

CONEWAGO VALLEY SD

130 Berlin Rd

Professional Development Plan (Act 48) | 2022 - 2025

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

School District

112011603

130 Berlin Road, New Oxford, PA 17350

Sharon A. Perry

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Dr. Sharon A. Perry

perrys@cvcolonials.org

STEERING COMMITTEE

| Name | Title | Committee Role | Appointed By |
|--------------------|--|--------------------|---------------------------|
| Sharon Perry | Superintendent | Sharon Perry | School Board of Directors |
| Jeffrey Kindschuch | Vice President Board of School Directors | Jeffrey Kindschuch | School Board of Directors |
| Christopher Bowman | NOHS Principal | Christopher Bowman | Administration Personnel |
| Drew Little | NOHS Assistant Principal | Drew Little | Administration Personnel |

| Name | Title | Committee Role | Appointed By |
|---------------------|-------------------------------|-----------------------|-----------------------------|
| Alecia Kraus | NOHS Assistant Principal | Alecia Kraus | Administration Personnel |
| Garry Himes | NOHS CTC Principal | Garry Himes | Administration Personnel |
| Matthew Muller | NOMS Principal | Matthew Muller | Administration Personnel |
| John Beeman | NOMS Assistant Principal | John Beeman | Administration Personnel |
| Lawrence Sanders | CVIS Principal | Lawrence Sanders | Administration Personnel |
| Andrew Walker | CVIS Assistant Principal | Andrew Walker | Administration Personnel |
| Christopher Cobb | NOE Principal | Christopher Cobb | Administration Personnel |
| Autumn Zaminski | CTE Principal | Autumn Zaminski | Administration Personnel |
| Lynne Miller | Director of Student Services | Lynne Miller | Administration Personnel |
| Stephanie | Director of Special Education | Stephanie | Administration |

| Name | Title | Committee Role | Appointed By |
|----------------------|-----------------|-----------------------|------------------------------|
| Corbin | | Corbin | Personnel |
| Jessica Plank | Teacher | Jessica Plank | Teacher |
| Joanna Knott | Teacher | Joanna Knott | Teacher |
| Lori Baxter | Support Staff | Lori Baxter | Administration Personnel |
| Aida Flores | Miller Chemical | Aida Flores | School Board of Directors |
| Amy Still | Parent | Amy Still | School Board of Directors |
| Katie Yaukey | Teacher | Katie Yaukey | Teacher |
| Stephanie Mueller | Teacher | Stephanie Mueller | Teacher |
| Anthony Angelini | Teacher | Anthony Angelini | Teacher |
| Jill Smith | Teacher | Jill Smith | Teacher |
| Amanda Sipe | Teacher | Amanda Sipe | Teacher |
| Emily Kress | Learning Coach | Emily Kress | Education Specialist |

| Name | Title | Committee Role | Appointed By |
|--------------------|---|-----------------------|---------------------------|
| Melissa Gantz | Learning Coach | Melissa Gantz | Education Specialist |
| Diana Fasnaught | Director Ready to Learn/United Way | Diana Fasnaught | School Board of Directors |
| Jennifer Shearer | Learning Coach | Jennifer Shearer | Education Specialist |
| Abigail Sullivan | Student | Abigail Sullivan | School Board of Directors |
| Shawn Cuffley | Eastern Regional Police Department | Shawn Cuffley | School Board of Directors |
| Tiffanie Garmin | Parent | Tiffanie Garmin | School Board of Directors |
| Mackinzie Loughlin | Jacobs Tool and Manufacturing/Hanover Chamber of Commerce | Mackinzie Loughlin | School Board of Directors |
| Eva Karkuff | Learning Coach | Eva Karkuff | Education Specialist |
| Sarah Lewis | Teacher | Sarah Lewis | Teacher |
| Tasha Byrd | Parent | Tasha Byrd | School Board of Directors |
| BJ Wilke | Wilke Enginuity | BJ Wilke | School Board of Directors |

| Name | Title | Committee Role | Appointed By |
|-------------------|--|-----------------------|---------------------------|
| Ashlie Murren | Teacher | Ashlie Murren | Teacher |
| Tanner Haugh | Student | Tanner Haugh | School Board of Directors |
| Jerle Byrd | Parent | Jerle Byrd | School Board of Directors |
| Jessica Barajas | Parent | Jessica Barajas | School Board of Directors |
| Krista Hayward | President of CVFE | Krista Hayward | School Board of Directors |
| Janelle Boyer | Children's Aid Society | Janelle Boyer | School Board of Directors |
| Sami Slusser | Strategic Prevention Framework Director/Center for Youth and Community Development | Sami Slusser | School Board of Directors |
| Meredith Bergen | Student | Meredith Bergen | School Board of Directors |
| Jennifer Haugh | Parent | Jennifer Haugh | School Board of Directors |
| Caitlynne Edwards | Coach | Caitlynne Edwards | School Board of Directors |

| Name | Title | Committee Role | Appointed By |
|------------------|-----------------|-----------------------|---------------------------|
| Lauren Herring | Photographer | Lauren Herring | School Board of Directors |
| Melissa LaVallee | Parent | Melissa LaVallee | School Board of Directors |
| Nicki Redding | Parent | Nicki Redding | School Board of Directors |
| Kendall Bowman | Student | Kendall Bowman | School Board of Directors |
| Elizabeth Coover | Student Teacher | Elizabeth Coover | School Board of Directors |
| RyLee Haugh | Student | RyLee Haugh | School Board of Directors |
| Bonnie Little | Support Staff | Bonnie Little | School Board of Directors |

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 Steering Committee met five times while the District Professional Learning Committee met four times. The District Professional Learning

Committee collects data relative to professional learning needs and plans professional learning for the following school year.

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

EARLY MIDDLE SCHOOL WARNING COMMITTEE

| Action Step | Audience | Topics to be Included | Evidence of Learning |
|--|--|--|---|
| Explore Early Middle School Warning System | 6th grade teachers, school counselors, principals and Director of Special Education. | Johns Hopkins research on dropout prevention by Dr. Robert Balfanz | Identify attendance, behavior, course failures. |
| Lead Person/Position | | Anticipated Timeline | |
| Director of Special Education | | 08/16/2022 - 05/26/2023 | |

LEARNING FORMAT

| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings |
|--------------------|----------------|--|--|
| Workshop(s) | Once per month | 3a: Communicating with Students 3e: Demonstrating Flexibility and Responsiveness 1b: Demonstrating Knowledge of Students | |

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

LETRS TRAINING

| Audience | Topics to be Included | Evidence of Learning |
|--|---|--|
| K-6 Teachers and Administration | Skills needed to master the fundamentals of reading instruction—phonological awareness, phonics, fluency, vocabulary, comprehension, writing, and language. | Improved teacher practice for teaching reading |
| Lead Person/Position | Anticipated Timeline | |
| LETRS Trainer/Assistant Superintendent | 08/03/2022 - 05/24/2024 | |

LEARNING FORMAT

| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings |
|--------------------|------------------------------------|--|--|
| Inservice day | Multiple sessions to be determined | 3e: Demonstrating Flexibility and Responsiveness 4a: Reflecting on Teaching 1b: Demonstrating Knowledge of Students 4e: Growing and Developing Professionally | Language and Literacy Acquisition for All Students |

| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings |
|--------------------|-----------|--|--|
| | | 1c: Setting Instructional Outcomes 1d: Demonstrating Knowledge of Resources 1a: Demonstrating Knowledge of Content and Pedagogy 4d: Participating in a Professional Community | |

CURRICULUM REVIEW: RESEARCH (STANDARDS & DATA)

| Audience | Topics to be Included | Evidence of Learning |
|---------------------------------|---|--|
| Content Teachers and Principals | Standards, Power Standards, and Data Review | Identified power standards to drive unit development |
| Lead Person/Position | Anticipated Timeline | |
| Assistant Superintendent | 08/16/2022 - 05/23/2025 | |

LEARNING FORMAT

| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings |
|--------------------------------------|-----------|---|--|
| Collaborative curriculum development | Monthly | 4d: Participating in a Professional Community 1a: Demonstrating Knowledge of Content and Pedagogy 4e: Growing and Developing Professionally 1c: Setting Instructional Outcomes 4a: Reflecting on Teaching | |

EVALUATION AND REVIEW

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

Professional learning is planned in advance of the school year utilizing the five levels of evaluation for professional development. Required topics, strategic topics, content-specific topics, as well as "just in time" topics are embedded throughout our professional learning plan. Surveys are conducted in order to determine professional development needs so that we are able to be responsive to adult learners. Evaluations of the professional development sessions enables us to grow and improve our practice.

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.

Sharon A. Perry

06/24/2022

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.

Sharon A. Perry

06/24/2022

Superintendent or Chief Administrative Officer:

Date