

## **RINGGOLD SD**

400 Main St

Professional Development Plan (Act 48) | 2025 - 2028

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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

School District

101637002

400 Main Street, New Eagle, Pennsylvania 15067

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## STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Kimberly Leasure	High School Teacher	High School Teacher	Teacher
Phoebe Dailey	Education Specialist	Education Specialist	Education Specialist
Deb Hurlburt	Special Education Teacher	High School Teacher	Teacher
Robyn Corelius	Middle School Teacher	Elementary Teacher	Teacher
Tara Schmidt	Middle School Teacher	Elementary Teacher	Teacher
Josh Nicklow	Middle School Teacher	Elementary Teacher	Teacher

<b>Name</b>	<b>Title</b>	<b>Committee Role</b>	<b>Appointed By</b>
Kim Long	Special Education Teacher	Elementary Teacher	Teacher
Dana Hadsell	Elementary Teacher	Elementary Teacher	Teacher
Earl Gilpin	Elementary Art Teacher	Elementary Teacher	Teacher
Ashley Wilson	Elementary Teacher	Elementary Teacher	Teacher
Dr. Greg Saraceni	Assistant Superintendent	Administrator	Administration Personnel
Sherry Black	Director of Pupil Services	Administrator	Administration Personnel
Shannon Crombie	Director of Curriculum	Administrator	Administration Personnel
Kenneth Patterson	Middle School Principal	Administrator	Administration Personnel
Ross Ference	Elementary Principal	Administrator	Administration Personnel
Marc Berry	Elementary Principal	Administrator	Administration Personnel
Autumn Harrison	Parent & Community Member	Community Member	School Board of Directors
Francine Gibasiewisz-Smith	Parent & Community Member	Parent of Child Attending	School Board of Directors
Beverly Baumgardner	Local Business Representative	Local Business Representative	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 committee will meet annually to review the required professional development and the professional development plan for the given school year. A combination of staff and family surveys will help to inform the focus of professional development. Academic student data from a variety of sources such as state and local assessments, state mandates, and district initiatives will be addressed in the annual professional development.

## ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

### DATA FOR ACHIEVEMENT

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Action Step	Audience	Topics to be Included	Evidence of Learning
Write / Revise curriculum frameworks to align to the standards (if not already in place)	K-12 Teachers	Understanding by Design (UbD) Deconstruction of Standards Vertical and Horizontal Alignment	Completed UbD curriculum maps (Stages 1 & 2)

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Lead Person/Position	Anticipated Timeline
Dr. Greg Saraceni / Asst. Superintendent Mrs. Shannon Crombie / Director of Curriculum & Instruction	07/01/2025 - 06/30/2028

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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
Collaborative curriculum development	Minimum of 3x per year		

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## DATA FOR ACHIEVEMENT

Action Step	Audience	Topics to be Included	Evidence of Learning
Align units and lessons to the written curriculum to ensure alignment with the standards.	K-12 Teachers	Depth of Knowledge (DoK) UbD Stage 3: Develop the Learning Plan	Completed UbD Stage 3 learning plans
Lead Person/Position		Anticipated Timeline	
Mrs. Shannon Crombie / Director of Curriculum & Instruction		07/01/2025 - 06/30/2028	

## 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	Minimum of 3x per year		

## DATA FOR ACHIEVEMENT

Action Step	Audience	Topics to be Included	Evidence of Learning
Align assessment to the taught curriculum	K-2 Teachers	Standards-based grading	Standards-based report cards
Lead Person/Position			Anticipated Timeline
Dr. Greg Saraceni / Asst. Superintendent Mrs. Shannon Crombie / Director of Curriculum & Instruction			07/01/2025 - 06/30/2026

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Other	Bi-weekly administrative meetings to develop the standards-based report cards.		



## PROFESSIONAL DEVELOPMENT

Action Step	Audience	Topics to be Included	Evidence of Learning
Provide targeted coaching and learning opportunities to unlock best practices and innovative strategies, equipping our employees to prepare students for an ever-changing world.	K-12 Teachers	Literacy Numeracy Classroom Management PBIS / MTSS Instructional Pedagogy	Participation in self-selected professional learning opportunities.
Lead Person/Position		Anticipated Timeline	
Mrs. Shannon Crombie / Director of Curriculum		07/01/2025 - 06/30/2028	

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	Minimum of 4x per year.		

## OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

### TEACHING DIVERSE LEARNERS IN INCLUSIVE SETTINGS

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Audience	Topics to be Included	Evidence of Learning
K-12 Teachers	Universal design for learning	Participation in professional learning session

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Lead Person/Position	Anticipated Timeline
Sherry Black / Director of Pupil Services	07/01/2025 - 06/30/2028

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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
Inservice day	1x per year	3c: Engaging Students in Learning	Teaching Diverse Learners in Inclusive Settings

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## LANGUAGE & LITERACY ACQUISITION FOR ALL STUDENTS

Audience	Topics to be Included	Evidence of Learning
K-12 Teachers	Structured literacy sessions will include content knowledge and pedagogy to teach the language skills of speaking, listening, reading, and writing. Sessions will be tailored to the audience of teachers, such as those required to have structured literacy training based on their certification versus other content area teachers who may have less training in language and literacy acquisition and are not required to have structured literacy training.	Participation in professional learning session
Lead Person/Position		Anticipated Timeline
Dr. Greg Saraceni / Assistant Superintendent		07/01/2025 - 06/30/2028

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	1x per year	1a: Demonstrating Knowledge of Content and Pedagogy	Structured Literacy

## RELATING TO OUR STUDENTS

Audience	Topics to be Included	Evidence of Learning
K-12 Teachers	To meet the requirements within the revised CRSE, the 3 required areas will be addressed through independent sessions for each topic below 1. Serving our Subgroups - Economically Disadvantaged & ELL Students 2. Mental Health & Wellness 3. Technology & Virtual Engagement	Participation in professional learning session
Lead Person/Position		Anticipated Timeline
Sherry Black / Director of Pupil Services Ephraim Yoder / Psychologist Shannon Crombie / Director of Pupil Services		07/01/2025 - 06/30/2028

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Inservice day	1 topic per year each year	2a: Creating an Environment of Respect and Rapport	Common Ground: Culturally Relevant Sustaining Education

## PROFESSIONAL ETHICS

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<b>Audience</b>	<b>Topics to be Included</b>	<b>Evidence of Learning</b>
K-12 Teachers	Professional Ethics	Participation in professional learning session

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<b>Lead Person/Position</b>	<b>Anticipated Timeline</b>
Shannon Crombie / Director of Curriculum	07/01/2025 - 06/30/2028

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## LEARNING FORMAT

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<b>Type of Activities</b>	<b>Frequency</b>	<b>Danielson Framework Component Met in this Plan</b>	<b>This Step Meets the Requirements of State Required Trainings</b>
Inservice day	1x per year	4f: Showing Professionalism	Professional Ethics

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## TRAUMA INFORMED CARE

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<b>Audience</b>	<b>Topics to be Included</b>	<b>Evidence of Learning</b>
K-12 Teachers	Tier I strategies for preventative, proactive, and universal practices to promote positive academic, social-emotional, and behavioral outcomes for students	Participation in professional learning session

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<b>Lead Person/Position</b>	<b>Anticipated Timeline</b>
Sherry Black / Director of Pupil Services	07/01/2025 - 06/30/0025

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## LEARNING FORMAT

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<b>Type of Activities</b>	<b>Frequency</b>	<b>Danielson Framework Component Met in this Plan</b>	<b>This Step Meets the Requirements of State Required Trainings</b>
Inservice day	1x per year	2d: Managing Student Behavior	At Least 1-hour of Trauma-informed Care Training for All Staff

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## PROFESSIONAL DEVELOPMENT PLAN ASSURANCES

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
Are the professional development activities aligned to at least one component of one domain within the Observation and Practice Framework for Teaching?	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

**Professional Education Plan Guidelines**

**Yes/No**

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When is the first year the LEA will offer Structured Literacy Training to the staff?

2022-  
2023

Who will receive the Structured Literacy Training in addition to the five required certifications (early childhood, elementary-middle level, special education, ESL, and reading specialist)?

We make the training available to any teacher interested in learning about literacy.

Is the LEA using or planning to implement Structured Literacy (Select One)?

Hybrid, Structured Literacy components integrated into reading program.

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## **EVALUATION AND REVIEW**

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

The professional development plan will be reviewed and evaluated no less than annually. Surveys will be used to inform and adjust the plan for future professional development offerings. Student outcomes, formal and informal observations, grade level and academic department meetings, and other relevant district data will also be considered in review and evaluation of the plan.

## 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.

Shannon Crombie

Date

Professional Education Committee Chairperson:

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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