

## LAUREL HIGHLANDS SD

304 Bailey Ave

Professional Development Plan (Act 48) | 2022 - 2025

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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

Public School

101264003

304 Bailey Avenue, Uniontown, PA 15401

Randy Miller

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Dr. Jesse T. Wallace, III

jesse.wallace@lhsd.org

## STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Randy Miller	Director of Curriculum and Instruction	Randy Miller	Administration Personnel
Paul Petrone	LH Math Teacher	Paul Petrone	Teacher
Cathy Kania	LH Guidance Counselor	Cathy Kania	Education Specialist
Jessica Kodric	LH Teacher	Jessica Kodric	Teacher
Jim Errera	LH Teacher	Jim Errera	Teacher
Lori Jacobs	WCCC	Lori Jacobs	School Board of Directors

<b>Name</b>	<b>Title</b>	<b>Committee Role</b>	<b>Appointed By</b>
Jennifer Deichert	Business	Jennifer Deichert	School Board of Directors
Debbie Boskovitch	Parent	Debbie Boskovitch	School Board of Directors
Jill McClean	Parent	Jill McClean	School Board of Directors
Mike Rozgony	Principal	Mike Rozgony	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 at least three times a year. The committee reviews current practices in collecting and reporting ACT 48 services, reviews past professional development, discusses upcoming professional development, and completed ACT 48 documents and forms are approved or rejected. The committee reviews current forms for collecting professional development feedback and updates as necessary. The committee looks at district data as well as professional development feedback from staff and discusses ways the committee and school district can provide the best professional education plan possible.

## 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? ( <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
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

## ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

### 7 MINDSETS

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Action Step	Audience	Topics to be Included	Evidence of Learning
Provide Professional Development for Staff	K-12 Staff	Introduction to 7 Mindsets program, curriculum and platform	Completed Training sessions

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Lead Person/Position	Anticipated Timeline
Randy Miller	08/25/2022 - 06/07/2024

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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	Twice		

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## OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

### LANGUAGE AND LITERACY ACQUISITION

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<b>Audience</b>	<b>Topics to be Included</b>	<b>Evidence of Learning</b>
All Staff	Five Components of Reading - Phonics, Phonemic Awareness, Vocabulary, Fluency, and Comprehension Culturally Responsive Teaching EL Students and Dyslexic Readers	Analysis of Data (including, but not limited to PSSA, PVAAS, NWEA, CBA's)

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<b>Lead Person/Position</b>	<b>Anticipated Timeline</b>
Randy Miller	08/23/2022 - 06/30/2026

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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	Annually		Language and Literacy Acquisition for All Students
Workshop(s)	Annually		Language and Literacy Acquisition for All Students

# BEST PRACTICES IN CULTURALLY RESPONSIVE SCHOOL DISTRICTS THROUGH DIVERSITY, EQUITY, & INCLUSION

Audience	Topics to be Included	Evidence of Learning
All Staff	Diversity, Equity, & Inclusion SHOUT (Social Handprints Overcoming Unjust Treatment)	Climate Surveys Completed ACT 48 Evaluations Framework for Teaching Evaluation Process
Lead Person/Position		Anticipated Timeline
Randy Miller		08/23/2022 - 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
Inservice day	Ongoing throughout the school year	2b: Establishing a Culture for Learning	Teaching Diverse Learners in an Inclusive Setting
Collaborative curriculum development	Annually	1e: Designing Coherent Instruction	Teaching Diverse Learners in an Inclusive Setting



## TRAUMA INFORMED CARE TRAINING

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<b>Audience</b>	<b>Topics to be Included</b>	<b>Evidence of Learning</b>
All Staff	Best practices for trauma informed care Review of policies and procedures	Completed ACT 48 Evaluations Survey of Staff

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<b>Lead Person/Position</b>	<b>Anticipated Timeline</b>
Lori DiCenzo	08/23/2022 - 06/30/2026

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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	Every other year	1b: Demonstrating Knowledge of Students	Trauma Informed Training (Act 18)

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## SCHOOL SAFETY

Audience	Topics to be Included	Evidence of Learning
All Staff	Building Safety and Security Drills Review of Safety and Security procedues as appropriate What to do during lockdown and orientation Run, Hide, Fight Procedures	Active Participation Completed ACT 48 Evaluations
Lead Person/Position	Anticipated Timeline	
Rich Barron	08/23/2022 - 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
Inservice day	As per state requirements		School Safety including Trauma-informed Education Awareness (Act 44)

## RESOURCE OFFICER TRAINING

Audience	Topics to be Included	Evidence of Learning
All District Resource Officers	Building Security Crowd Security Event Security District and Building Procedures	Active Participation
Lead Person/Position	Anticipated Timeline	
Rich Barron	08/23/2022 - 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
Workshop(s)	Annually		School Safety including Trauma-informed Education Awareness (Act 44)

## **EVALUATION AND REVIEW**

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

Annually the goals, activities, delivery system, and attainment of the competencies for each activity will be reviewed. Participants in all professional development activities will complete evaluation documents. The evaluation documents will provide feedback on success, relevance, understanding, need for continued and/or additional professional development. In addition, annual staff, student, and parent/guardian surveys are completed and analyzed for revisions. Building data teams will report annual findings and action plans associated with any needs to make revisions. Finally, any additional local, state, or federal mandates will drive revisions.

## 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.

Randy Miller

07/19/2022

Professional Education Committee Chairperson:

Date

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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.

Dr. Jesse T. Wallace, III

07/19/2022

Superintendent or Chief Administrative Officer:

Date