



**VALLEY FORGE**  
**PUBLIC SERVICE ACADEMY**  
**CHARTER SCHOOL**

**EXHIBIT 30 – Professional Development Plan**

# VFPSACS 10-Month Weekly Professional Learning Community (PLC)

## Plan: (40 Weeks)

**Schedule:** Every Wednesday Afternoon @ 1:00 (Early Dismissal Period)

**Focus:** Grade Level and/or Content Area Teams

**Goal:** Systematically cycle through instruction, data analysis (iReady/IXL), MTSS (Academic, Behavioral, Social), and alignment for continuous improvement.

### Cycle 1: Launch & Foundation (Weeks 1-8)

Week	Primary Focus Area	Instructional Topic & Goal	Data/MTSS Activity & Deliverable	VFPSACS Alignment
1	<b>Data-Driven/ Academic MTSS</b>	<b>Instructional Focus:</b> Reviewing the Classroom Routines Scripts (Coaching Cycle Weeks 1-2 deliverable).	<b>Activity: iReady/IXL Deep Dive.</b> Analyze initial screeners to identify the top three Tier 2/3 <i>Academic Skill Gaps</i> within the content/grade level.	Discipline/Integrity
2	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: WAC Calibration.</b> Share and critique subject-specific WAC tasks (e.g., Math Explanations, SS Evidence-Based Paragraphs). Calibrate scoring.	<b>Activity:</b> Review the <b>MTSS Academic Gaps</b> identified in Week 1. PLC creates a shared "Intervention Skill Bank" for targeted small-group work.	Scholarship
3	<b>Attendance/ Behavioral MTSS</b>	<b>Instructional Focus:</b> Developing culturally responsive, proactive strategies for non-	<b>Activity: Behavioral Data Review.</b> Analyze minor and major referral data. Identify the top three Tier 1 Structured	Resilience/Discipline

		compliance and disengagement.	Environment procedural lapses causing interruptions.	
4	<b>Content Rigor &amp; Pathways</b>	<b>Instructional Focus: Pathway Alignment.</b> Share and refine the <b>Pathway-Aligned Activities.</b>	<b>Activity:</b> Map the upcoming 4-week unit's content to the Academies. Teams identify <b>2-3 industry-relevant case studies</b> to integrate.	Leadership/Service
5	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing the effectiveness of the <i>Engaging Students in Learning</i> strategies implemented (DFFT 3c).	<b>Activity: Progress Monitoring Check-up.</b> Analyze 4-week progress monitoring data for identified Tier 2/3 academic students. <b>Deliverable:</b> Decide if students need to move tiers, change interventions, or exit MTSS.	Integrity
6	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: Feedback Protocol Mastery.</b> Focus on <b>DFFT 3d.</b> Practice giving high-leverage feedback using the "Glow and Grow" protocol on anonymous student writing samples.	<b>Activity:</b> Calibrate on the WAC Revision Rubric. PLC develops 3 common teaching points for revision based on current student needs.	Scholarship/Resilience

7	<b>MTSS &amp; Social Needs</b>	<b>Instructional Focus:</b> Sharing successful strategies for integrating <b>SIRL</b> values (e.g., how to teach "Resilience" during a challenging math problem).	<b>Activity: Social/Emotional Learning (SEL) Review.</b> Identify common student social-emotional needs or barriers. PLC develops 2 universal lessons for advisement.	Service/Leadership
8	<b>Cycle Review &amp; Next Steps</b>	<b>Instructional Focus:</b> Discussing lessons learned and preparing for the next 8-week content unit.	<b>Activity: Data/Goal Setting.</b> Review overall achievement data from the 8-week cycle. <b>Deliverable:</b> PLC sets 1 collective, measurable goal (academic or behavioral) for the next 8-week cycle.	Integrity/Resilience

## Cycle 2: Deepening Instruction & Differentiation (Weeks 9-16)

*(Topics from Cycle 1 repeat, but activities deepen the focus on Tier 2/3 instruction and complex WAC differentiation.)*

Week	Primary Focus Area	Instructional Topic & Goal	Data/MTSS Activity & Deliverable	VFPSACS Alignment
9	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing the use of small-group instruction	<b>Activity: iReady/IXL Progress Monitor</b> Analyze 8-week	Discipline/Integrity

		for Tier 2/3 support (DFfT 3b).	growth data. Determine which Tier 3 Academic Interventions require adjustment or replacement.	
10	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: Differentiated WAC.</b> Share examples of WAC tasks scaffolded for emerging writers and extended for advanced writers.	<b>Activity:</b> Review the effectiveness of the <b>Intervention Skill Bank</b> . Refine or replace 2 low-leverage skills.	<b>Scholarship</b>
11	<b>Behavioral MTSS</b>	<b>Instructional Focus: Proactive Behavior Systems.</b> Review implementation fidelity of positive behavior recognition programs.	<b>Activity: Functional Behavior Assessment (FBA) Review.</b> Analyze data trends for students receiving Tier 3 behavioral support. Plan minor adjustments.	<b>Resilience/Discipline</b>
12	<b>Content Rigor &amp; Pathways</b>	<b>Instructional Focus: Partner Integration.</b> Review lessons that successfully utilized a public service partner (guest speaker/virtual	<b>Activity:</b> Develop a common cross-content project idea (Service Learning) that connects all content areas to a	<b>Leadership/Service</b>

		trip) as a hook or assessment piece.	single community need.	
13	Data-Driven MTSS	<b>Instructional Focus:</b> Reviewing evidence of student learning in non-written formats (oral, performance, demonstration).	<b>Activity: Progress Monitoring</b> Analyze 12-week data. Focus on student <i>Resilience</i> data (effort/homework completion) alongside academic metrics.	Integrity
14	Content Rigor & WAC	<b>Instructional Focus: Teaching TDA/Constructed Responses.</b> Share strategies for explicitly teaching sentence stems and structures required for state assessments (PSSA/Keystones).	<b>Activity:</b> Calibrate on Constructed Response scoring using student exemplars.	Scholarship/Resilience
15	MTSS & Social Needs	<b>Instructional Focus:</b> Sharing strategies for teaching <b>Integrity</b> (academic honesty, ethical decision-making) and its connection to career pathways.	<b>Activity: SEL Review.</b> Focus on peer-to-peer conflict resolution strategies used in the classroom. Develop 2 new classroom management techniques.	Service/Leadership

16	<b>Cycle Review &amp; Next Steps</b>	<b>Instructional Focus:</b> Reviewing goals set in Week 8 and discussing successes and challenges.	<b>Activity: Data/Goal Setting.</b> Review overall achievement data from Cycles 1 & 2. <b>Deliverable:</b> PLC sets 1 collective, measurable goal for Cycles 3 & 4 (Mid-Year).	<b>Integrity/Resilience</b>
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### Cycle 3: Mid-Year Fidelity & Assessment (Weeks 17-24)

*(Focus shifts to mid-year assessment data, ensuring long-term WAC retention, and reinforcing school-wide consistency.)*

Week	Primary Focus Area	Instructional Topic & Goal	Data/MTSS Activity & Deliverable	VFPSACS Alignment
17	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing the consistency of Tier 1 instruction across all classrooms (fidelity check).	<b>Activity: Mid-Year Screeners Analysis.</b> Analyze mid-year iReady/IXL data against end-of-year targets. Identify the largest <i>Unexpected Learning Loss</i> area.	<b>Discipline/Integrity</b>

18	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: WAC Transferability.</b> Share evidence of students successfully applying writing skills learned in one content area to another.	<b>Activity:</b> Update the Intervention Skill Bank based on mid-year data. Create a "Cross-Content WAC Language Guide."	<b>Scholarship</b>
19	<b>Behavioral MTSS</b>	<b>Instructional Focus: Re-Calibrating Structured Environment</b> procedures that may have eroded post-holidays (e.g., student use of phones, transitions).	<b>Activity: Behavioral Data Review.</b> Analyze minor infractions data and create a 2-week school-wide re-teaching plan for the top 3 lapses.	<b>Resilience/Discipline</b>
20	<b>Content Rigor &amp; Pathways</b>	<b>Instructional Focus: Service Learning Project Check-in.</b> Review student progress on mandated service-learning projects.	<b>Activity:</b> Identify and troubleshoot roadblocks in the service project implementation. Plan for external evaluation of student work by partners.	<b>Leadership/Service</b>
21	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing the effectiveness of differentiated instruction (DFfT 3e).	<b>Activity: Progress Monitoring</b> Analyze 20-week MTSS data. Focus on the <i>Rate of Improvement (ROI)</i> for Tier 3 students.	<b>Integrity</b>

22	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: Peer Revision Protocols.</b> Share and practice protocols where students provide actionable feedback on each other's TDA responses.	<b>Activity:</b> Calibrate on the mid-year WAC Revision Rubric. Focus on content clarity and logical structure.	<b>Scholarship/Resilience</b>
23	<b>MTSS &amp; Social Needs</b>	<b>Instructional Focus:</b> Sharing strategies for building <b>Resilience</b> in the face of academic or behavioral setbacks (growth mindset).	<b>Activity: SEL Review.</b> Focus on student goal-setting techniques. PLC develops 2 universal <i>Resilience Scenarios</i> for classroom use.	<b>Service/Leadership</b>
24	<b>Cycle Review &amp; Next Steps</b>	<b>Instructional Focus:</b> Reviewing student work against mid-year goals.	<b>Activity: Data/Goal Setting.</b> Review overall achievement data from Cycle 3. <b>Deliverable:</b> PLC sets 1 collective, measurable goal focused on preparing students for spring standardized tests.	<b>Integrity/Resilience</b>

## Cycle 4: Standardized Testing & Preparation (Weeks 25-32)

*(Focus is intense review, test-taking strategies, and the critical skills needed for PSSA and Keystone, leveraging WAC skills.)*

Week	Primary Focus Area	Instructional Topic & Goal	Data/MTSS Activity & Deliverable	VFPSACS Alignment
25	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing test-taking and time-management strategies for longer, constructed response questions.	<b>Activity: iReady/IXL Drill-Down.</b> Analyze proficiency data, focusing specifically on standards frequently tested by PSSA/Keystones.	<b>Discipline/Integrity</b>
26	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: TDA Mastery.</b> Share and practice exemplar TDA responses in all content areas, ensuring students understand the three-part structure (claim, evidence, explanation).	<b>Activity:</b> PLC creates 3 common TDA prompts for interdisciplinary practice.	<b>Scholarship</b>
27	<b>Behavioral MTSS</b>	<b>Instructional Focus:</b> Maintaining high discipline and low interruption rates during testing windows.	<b>Activity: Behavioral Data Review.</b> Plan for high-visibility presence and incentives to reward sustained Resilience and focus during testing.	<b>Resilience/Discipline</b>
28	<b>Content Rigor &amp; Pathways</b>	<b>Instructional Focus: Civic Knowledge &amp; Service.</b> Review essential civic knowledge and its connection to the public service pathway assessment.	<b>Activity:</b> Prepare students for mock job/college interviews using pathway-aligned questions.	<b>Leadership/Service</b>

29	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing the pacing and time management of test days, ensuring all students utilize their allotted time.	<b>Activity: Progress Monitoring.</b> Analyze current student growth data and make final high-stakes adjustments to Tier 2/3 academic instruction.	<b>Integrity</b>
30	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: Review and Synthesize.</b> Practice cross-content writing tasks that require synthesizing information from two different subjects (e.g., Science data analysis explained in a Social Studies context).	<b>Activity:</b> Calibrate on a WAC Final Exam rubric or a cumulative writing task.	<b>Scholarship/Resilience</b>
31	<b>MTSS &amp; Social Needs</b>	<b>Instructional Focus: Stress and Wellness.</b> Sharing strategies for managing student anxiety and promoting self-care during high-stakes testing.	<b>Activity: SEL Review.</b> Focus on teaching time management and test preparation skills. PLC designs 2 final SEL lessons.	<b>Service/Leadership</b>
32	<b>Cycle Review &amp; Next Steps</b>	<b>Instructional Focus:</b> Post-test reflection on instruction and pacing.	<b>Activity: Data/Goal Setting.</b> Preliminarily analyze post-test data (if available). <b>Deliverable:</b> PLC sets 1 collective, measurable goal focused on end-of-	<b>Integrity/Resilience</b>

			year data collection and planning.	
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### Cycle 5: End-of-Year Review & Future Planning (Weeks 33-40)

*(Final weeks focus on analyzing the full year's impact, completing service requirements, and planning for continuity into the next year.)*

Week	Primary Focus Area	Instructional Topic & Goal	Data/MTSS Activity & Deliverable	VFPSACS Alignment
33	Data-Driven MTSS	<b>Instructional Focus:</b> Reviewing student growth portfolios (academic and character) across the year.	<b>Activity: Final iReady/IXL Screeners.</b> Analyze year-end data for <i>total growth achieved</i> . Identify students who are candidates for summer interventions.	Discipline/Integrity
34	Content Rigor & WAC	<b>Instructional Focus: Transition Documents.</b> Review and refine the academic summary documents for students moving to the next grade level/course.	<b>Activity:</b> Compile WAC Exemplars from the year to create a shared vertical archive for new teachers.	Scholarship
35	Behavioral MTSS	<b>Instructional Focus:</b> Maintaining high expectations for	<b>Activity: Behavioral Data Review.</b> Identify	Resilience/Discipline

		discipline during the final weeks of school.	the most effective Tier 1 behavioral strategy from the year for inclusion in the New Teacher Orientation Manual.	
36	<b>Content Rigor &amp; Pathways</b>	<b>Instructional Focus: Final Capstone/Service Project Presentations.</b> Ensure students demonstrate all four <b>SIRL</b> values.	<b>Activity:</b> Complete all partner evaluations and documentation of student service hours.	<b>Leadership/Service</b>
37	<b>Data-Driven MTSS</b>	<b>Instructional Focus:</b> Reviewing the effectiveness of the entire MTSS process for the year.	<b>Activity: MTSS Audit.</b> Determine which interventions were most effective (highest ROI) and which should be discontinued.	<b>Integrity</b>
38	<b>Content Rigor &amp; WAC</b>	<b>Instructional Focus: Curriculum Mapping &amp; Gaps.</b> Identify standards that were consistently challenging or lacked rigorous WAC integration.	<b>Activity:</b> Begin vertical planning with the next grade level/course team to ensure smooth academic transitions.	<b>Scholarship/Resilience</b>

39	<b>MTSS &amp; Social Needs</b>	<b>Instructional Focus: Reflecting on SIRL Growth.</b> Review student/class growth in character development.	<b>Activity: SEL Review.</b> Review the SEL program components and recommend 2 improvements for the following year.	<b>Service/Leadership</b>
40	<b>Cycle Review &amp; Future Planning</b>	<b>Instructional Focus:</b> Final professional development reflection and goal setting for the next academic year.	<b>Activity: Final Data/Goal Setting.</b> <b>Deliverable:</b> PLC completes a single-page Annual PLC Summary Report detailing successes, failures, and 3 key instructional priorities for next year.	<b>Integrity/Resilience</b>