

MIFFLINBURG AREA SD

178 Maple St

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

Mifflinburg Area School District
16605003
178 Maple Street, Mifflinburg, PA 17844

Dr. Sandra Mattocks
smattocks@mifflinburg.org
5709668200 X 8335

Mr. Daniel R. Lichtel
dlichtel@mifflinburg.org

STEERING COMMITTEE

| Name | Title | Committee Role | Appointed By |
|------------------------|--|------------------------|--------------------------|
| Mr. Daniel R. Lichtel | Superintendent | Mr. Daniel R. Lichtel | Administration Personnel |
| Dr. Sandra Mattocks | Director of Curriculum and Instruction | Dr. Sandra Mattocks | Administration Personnel |
| Ms. Linda Kline | Special Education Supervisor | Ms. Linda Kline | Administration Personnel |
| Mr. Richard Strausburg | High School Principal | Mr. Richard Strausburg | Administration Personnel |
| Mr. Casey Magargle | High School Asst Principal | Mr. Casey Magargle | Administration Personnel |
| Mr. Daryl Hunsberger | Middle School Principal | Mr. Daryl Hunsberger | Administration Personnel |

| Name | Title | Committee Role | Appointed By |
|---------------------------|-------------------------------------|---------------------------|---------------------------|
| Ms. Tanya Grenoble | Middle School Asst Principal | Ms. Tanya Grenoble | Administration Personnel |
| Mr. Phillip Heggenstaller | Intermediate School Principal | Mr. Phillip Heggenstaller | Administration Personnel |
| Mr. James Case | Elementary School Principal | Mr. James Case | Administration Personnel |
| Mrs. Wendy McClintock | School Board President | Mrs. Wendy McClintock | School Board of Directors |
| Mrs. Mindy Benfer | School Board Director | Mrs. Mindy Benfer | School Board of Directors |
| Mrs. Janel Weaver | School Board Director | Mrs. Janel Weaver | School Board of Directors |
| Mrs. Amy Wehr | School Board Director | Mrs. Amy Wehr | School Board of Directors |
| Mrs. Beth Faunce | ELA Department Lead | Mrs. Beth Faunce | Teacher |
| Mrs. Danielle Dressler | Social Studies Department Lead | Mrs. Danielle Dressler | Teacher |
| Mrs. Glenda Haines | Mathematics Department Lead | Mrs. Glenda Haines | Teacher |
| Mrs. Crystal Nylund | Phys. Ed/Health Department Lead | Mrs. Crystal Nylund | Teacher |
| Mr. Emil Stenger | Tech Ed/Business/Ag Department Lead | Mr. Emil Stenger | Teacher |
| Mrs. Erica Underhill | Science Department Lead | Mrs. Erica Underhill | Teacher |
| Mrs. Pat Wagner | Fine Arts Department Lead | Mrs. Pat Wagner | Teacher |
| Mrs. Rachael Stroup | Elementary Teacher | Mrs. Rachael Stroup | Teacher |

| Name | Title | Committee Role | Appointed By |
|------------------------|-----------------------------|------------------------|--------------------------|
| Mrs. Lindsay Beck | Title 1 Interventionist | Mrs. Lindsay Beck | Teacher |
| Mr. Terrance Young | School Psychologist | Mr. Terrance Young | Education Specialist |
| Mrs. Jen Brubaker | Parent | Mrs. Jen Brubaker | Administration Personnel |
| Mrs. Corrie Post | Parent | Mrs. Corrie Post | Administration Personnel |
| Mrs. Angela Confair | High School Teacher | Mrs. Angela Confair | Teacher |
| Mrs. Suzy Dipasquale | High School Teacher | Mrs. Suzy Dipasquale | Teacher |
| Mrs. Linda Edinger | Intermediate School Teacher | Mrs. Linda Edinger | Teacher |
| Mrs. Renee St. Clair | Parent | Mrs. Renee St. Clair | Administration Personnel |
| Mrs. Stacy Reitenbach | High School Teacher | Mrs. Stacy Reitenbach | Teacher |
| Mrs. Susan Enders | Intermediate School Teacher | Mrs. Susan Enders | Teacher |
| Mrs. Alexandra Martz | Elementary School Teacher | Mrs. Alexandra Martz | Teacher |
| Mrs. Ashtin Midkiff | Middle School Teacher | Mrs. Ashtin Midkiff | Teacher |
| Mrs. Michelle Lawrence | Middle School Teacher | Mrs. Michelle Lawrence | Teacher |
| Miss Kelsey Hurst | Elementary School Teacher | Miss Kelsey Hurst | Teacher |
| Miss Isabel Kissinger | Elementary School Teacher | Miss Isabel Kissinger | Teacher |

| Name | Title | Committee Role | Appointed By |
|------------------------|-----------------------------|------------------------|--------------------------|
| Mr. Bryan Schwab | Middle School Teacher | Mr. Bryan Schwab | Teacher |
| Mrs. Kelly Snayberger | Intermediate School Teacher | Mrs. Kelly Snayberger | Teacher |
| Miss Miranda Wallace | Intermediate School Teacher | Miss Miranda Wallace | Teacher |
| Mr. Jeremy Walter | Middle School | Mr. Jeremy Walter | Teacher |
| Mrs. Gretchen Norton | Parent | Mrs. Gretchen Norton | Administration Personnel |
| Mr. Shawn Welch | Teacher | Mr. Shawn Welch | Teacher |
| Mrs. Andrea Hockenbury | Teacher | Mrs. Andrea Hockenbury | Teacher |
| Mrs. Stacy Reitenbach | Teacher | Mrs. Stacy Reitenbach | Teacher |

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 District has a Professional Education Committee with members who are representative of every building K-12. The purpose of the committee is to identify the needs for professional learning. The professional education committee meets twice annually. The opportunities for in-service days are relevant to the role professional staff members serve and are personalized according to their need. Much of our professional development is contracted with the CSIU 16 and PaTTAN. Many of the same committee members are involved in School-level Planning Committees and the District Comprehensive Planning Committee.

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) No

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

ENVISION MATHEMATICS TRAINING

| Action Step | Audience | Topics to be Included | Evidence of Learning |
|---|---------------------------|---|--|
| K-8 Teachers, Building Principals, Director of Curriculum and Instruction, and Special Education Supervisor | | | |
| Lead Person/Position | | Anticipated Timeline | |
| Director of Curriculum | | 07/01/2021 - 05/31/2022 | |
| LEARNING FORMAT | | | |
| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | |
| This Step Meets the Requirements of State Required Trainings | | | |
| Workshop(s) | 2-3 times per school year | 1a: Demonstrating Knowledge of Content and Pedagogy | Language and Literacy Acquisition for All Students |

PROFESSIONAL DEVELOPMENT/TRAINING FOR CDTs AND MAP

| Action Step | Audience | Topics to be Included | Evidence of Learning |
|--|--|---|--|
| | 6-12 Teachers, Building Principals, Director of Curriculum and Instruction, and Special Education Supervisor | Classroom Diagnostic Tools: Administration, Data Analysis, Conferencing with Students, and Using Data for Instruction | Use of CDTs and Data Analysis |
| | Lead Person/Position | Anticipated Timeline | |
| Building Principals and Director of Curriculum and Instruction | | 07/01/2021 - 05/31/2023 | |
| LEARNING FORMAT | | | |
| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings |
| Workshop(s) | Initially about 5 times/Year | 1d: Demonstrating Knowledge of Resources | Language and Literacy Acquisition for All Students |

SCIENCE CURRICULUM WRITING

| Action Step | Audience | Topics to be Included | | Evidence of Learning |
|--|---|---|--|--|
| | K-8 Teachers, Building Teachers, Director of Curriculum and Instruction | Curriculum writing to address new Science standards | Curriculum Document | |
| | Lead Person/Position | Anticipated Timeline | | |
| Director of Curriculum and Instruction | 07/01/2021 - 05/31/2022 | | | |
| LEARNING FORMAT | | | | |
| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | | This Step Meets the Requirements of State Required Trainings |
| Workshop(s) | Monthly | 1c: Setting Instructional Outcomes | Language and Literacy Acquisition for All Students | |
| | | 1e: Designing Coherent Instruction | | |

SCIENCE CURRICULUM WRITING

| Action Step | Audience | Topics to be Included | | Evidence of Learning |
|--|---|--|-----------------------|----------------------|
| | K-8 Teachers, Building Teachers, Director of Curriculum and Instruction | Instructional Strategies and Pedagogy for Meaningful Science Instruction | Notes from Consultant | |
| | | | | |
| Lead Person/Position | | Anticipated Timeline | | |
| Director of Curriculum and Instruction | | 07/01/2022 - 05/31/2024 | | |

LEARNING FORMAT

| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings | Evidence of Learning |
|--|-----------|--|--|----------------------|
| Coaching (peer-to-peer; school leader-to-teacher; other coaching models) | Monthly | | Language and Literacy Acquisition for All Students | |

UNIVERSAL DESIGN FOR LEARNING

| Action Step | Audience | Topics to be Included | Evidence of Learning |
|-------------|----------|-----------------------|----------------------|
|-------------|----------|-----------------------|----------------------|

| Action Step | Audience | Topics to be Included | | Evidence of Learning |
|---|---|---|--------------------------------|----------------------|
| | Selected teachers, Director of Curriculum and Instruction, and Special Education Supervisor | Integrating Universal Design for Learning Principles into Lesson Plans, Instruction, and Assessments. | Increase in Student Engagement | |
| Lead Person/Position | | | | |
| IU Consultant, Director of Curriculum and Instruction, and Special Education Supervisor | | | Anticipated Timeline | |
| | | | 07/01/2021 - 05/31/2024 | |

LEARNING FORMAT

| Type of Activities | Frequency | Danielson Framework Component Met in this Plan | This Step Meets the Requirements of State Required Trainings |
|--------------------|--------------|---|--|
| Workshop(s) | As scheduled | 2a: Creating and Environment of Respect and Rapport 1f: Designing Student Assessments 1a: Demonstrating Knowledge of Content and Pedagogy 1e: Designing Coherent Instruction | Teaching Diverse Learners in an Inclusive Setting |

EVALUATION AND REVIEW

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

Teachers and Building Principals analyze student performance data during their summer Flex Days in preparation for the upcoming school year. Such data helps to create building goals and identify specific actions steps for improvement. Such data also drives discussion about what additional professional development opportunities should be presented either to individual teachers or groups of teachers. Teachers are often asked to provide verbal feedback regarding professional activities that were provided. If teachers would like to have professional development activities submitted for Act 48 credit, they will complete a form that asks them to note three pieces of information or skills they gained from the activity and note two ways they will be able to apply the information they learn in their professional role. Additionally, teachers are asked to note one suggestion for change or improvement of the staff development activity for future planning purposes or suggest next steps necessary for them to be able to implement what they have learned.