES THE COMMITTEE MEETS IN A GIVEN YEAR, ANY SUBCOMMITTEES THAT ARE FORMED AND ANY OTHER RELEVANT INFORMATION REGARDING THE FUNCTION OF THE COMMITTEE.

The Professional Development Team meets once during the summer to review the Needs Assessment teacher surveys. Courses are developed and professional development days are scheduled. The committee will meet each month or 3 weeks prior to a professional development day. The Administrative Assistant will build the Google Site that houses all PD information, course catalog, and registrations. The PD site is sent to all staff two week prior to any professional development days and staff will select their PD options for the day. Administrators and all coaches will build lesson plans for any course they are teaching and submit to the Assistant Superintendent for approval.

PROFESSIONAL EDUCATION PLAN (PEP) (22 PA CODE, 49.17)

Professional Education Plan Guidelines	Yes/No
Are the professional development activities aligned with the current and applicable Pennsylvania Core Standards or Pennsylvania Academic Standards? (22 Pa Code, Chapter 4)	Yes
Are the effectiveness of offerings evaluated through multiple measures of student achievement within the context of educator effectiveness to determine impact on student learning, educator effectiveness, and/or school performance? (Act 82 of 2012) aka (22 Pa Code, 19)	Yes
Does the professional education plan contain a committee consisting of teacher representatives divided equally among elementary, middle and high school teachers chosen by the teachers, educational specialist representatives chosen by educational specialists and administrative representatives chosen by the administrative personnel? (Act 48, Section 1205.1)	Yes
Does the committee include parents of children attending a school in the district, local business representatives and other individuals representing the community appointed by the board of directors? (Act 48, Section 1205.1)	Yes
Was the professional education plan approved by the professional education committee and the board of the school entity? (22 pa Code, 49.16)	Yes
Does the professional development plan align with educator needs? (Act 48, Section 2)	Yes
Do the implementation steps cover at least a three-year implementation horizon?	Yes

ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

95% GROUP FOR ELEMENTARY

Action Step	Audience	Topics to be Included	Evidence of Learning
	Elementary teachers in Grades K to 2	Product Training Phonological Awareness Screener Inventory Phonics Diagnostic Screener Inventory	Benchmark Data will show growth over the course of one year.
Lead Person/Position		Anticipated Timeline	
Mr. Kyle Crater/ MEC Principal		08/26/2021 - 06/30/2022	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Four training days a year	1d: Demonstrating Knowledge of Resources 1f: Designing Student Assessments	Language and Literacy Acquisition for All Students
Professional Learning Community (PLC)	PLC's by grade level meet monthly		Language and Literacy Acquisition for All Students

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

ALIGNMENT, RESOURCES, & LEARNING PROGRESSIONS

Audience	Topics to be Included	Evidence of Learning
All professional staff	Goal - All students must learn, it is not merely enough that all students were taught. We will not know whether or not students are learning unless we are clear on what they must learn and consistently gather evidence of that learning. What is it that we want our students to know and be able to do? How will they demonstrate that they have acquired the essential learning and skills? Have we agreed on the criteria that we will use in judging the quality of student work and can we apply it consistently? How will we intervene for students who struggle and enrich the learning for students who are proficient? How can we use evidence of student learning to improve our individual and collective professional practice?	Participants will be able to explicitly describe the following: What does it mean to be good in your subject/course? Forms of evidence you use Student outcomes
Lead Person/Position	Anticipated Timeline	
Dr. Alan Futrick/Assistant Superintendent	09/24/2021 - 05/13/2022	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	This course will be offered for all 19 PD hours for the 21-22 school year. The goal is to review and analyze the current curriculum and resources that align with the curriculum	3c: Engaging Students in Learning 1c: Setting Instructional Outcomes	Indicator 13 Effective Practices in Transition Training

W.I.N. 2021. A COLLABORATIVE SHARE SESSION OF SUCCESS FOR THE UPCOMING SCHOOL YEAR

Audience	Topics to be Included	Evidence of Learning
All professional staff K to 12	Staff members will have the opportunity to highlight techniques and strategies that have helped students navigate these uncertain times. Learn about the W.I.N. technique from presenter (What's Important Now) and take away useful strategies from peers.	Staff will take useful strategies and immediately put them into practice in their classroom
Lead Person/Position	Anticipated Timeline	
Mr. Zach Milch/ Behavior Specialist	08/20/2021 - 05/13/2022	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	This course will be offered for all 19 PD hours for the 21-22 school year. This course was also offered as part of the Induction Program	2d: Managing Student Behavior 2a: Creating and Environment of Respect and Rapport	Trauma Informed Training (Act 18)

TECHNOLOGY PROFESSIONAL DEVELOPMENT

Audience	Topics to be Included	Evidence of Learning
All staff	Class for Zoom ClassLink Gmail Essentials Lightspeed Classrooms Moby Max Using edInsight	Teachers will be asked to provide feedback on the trainings they attend. Administration will use walk-throughs to observe evidence of learning
Lead Person/Position		Anticipated Timeline
Mr. Dan Houck/Directory of Technology		08/26/2021 - 06/30/2022

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Courses will be offered at the four inservice days and three Act 80 Days	1d: Demonstrating Knowledge of Resources	Indicator 13 Effective Practices in Transition Training

PROGRAMS IN LITERACY, MATH, AND SCIENCE

Audience	Topics to be Included	Evidence of Learning
All staff that use instructional programs	SAVVAS enVision Math McGraw Hill Wonders FOSS Science SAVVAS Successmaker SAVVAS iLit ELL	Administrative walk-throughs and observations
Lead Person/Position	Anticipated Timeline	
Dr. Cathy Shappell/Director of Federal Programs	08/26/2021 - 06/30/2022	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Program PD will be offered at least once per year		Language and Literacy Acquisition for All Students

VISIBLE LEARNING AND THE SCIENCE OF HOW WE LEARN

Audience	Topics to be Included	Evidence of Learning
All staff	This course will explore the questions is knowledge an obstacle to learning, why don't some students like learning at school, how to get foundational skills to be automatic, and can complex skills be acquired through social modeling & explicit teaching	Administration walk-throughs and observations
Lead Person/Position		Anticipated Timeline
Dr. Alan Futrick/ Assistant Superintendent		08/26/2021 - 06/30/2024

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Courses are offered on all inservice days and are part of the induction program	1b: Demonstrating Knowledge of Students 2b: Establishing a Culture for Learning	Teaching Diverse Learners in an Inclusive Setting

ENGAGING STUDENTS WITH POVERTY IN MIND

Audience	Topics to be Included	Evidence of Learning
All staff	This course will provide teachers with smart, purposeful engagement strategies that all teachers can use to expand students' cognitive capacity, increase motivation and effort, and build a deep, enduring understanding of content. "Unwritten" rules for engagement Automating engagement in the classroom	Administration walk-throughs and observations
Lead Person/Position		Anticipated Timeline
Dr. Alan Futrick/ Assistant Superintendent		08/26/2021 - 06/30/2023

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Courses are offered on all inservice days and are part of the induction program	1b: Demonstrating Knowledge of Students 1e: Designing Coherent Instruction	

EVALUATION AND REVIEW

DESCRIBE IN THE BOX BELOW THE PROCEDURES FOR EVALUATING AND REVIEWING THE PROFESSIONAL EDUCATION PLAN.

Student outcomes; Graduation Rate, Keystone, PSSA, Runaway Records, CDT Participants' use of new knowledge and skills; Observations, Walkthroughs Participants' learning; Act 48 Forms, Google Surveys Participant reaction; and Google Surveys Organization support and change; Observations, Walkthroughs

PROFESSIONAL EDUCATION PLAN ASSURANCES

We affirm that this Professional Education Plan focuses on the learning needs of each staff member to ensure all staff members meet or exceed high academic standards in each of the core subject areas.

Alan S. Futrick, Ed. D.

10/12/2021

Professional Education Committee Chairperson:

Date

I affirm that this Professional Education Plan provides staff learning that improves the learning of all students as outlined in the National Staff Development Council's Standards for Staff Learning.

Joseph E. Macharola, Ed. D.

10/12/2021

Superintendent or Chief Administrative Officer:

Date