

## **BOYS LATIN OF PHILADELPHIA CS**

5501 Cedar Avenue

Professional Development Plan (Act 48) | 2021 - 2024

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### **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

Boys' Latin of Philadelphia Charter School  
1855155223  
5501 Cedar Avenue, Philadelphia, PA 19143

Jonas Crenshaw  
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Dr. William Hayes  
whayes@boyslatin.org

## STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
William Hayes	CEO	William Hayes	School Board of Directors
Jonas Crenshaw	Sr. Director of Academics	Jonas Crenshaw	Administration Personnel
Robert Parker	Principal	Robert Parker	Administration Personnel
Michael Sanford	Assistant Principal	Michael Sanford	Administration Personnel
Eros Uthman-Olukokun	Principal	Eros Uthman-Olukokun	Administration Personnel
Amber Fisher-Brown	Assistant Principal	Amber Fisher-Brown	Administration Personnel

<b>Name</b>	<b>Title</b>	<b>Committee Role</b>	<b>Appointed By</b>
RJ McDaniel	Teacher Leader	RJ McDaniel	Administration Personnel
Rich Gonzalez	Director of Technology	Rich Gonzalez	Administration Personnel
Ashly Galanti	Teacher	Ashly Galanti	Administration Personnel
Colleen Smith	Chief Operating Officer	Colleen Smith	Administration Personnel
Nicole McCune	Teacher	Nicole McCune	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.**

This committee meets on a monthly basis to identify instructional trends and plan for the seamless delivery of professional development aligned to instructional practice.

## 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? ( <a href="#">22 Pa Code, Chapter 4</a> )	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 ( <a href="#">22 Pa Code, 19</a> )	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? ( <a href="#">Act 48, Section 1205.1</a> )	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? ( <a href="#">Act 48, Section 1205.1</a> )	Yes
Was the professional education plan approved by the professional education committee and the board of the school entity? ( <a href="#">22 pa Code, 49.16</a> )	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

### NEW CURRICULUM RESOURCES

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Action Step	Audience	Topics to be Included	Evidence of Learning
	Teachers of new curriculum resources/Administrators	• Alignment of resources to PA Core Standards • Successful lesson facilitation • Lesson Internalization • Pacing	• Lesson Plans • Classroom Instruction
<b>Lead Person/Position</b>		<b>Anticipated Timeline</b>	
Jonas Crenshaw, Jr. – Sr. Director of Academics		09/06/2021 - 08/26/2022	

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### LEARNING FORMAT

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Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Coaching (peer-to-peer; school leader-to-teacher; other coaching models)	Monthly/Ongoing		Teaching Diverse Learners in an Inclusive Setting

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## LESSON INTERNALIZATION

Action Step	Audience	Topics to be Included	Evidence of Learning
	All Teachers/Administrators	<ul style="list-style-type: none"> <li>Linking Assessment to Instruction</li> <li>Understanding by Design</li> <li>Standard Mastery</li> <li>Monitoring student learning against standard mastery template</li> <li>Pacing</li> </ul>	<ul style="list-style-type: none"> <li>Lesson plans</li> <li>Standards mastery</li> <li>Summative Assessments</li> </ul>
Lead Person/Position		Anticipated Timeline	
Jonas Crenshaw, Jr. - Sr. Director of Academics		10/19/2021 - 06/17/2022	

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Other			Teaching Diverse Learners in an Inclusive Setting

## USING DATA FOR RESPONSIVE TEACHING

Action Step	Audience	Topics to be Included	Evidence of Learning
	All teachers/Administrators	<ul style="list-style-type: none"> <li>Analyzing formative/summative data for trends</li> <li>Providing responsive teaching in response to data</li> <li>Monitoring student progress</li> </ul>	<ul style="list-style-type: none"> <li>Lesson plans</li> <li>Small group instruction aligned to student learning misconceptions</li> <li>Student assessment data</li> </ul>
Lead Person/Position		Anticipated Timeline	
Jonas Crenshaw, Jr. – Sr. Director of Academics		11/16/2021 - 06/17/2022	

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Other	Monthly/Ongoing		Teaching Diverse Learners in an Inclusive Setting



## OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

### ALL STAFF PROFESSIONAL LEARNING CONFERENCE

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Audience	Topics to be Included	Evidence of Learning
All teachers	Instructional Expectations, Classroom Environment, Use of Technology Resources, Designing Coherent Instruction, Providing Quality Instruction for Students with IEPs, Trauma-Informed Instructional Practices	Schoology pages, lesson plans, classroom environment, learning agendas

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Lead Person/Position	Anticipated Timeline
Jonas Crenshaw - Sr. Director of Academics	08/30/2021 - 09/03/2021

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### LEARNING FORMAT

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Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Workshop(s)	Monthly		Teaching Diverse Learners in an Inclusive Setting
Workshop(s)	Once		Trauma Informed Training (Act 18)

## **EVALUATION AND REVIEW**

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

We will use the following means to evaluate the effectiveness of our training: Student outcomes (NWEA MAP Assessment Growth, State Assessments, Student Grades, Retention percentages) Participants' use of new knowledge and skills (Lesson plans, walkthrough visits, classroom environment, Schoology page audits) Participant Learning and Reaction (Participant Surveys)

## 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.

Jonas Crenshaw, Jr.

09/29/2021

Professional Education Committee Chairperson:

Date

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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.

Superintendent or Chief Administrative Officer:

Date