

## **NORTH EAST SD**

50 E Division St

Professional Development Plan (Act 48) | 2023 - 2026

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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

North East School District  
105258303  
50 E Division St, North East, Pennsylvania 16428-1350

Dr. Michele S. Hartzell  
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814-725-8671 X 3907

Dr. Michele S. Hartzell  
mhartzell@nesd1.org

## STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Dr. Michele Hartzell	Superintendent	Administrator	School Board of Directors
Mr. Brian Emick	Assistant to the Superintendent	Administrator	Administration Personnel
Dr. William Renne	Principal	Administrator	Administration Personnel
Dr. Jane Blystone	Board Member	Other	School Board of Directors
Mr. Adam Denevic	Teacher	K-12 Teacher	School Board of Directors
Mrs. Brianne Hodges	Special Education Supervisor	Administrator	Administration Personnel

<b>Name</b>	<b>Title</b>	<b>Committee Role</b>	<b>Appointed By</b>
Mrs. Kiersten Lawraence	Nurse	Other	Administration Personnel
Mr. Nathan Otis	Principal	Administrator	Administration Personnel
Mrs. Kim Daughrity	Community Member	Community Member	Administration Personnel
Mr. Kevin Daughrity	Community Member	Community Member	Administration Personnel
Mrs. Laura Panek	Guidance Counselor	Education Specialist	Administration Personnel
Mrs Rita Nolussi	Teacher	K-12 Teacher	Administration Personnel
Mr. Tyler Wilson	Technology	Other	Administration Personnel
Dr. Jennifer Ritter	Principal	Administrator	Administration Personnel
Mrs. Dina Hathaway	Principal	Administrator	Administration Personnel
Mrs. Dara Allen	Assistant Principal	Administrator	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 Administrative Team meets bi-weekly throughout the calendar year to engage in dialogue pertaining to all facets of the educational and operational programming facilitated in the North East School District. Included in this endeavor is the ongoing planning and reflection of all professional learning experiences that are prepared for the North East School District faculty and staff. The North East School District facilitates

six [6] days of professional development in the course of a school year and highly encourages additional learning opportunities as identified for all district faculty and staff.

## ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

### GALLERY WALK

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Action Step	Audience	Topics to be Included	Evidence of Learning
	K-8 ELA Instructors	Comprehensive Review of materials/resources provided from multiple publishers as determined by national data reporting.	Written documentation of notes from all participating instructors, via an evaluation template provided by K-8 Principals.
<b>Lead Person/Position</b>		<b>Anticipated Timeline</b>	
K-8 Principals		11/01/2022 - 06/30/2025	

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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
Learning walk	Winter, 2022		Language and Literacy Acquisition for All Students

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## VENDOR PRESENTATIONS

Action Step	Audience	Topics to be Included	Evidence of Learning
	K-8 ELA Instructors	In-Person review of accessible components of each Literacy Curriculum Program as facilitated by specialists from each of the final vendors selected by the instructional staff.	Review survey data and evaluation ranking of each vendor finalist submitted by all K-8 ELA instructors.
Lead Person/Position		Anticipated Timeline	
K-8 Principals		02/17/2023 - 06/30/2025	

## LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Workshop(s)	Spring, 2023		Language and Literacy Acquisition for All Students

## EDUCATOR SUMMIT

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Action Step	Audience	Topics to be Included	Evidence of Learning
	K-8 ELA Instructors, K-8 Principals	Presentations on Science of Reading, Breakout Sessions and Workshops for Structured Literacy.	Survey and instructor reflection.

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Lead Person/Position	Anticipated Timeline
West Jefferson Hills School District	10/09/2023 - 10/09/2023

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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
Seminar(s)	Fall, 2023		Language and Literacy Acquisition for All Students

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## OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

### SITUATIONAL AWARENESS SAFETY TRAINING

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Audience	Topics to be Included	Evidence of Learning
All District Staff	Situational Awareness	Facilitated Presentation on several topics on Safety and Situational Awareness. Agenda, Act 48 Survey.

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Lead Person/Position	Anticipated Timeline
Mercyhurst Police Academy - Art Amann	08/24/2023 - 06/30/2026

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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
Workshop(s)	Annually		Common Ground: Culturally Relevant Sustaining Education

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## STRUCTURED LITERACY & TDA

Audience	Topics to be Included	Evidence of Learning
All K-8 certified instructors, K-12 special education instructors, and reading specialists	Science of Reading and PDE Structured Literacy along with Text Dependent Analysis	Implementation of strategies embedded in lesson plans and curriculum maps; Individual and/or collaborative instructor reflection.
Lead Person/Position		Anticipated Timeline
K-12 Administrative Team		08/01/2023 - 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
Professional Learning Community (PLC)	A minimum of three times per year and ongoing.		Structured Literacy
Workshop(s)	Annually		Structured Literacy

## MATHEMATICS

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Audience	Topics to be Included	Evidence of Learning
K-8 mathematics instructors and K-8 special education instructors	enVision Mathematics materials and resources, assessment practices, and curriculum mapping review.	Integration of standards-based instructional practices as tied to newly adopted curricular resources.
Lead Person/Position	Anticipated Timeline	
District administration and mathematics department chairs	07/01/2023 - 06/30/2026	

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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
Learning walk	Annually		

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## COLLEGE AND CAREER READINESS/PROFILE OF A GRADUATE

Audience	Topics to be Included	Evidence of Learning
K-12 District-Wide Instructional and Support Staff	PDE College and Career Readiness Continuum, CASEL Framework, Erie County Collaborative Profile of a Graduate Initiative.	Integrating Profile of a Graduate/PDE College and Career Readiness Continuum and CASEL competencies into existing curriculum maps.
Lead Person/Position		Anticipated Timeline
District Administration		07/01/2023 - 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	Annually		Teaching Diverse Learners in Inclusive Settings

## TRAUMA INFORMED PRACTICES

Audience	Topics to be Included	Evidence of Learning
K-12 District-Wide Instructional and Support Staff	Trauma Informed Strategies and Best Practices	Completion of learning modules and yearly formative assessments.
Lead Person/Position		Anticipated Timeline
District Administration		07/01/2023 - 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
Independent study	Annually and ongoing		At Least 1-hour of Trauma-informed Care Training for All Staff

## 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**

Are the following professional development activities included in the Act 48 Professional Development Plan?

Language and Literacy Acquisition for All Students

Yes

Teaching Diverse Learners in Inclusive Settings

Yes

At least 1-hour of trauma-informed care training for all staff

Yes

Professional Ethics Program Framework Guidelines

Yes

Culturally Relevant and Sustaining Education Program Framework Guidelines

No

Structured Literacy Program Framework Guidelines

Yes

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)?

We provided Structured Literacy training to all K-8 staff as well as 9-12 learning support staff in August, 2023.

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.**

District staff participates in a building-wide needs assessment organized by the administrative staff with assistance, if needed, through Intermediate Unit 5. This survey provides faculty perceptions and accompanying insight regarding their professional needs. The survey data is used by the district as a resource for informed decision making with respect to the planning and facilitation of professional learning. Staff are then invited to attend district and/or IU5 professional learning offerings specifically tailored to meet their needs. Likewise, in-service training in the district is focused on these identified staff needs. If a need exists for training within the district related to district goals and or State requirements, it will be provided. More recently, additional professional learning days have been added to the district calendar in an effort aimed at providing relevant and robust opportunities for continued professional growth. The District provides professional learning on site for teachers during each school year on topics based upon district and school goals, as well as identified needs within each school building. Structured Literacy, Safety/Security, Curriculum Mapping, Assessment Tools including CDT's, STEELS Standards, STEAM Integration, Mental Health, Co-Teaching Best Practices, Standards-Based Curriculum, enVision Mathematics, and Educational Technology have been elements of recent staff professional learning. Additionally, the North East School District offers educational technology training to staff members to keep personnel up to date on new software and technology tools. Staff members are also encouraged to take advantage of opportunities provided through IU5 as it relates to professional learning. Extensive on-line offerings are made available to the staff where Act 48 credit is awarded for successful participation. Administrators actively participate in the District Administrative Team Meetings (ATM). Meetings are held every two weeks and time is reserved for focus on data, planning, along with the identification of teacher/staff needs. The utilization of resources are coupled with research and the sharing of best practices in order to maintain a culture of teaching and learning within each school.



## 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.

Dr. Michele S. Hartzell/Mr. Brian Emick  
Professional Education Committee Chairperson:

09/15/2023  
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. Michele S. Hartzell  
Superintendent or Chief Administrative Officer:

09/15/2023  
Date