

WEST CHESTER AREA SD

782 Springdale Drive

Professional Development Plan (Act 48) | 2025 - 2028

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

West Chester Area School District

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Stephen Brown

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STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Stephen Brown	Director of Teaching Learning and Equity	Administrator	Administration Personnel
Melissa Kleinman	Director of Pupil Services	Administrator	Administration Personnel
Emma Burns	Student	Other	Administration Personnel
Serena Callahan	Teacher	Elementary Teacher	Administration Personnel
Carli Campli	Student	Other	Administration Personnel
Kate Coulter	Administrator	Administrator	Administration Personnel

Name	Title	Committee Role	Appointed By
Steve Kernaghan	Teacher	High School Teacher	Administration Personnel
Katie Mizak	Teacher	Middle School Teacher	Administration Personnel
Rose Manion	Parent	Community Member	Administration Personnel
Diane Squiri	Teacher	Education Specialist	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 committee meets three times per year with no subcommittees. The committee is focused on supporting our work grounded in the comprehensive plan as it relates to student engagement, equitable assessment/grading practices, and work/internship opportunities.

ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

CURRICULUM DEVELOPMENT

Action Step	Audience	Topics to be Included	Evidence of Learning
Develop a comprehensive K-12 curriculum that supports engaging and effective learning strategies to enhance student learning	TLE Team, Special Education Department, Teacher Leaders, Instructional Coaches, Instructional Tech Coaches, School Leaders	Curriculum Design Curriculum Mapping Curriculum Review Cycle Planning Assessment Development	Completed Units Streamlined Curriculum Maps and Syllabi across content areas DOK Levels Assessment Results
Lead Person/Position		Anticipated Timeline	
Dr. Stephen Brown		04/07/2025 - 05/20/2028	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Workshop(s)	See plan developed with learning consultant		Language and Literacy Acquisition for All Students
Professional Learning Community (PLC)	Weekly		Language and Literacy Acquisition for All Students

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

COMMON GROUND

Audience	Topics to be Included	Evidence of Learning
All Staff	Bias Trauma Informed Practices Culturally Sustaining Practices Restorative Practices SEL	Supervision Walkthrough documents will serve as evidence that training on the above are being implemented in classrooms
Lead Person/Position		Anticipated Timeline
Stephen Brown/Director of Teaching Learning and Equity		08/25/2025 - 06/01/2026

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Classroom/school visitation	Monthly	3c: Engaging Students in Learning 2b: Establishing a Culture for Learning 1b: Demonstrating Knowledge of Students	Common Ground: Culturally Relevant Sustaining Education

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? (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
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? (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

Professional Education Plan Guidelines**Yes/No**

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

2023-
2024

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)?

ELA teachers, Social Studies teachers, Science teachers

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

Hybrid, Structured Literacy components integrated into reading program.

EVALUATION AND REVIEW

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

Monitoring & Reporting: Regular progress reports to district leadership. Annual review of professional development effectiveness. Continuous updates to training modules as educational needs evolve. This plan ensures that all teachers are well-equipped to meet the diverse needs of their students, fostering an inclusive and effective learning environment in alignment with Pennsylvania's Common Ground Framework.

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.

Stephen Brown

Professional Education Committee Chairperson:

02/19/2025

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.

Superintendent or Chief Administrative Officer:

Date