

AVAR COUNTY CTC

145 Poplar Avenue

Professional Development Plan (Act 48) | 2024 - 2027

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 to 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 professional 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) Professional related graduate level coursework. (ii) Professional 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 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.

LCA 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 LCA should be based on sound research and promising practices that promotes educators' skills over the long term.

Exemplar professional education for sta :

- 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.

PROFILING AND PLAN CONFIDENTIAL

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TRAINING COMMITTEE

Name	Title	Committee Role	Appointed
Renee DiGiacomo	Business Information Systems	High School Teacher	Teacher
Nicole DeMark	Graphic Arts	High School Teacher	Teacher
Laura DelVecchio	Acting Administrative Director	Administrator	Administration Personnel
Bernadette Mattica	JOC Member	Other	School Board of Directors
Carla Luxton	JOC Member	Other	School Board of Directors
Anne Liller	School Counselor	Education Specialist	Education Specialist

Name	Title	Committee Role	Appointed to
Larrick Nelson	IOW Union	Local Business Representative	Education Specialist
Jessica Main	HR Specialist	Local Business Representative	Administration Personnel
Vince Gratteri	Public Relations Specialist	Education Specialist	Administration Personnel
Ron Miller	JOC Committee Member	Other	School Board of Directors
Janice Zupsic	High School Principal	Administrator	Administration Personnel
David Brandon	High School Principal	Administrator	Administration Personnel
Lauren Busan	Dean of Students	Community Member	Teacher
Nicole Rodgers	Middle School Counselor	Middle School Teacher	Education Specialist
Tom Majors	CTC Learning Facilitator	Education Specialist	Administration Personnel

DESCRIBE HOW MANY TIMES THE COMMITTEE MEETS IN A GIVEN YEAR, ANY SUB-COMMITTEES FORMED AND ANY OTHER RELEVANT INFORMATION REGARDING THE FUNCTION OF THE COMMITTEE.

The committee meets three times a year and the sub-committees meet on a monthly basis. The sub-committees meet to discuss their given area and report back to the group at large at the meetings with the whole group three times a year.

ACTION PLAN FROM COMPREHENSIVE PLAN

UTILIZE OUR COMMUNITY AND OTHER STAKEHOLDERS TO INCREASE CTC FOOTPRINT IN THE COMMUNITY.

Action Step	Audience	Topics to be Included	Evidence of Learning
<p>The CTC administration will collaborate with staff and students to create a schedule of events that will include and increased involvement in the community . While the increased footprint in community activities is a priority, the need for a secure and safe building is also a need, and the CTC Administrative Director will look to secure funding to keep the current PRO and look for additional funding to hire a second officer . A secure and safe building will allow for little interruptions to the educational learning occurring in the building and will afford enrolled students the opportunity to attain PD industry recognized credentials.</p>	<p>The community, partner school districts, students, parents, and business community.</p>	<p>Project-based learning, strong communication skills, entrepreneurship skills, and professionalism.</p>	<p>Completion of PO Tasks.</p>
<p>Lead Person/Position</p> <p>Laura DeVecchio - Administrative Director</p>	<p>Anticipated Timeline</p> <p>10/01/2024 - 06/02/2025</p>		

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)	All four Marking Periods		

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES PROFESSIONAL

ETHICS PROGRAM FRAMEWORK GUIDELINES

Audience	Topics to be Included	Evidence of Learning
CTC staff, students, and administration,	PA Code of Conduct, Professionalism, and Legal issues as it pertains to the PA Code of Conduct.	Completion of the PA Code of Conduct Completion Certificate, Act 48 and Act 45 Course Completion.
Lead Person/Position		Anticipated Timeline
Laura DeVecchio - Administrative Director		12/01/2023 - 12/02/2024

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Course(s)	Monthly		Professional Ethics

PROFESSIONAL DEVELOPMENT PLAN ASSURANCE

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

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

Language and Literacy Acquisition for All Students	No
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	Yes
Structured Literacy Program Framework Guidelines	Yes
When is the first year the LEA will offer Structured Literacy Training to the staff?	2024-2025

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)?

All CCTC Faculty and staff will receive the Structured Literacy Training as it relates to the PD prescribed Program of Studies.

Is the LEA using or planning to implement Structured Literacy (select One)? No, not using Structured Literacy model.

Describe your reading curriculum and include grade levels.

The instructional staff is required to incorporate literacy standards into the CT curriculum, through lesson plans and in both theory work and hands on projects.

VALUATION AND REVIEW

CRITERIA IN THE FOLLOWING PROCEDURE FOR VALUATING AND REVIEWING THE PROFESSIONAL EDUCATION PLAN.

The professional development plans for the various areas of focus ; Language and Literacy Acquisition for All students, Teaching Diverse Learners in Inclusive settings, Trauma Informed Care for all staff , Professional Ethics Program Framework Guidelines, and Structured Literacy Program Framework Guidelines. The goal with Language and Literacy Acquisition for all students is to utilize the Beaver Valley Intermediate Unit to work with CTC instructors to infuse material for ELL/LL students into the program of study. The goal is to have a plan in place if and when an ELL/LL student enrolls in a program of study. In addition, the use of the VIU staff will assist CTC instructors with literacy skills and curriculum that will have a positive impact of the areas of improvement for the Perkins Indicator. 201: Academic Proficiency in Reading Language Arts. Teaching Diverse Learners in Inclusive settings involves the use of a contracted consultant to assist the CCTC with the creation on a plan that involves the use of student focus groups, as well as , staff focus groups with a focus on the needs to be addressed. The outcome goal involves a safe and more cohesive environment for both students and staff. Instructors will be issued professional development in the area of diversity, inclusion, and equity. The CTC administration will encourage staff to participate in conferences that encompass the topics of diversity as it relates to CTC. CCTC staff and students will be issued an anonymous survey to get a feel for the environment. Professional Ethics Program Framework Guidelines includes utilizing PD approved trainers to implement a professional development program to aid all CCTC staff in understanding the PA Code of Conduct and ethical practices as it relates to CTC and the teaching profession. CTC instructional staff will utilize the information shared in instruction in all program areas.

PROFESSIONAL EDUCATION PLAN ASSURANCE

We affirm that this Professional Education Plan focuses on the learning needs of each student member to ensure all student members meet or exceed high academic standards in each of the core subject areas.

Laura DelVecchio

11/09/2023

Professional Education Committee Chairperson:

Date

I affirm that this Professional Education Plan provides student learning that improves the learning of all students as outlined in the National State Development Council's standards for State Learning.

Laura DelVecchio

11/09/2023

Superintendent or Chief Administrative Officer:

Date