
Pennsylvania Department of Education



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF EDUCATION
333 MARKET STREET
HARRISBURG, PA 17126-0333

Professional Education Report **Friday, November 3, 2008**

Entity: Northern Lehigh SD
Address: 1201 Shadow Oaks Ln
Slatington, PA 18080-1237
Phone: (610) 767-9800
Contact Name: Aileen Yadush

Professional Education Planning Committee

Name	Affiliation	Membership Category	Appointed By
Aileen Yadush	District	Administrator	Act 93
Bryan Geist	District	Other	High School Principal
Charles Stopp	District Solicitor	Community Representative	NLSD Board
Donald Allen	District	Administrator	Act 93
Ellen Jane Yenser	District	Special Education Teacher	NLEA
Gary Fedorcha	GNLCC and Future Focus	Community Representative	Self
Heather Rehrig	District	Ed Specialist - School Psychologist	Ed Specialists
Jill Chamberlain	District	Administrator	Act 93
Julie Fehnel	District	Elementary School Teacher	NLEA
Kelly Follweiler	Parent Representative	Parent	NLSD Board
Linda Marcincin	District	Administrator	Act 93
Lori Middaugh	District	Elementary School Teacher	NLEA
Lori Vernon	Westwood Ink, Inc.	Business Representative	NLSD Board
Lynne Fedorcha	District	Administrator	Superintendent
Michael Anderson	District	Ed Specialist - School Counselor	Ed Specialists
Michael Michaels	District	Administrator	Self
Rebecca Haas	Parent Representative	Parent	NLSD Board
Susanne Hegedus	District	Elementary School Teacher	NLEA
Tanya Simms	District	Secondary School Teacher	NLEA
Linda DiBiaso	Community	Community Representative	NLSD Board
Susan Bowser	District	Middle School Teacher	NLEA
Donna Marushak	District	Middle School Teacher	NLEA
Jason Breidinger	Benjamin Realty	Business Representative	NLSD Board
Kimberly Jones	District	Secondary School Teacher	NLEA

Needs Assessment

The Professional Education/Act 48 Committee will conduct ongoing assessment of individual and district professional development needs through the following:

Audits - Information gathered from recommendations of audits such as Federal Programs, Middle States Accreditation, Special Education Audits, and Advanced Placement results is used to denote professional education needs.

Building Committees - Each school building receives input from professional staff members regarding professional development needs from a variety of building level committees.

Changes in Student Needs - Behavioral, medical, inclusionary, and/or accomodation needs of students can warrant the need for professional staff training in order to respond to those needs.

Data-Driven Instruction - The need for time to use and training for technology resources, such as Study Island, 4Sight, TeenBiz, etc., in order to gather, analyze, and interpret data on student

progress and 21st Century skills will help to develop professional development opportunities.

District Assessment Results - Data analysis from the PSSA, SAT, ACT, Local Assessment Exams, PSAT, SAT 10, and other specialized assessments identify needs for professional education programs.

Faculty/Department/Grade Level Meetings - Various opportunities are provided to professional staff members to collectively review areas of concern and identify needs for professional development programs.

Individual Requests - Professional staff members request attendance at conferences and workshops related to their goals via the conference request process.

Induction - All new professional staff members provide feedback through questionnaires and meetings with mentors and administrators.

Law and Regulation Changes - Changes in laws and regulations drive our identification of staff development needs.

Middle States Goals - Middle States goals are used to plan professional development offerings.

Reports - Data collected for District, State, and Federal reports can indicate a need for training in a particular area.

School District Committees - The school district committees may include, but are not limited to -- Curriculum, Technology, Finance, Buildings & Grounds, Community Relations, Policy, Safe Schools, Professional Development, and Wellness. The public is invited to provide input at all of these meetings. Areas of need for professional education would be identified in the minutes of these committee meetings.

Secondary 7-12 Survey, Elementary 1-6 Survey, K12 Parent/Community Survey - All district stakeholders are invited to participate in electronic surveys using software such as Zoomerang. The results are tallied and shared with the Professional Development committee during the planning process.

Supervision Process - A principal and/or professional staff member may identify professional development needs as a result of the supervisory process.

Technology - Acquisition of specific computer hardware, software, or new technologies may require professional development.

The Professional Development Committee will use the gathered information to plan faculty meetings, in-service days, and committee meetings that focus on professional staff needs and correlate to district goals and objectives. The district has identified specific professional development topics requiring ongoing focus or attention:

Curriculum

- Aligning Assessment Anchors and Eligible Content with Curriculum
- Creating and Using Curriculum Maps
- Enhancing Content-Area Knowledge
- Teaching to All Standards and Anchors
- Understanding By Design
- Writing Planned Courses

Data-Driven Instruction

- Analyzing and Interpreting Data

- Organizing Data to Support Instructional Decisions
- Using Benchmark Assessments to Design Instruction (Intervention)
- Using Data Management Options in Specific Software

Differentiated Instruction

- Classroom Management
- Reading Apprenticeship
- Response to Intervention
- Strategies That Work with English Language Learners
- Strategies That Work with Gifted and High Potential Learners
- Strategies That Work with Struggling Learners
- Using Technology to Support All Learners

General Training

- Bullying and Other Safety Related Issues
- Charlotte Danielson's Framework for Teaching
- Emergency Operations
- PowerSchool, PowerTeacher

Technology Instruction

- Integrating Technology into Instructional Practice
- WebPage Design
- Specific Technology Training

Professional Education Action Plan

Goal: ACADEMIC PROFICIENCY

Description: As measured by the PSSA, PASA, and/or District assessments, students will be proficient in the core subject areas of reading, math, science, and social studies, so the District can meet Adequate Yearly Progress (AYP) each year for all students leading to successful academic transitions from elementary, to middle to high school and beyond.

Strategy: ASSESSMENT

Description: Effectively utilize well-designed benchmark assessments and formal and informal formative assessments and analyze all assessment data for the purpose of designing classroom instruction, revising curriculum, and purchasing curriculum materials and resources to meet the needs of all learners.

Activities:

Activity	Description	
Benchmark Assessment Training	All teaching staff in grades 3-12 will be trained in using the selected benchmark assessment tool and in interpreting the results by grade level, subgroup, and/or content area and for individual students.	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Strategy: CURRICULUM

Description: Refine a rigorous, relevant, high quality, standards-aligned curriculum in all core content areas K-12.

Activities:

Activity	Description	
Curriculum Mapping and Alignment Training	Administrators and teachers will be trained to map curriculum K-12. Administrators and teachers will be taught the necessary skills required to align curriculum to Pennsylvania State Standards.	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Ongoing	\$0.00

Strategy: INSTRUCTION

Description: Instruction will be standards-aligned, scaffolded to enhance student achievement, and challenging enough to result in learning without frustration.

Activities:

Activity	Description	
Data Analysis	Administrators and teachers will increase their skills in utilizing available technology to manipulate and represent data and increase their knowledge of data analysis in order to adapt instruction appropriately to meet student needs.	
Person Responsible	Timeline for Implementation	Resources
School Psychologists	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Activity	Description	
Use of Data Warehouse	Faculty and administration will be trained to be proficient in the use of the district's data warehouse, PVAAS, eMetric, and other electronic datatools.	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Strategy: SCHOOL CLIMATE

Description: A positive school climate is conducive to effective teaching and academic performance. School personnel will be encouraged to increase their mental, physical, and emotional wellness in order to enhance their own health, which will be reflected through increased student performance.

Activities:

Activity	Description
Workshops, Conferences, Focus Groups	Enhance student physical and emotional wellness, faculty and staff physical and emotional wellness, and school safety through awareness.

Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Ongoing	\$5,000.00

Goal: DISTRICT OPERATIONS

Description: All District operations will function in a safe, efficient, effective, and fiscally responsible manner to support the Mission, Vision, and Shared Values of the District.

Strategy: EMERGENCY PREPAREDNESS

Description: The key principles of emergency preparedness are planning, teamwork, and practice. These are essential elements in preparing for many different types of emergencies. It is imperative that schools work directly with their local emergency management agencies, first responders, school-based security, and law enforcement agencies to prepare for any and all contingencies.

Activities:

Activity	Description	
NIMS	All administrators will participate in National Incident Management training to develop an understanding of emergency procedures that ensure an effective response.	
Person Responsible	Timeline for Implementation	Resources
Superintendent	Ongoing	\$0.00

Goal: HIGHLY QUALIFIED, EFFECTIVE TEACHERS

Description: All students will learn from highly qualified and effective teachers.

Strategy: PROFESSIONAL DEVELOPMENT

Description: A comprehensive staff development plan for instructional and administrative staff will include a focus on differentiating instruction, academic literacy, technology utilization, best practices for Gifted Instruction and ESL learners, and Response to Intervention.

Activities:

Activity	Description	
Autism Training	Focused training to provide professional and administrative staff with the knowledge of the various methodologies that can be used to address the unique needs of the autistic population of students	
Person Responsible	Timeline for Implementation	Resources
Director of Special Education	Start: 9/2/2008 Finish: 8/31/2014	\$0.00

Activity	Description
Behavioral	Professional staff members will be trained in research-based strategies for

Intervention Strategies Training	addressing specific behavior challenges such as student aggression, lack of social skills, and noncompliance within the classroom setting.	
Person Responsible	Timeline for Implementation	Resources
School Psychologists	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Activity	Description	
Differentiated Instruction Training	Administrators and teachers will be trained to differentiate student instruction by content, process, product, interest, learning style and readiness.	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Activity	Description	
Use of Technology in Instruction	Teachers will integrate technology in their lessons, as appropriate, on a regular basis	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Goal: STUDENT SERVICES

Description: All students will have access to developmentally appropriate services in the areas of guidance, nursing, wellness, psychological services, and social work services.

Strategy: Enhance effective school/parent/community interaction and communication

Description: Administration and teachers will be provided the tools and will develop the skills to implement these tools effectively to improve communication within the school, as well as with the home and the community.

Activities:

Activity	Description	
Improvement of School, Parent, and Community Communications	The district's faculty and staff will develop communication strategies for providing the public with information about the district and building initiatives and activities. The district's faculty and staff will work to improve personal communication skills within the school community and among the school, home, and community.	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Ongoing	\$6,000.00

Goal: TECHNOLOGY UTILIZATION

Description: All students and staff will utilize technology as a means to achieve academic proficiency and increase operational efficiencies.

Strategy: ACADEMIC ACHIEVEMENT

Description: Teachers will utilize instructional strategies that integrate technology into the classroom and data from instructional/benchmarking software/web applications to demonstrate improved student achievement.

Activities:

Activity	Description	
Use of Software to Increase Student Achievement	All teachers will increase their use of web-based learning resources to which the district subscribes (ie. AIMSweb, Study Island, TeenBiz, Achieve 3000, Power Teacher, Power Grade, etc.).	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Start:9/2/2008 Finish: 8/31/2014	\$0.00

Strategy: COMMUNICATIONS

Description: To enhance electronic communications with all members of the Northern Lehigh School District Community.

Activities:

Activity	Description	
Use of Communication Systems	District administration will use the web-based system, ConnectEd, to communicate more effectively with parents and students. District staff will receive training in the effective uses of PowerSchool in communicating with parents on student progress and achievement.	
Person Responsible	Timeline for Implementation	Resources
Director of Technology and Technology Coordinator	Start:9/18/2008 Finish: N/A	\$19,500.00

Annual Review Process

The Director of Curriculum and Instruction serves as the coordinator for the Professional Education Program and chairs the Professional Education Committee. The Professional Education Plan will be reviewed annually by both the District Administration Team and the Professional Development Committee and revised as needed. Revisions will be based upon the following:

1. Student needs, as identified by various assessment results
2. Teacher needs, as identified through staff surveys, administrative observations, faculty meetings, and evaluation meetings.

APPENDIX B

ENTITY INFORMATION PAGE

Entity: Northern Lehigh SD

Address:

1201 Shadow Oaks Ln
Slatington, PA 18080-1237

Superintendent or Chief Administrative Officer: Michael W. Michaels

E-mail: mmichaels@nlsd.org

Telephone: 610-767-9800

Fax: 610-767-9809

Professional Education Committee Chairperson: Aileen M. Yadush

E-mail: ayadush@nlsd.org

Telephone: 610-767-9832

Fax: 610-767-9848

Act 48 Reporting Contact: Kathy Tschudy

E-mail: ktschudy@nlsd.org

Telephone: 610-767-9800

Fax: 610-767-9809

APPENDIX C

PROFESSIONAL EDUCATION REPORT ASSURANCES

We affirm that this Professional Education Report 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.

Signature

Professional Education Committee Chairperson

Date

I affirm that this Professional Education Report provides staff learning that improves the learning of all students as outlined in the National Staff Development Councils Standards for Staff Learning.

Signature

Superintendent or Chief Administrative Officer

Date

We affirm that this Professional Education Report has been developed in accordance with the laws, regulations and guidelines for the development, implementation and evaluation of the Professional Education Report as designated in Chapter 4 of the Regulations of the Pennsylvania State Board of Education.

Signature

President of the Board of School Directors

Date