

UPPER DAUPHIN AREA SD

5668 State Route 209

Professional Development Plan (Act 48) | 2022 - 2025

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

Upper Dauphin Area School District

115229003

5668 State Route 209 5668 State Route 209, Lykens, PA 17048

Jared Shade

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STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Todd Smeltz	HS Teacher - Science	Todd Smeltz	Teacher
Jessica Megonnell	Elementary Principal	Jessica Megonnell	Administration Personnel
Nicole Czaplicki	Instructional Coach	Nicole Czaplicki	Education Specialist
Cynthia Minnich	HS Teacher	Cynthia Minnich	Teacher
Amy Eisenhauer	MS Teacher	Amy Eisenhauer	Teacher
Abbey Walshaw-Wertz	HS Principal	Abbey Walshaw-Wertz	Administration Personnel

Name	Title	Committee Role	Appointed By
Alexis Gundrum	MS Principal	Alexis Gundrum	Administration Personnel
Ellie Weaver	Special Education Teacher	Ellie Weaver	Teacher
Laura Dreibelbis	Teacher	Laura Dreibelbis	Teacher
Amy Gehring	Special Education Teacher	Amy Gehring	Teacher
Crystal Gessner	Local Business Owner	Crystal Gessner	School Board of Directors
Price Buffington	Community Representative	Price Buffington	School Board of Directors
Michel Grow	Parent	Michel Grow	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.

This committee meets quarterly. The committee discusses potential professional development and reflects on past professional development. The committee members communicate with their colleagues about what is discussed and also gather input from their colleagues. Professional development is planned in the summer for the upcoming year through this committee.

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? (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
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

ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

PRE-SCHOOL PROGRAMMING

Action Step	Audience	Topics to be Included	Evidence of Learning
Increase opportunities for pre-school programming in our community	Pre-school staff and parents	toileting	kindergarteners are 100% toilet trained

Lead Person/Position	Anticipated Timeline
Jessica Megonnell, ES Principal	09/01/2022 - 06/01/2023

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Coaching (peer-to-peer; school leader-to-teacher; other coaching models)	1 time		

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

EVALUATION AND REVIEW

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

The professional education plan is reviewed annually and then the new plan is determined based on the outcome of this review. Student Outcomes: * Data is reviewed through a variety of sources (PSSA, Easy CBM, student surveys, etc.) * The data is discussed as it pertains to the professional development that was provided to determine gaps in training and expertise. Participants' use of new knowledge and skills: * Administrators complete walkthroughs focused on the topics that teachers received professional development. Feedback is given and data is collected to determine how well they are integrating these skills. * Teacher survey/reflections are given and used to determine the best way to move forward. Participants' Learning & Reaction: * Surveys are given at the end of professional development sessions to get feedback and to have teachers plan for how to use what they learned in a meaningful way to improve student learning and social/emotional growth. Organization Support and Change: * The administrative team meets to use the above data to reflect and make suggestions for the upcoming school year. * The Professional Development committee discusses/reflects on past PD and then works together to plan for the upcoming year. * UDASD supports changes that will impact our children, families and community in a positive manner.

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.

Jessica Megonnell

08/30/2022

Professional Education Committee Chairperson:

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.

Jared Shade

08/30/2022

Superintendent or Chief Administrative Officer:

Date