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# Pennsylvania Department of Education

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Commonwealth of Pennsylvania  
**Department of Education**  
333 Market Street  
Harrisburg, PA 17126-0333

## **Educational Technology Report**

**Thursday, May 07, 2009**

**(Last approved Tuesday, March 17, 2009)**

**Entity:** Avon Grove SD

**Address:** 375 S Jennersville Road  
West Grove, PA 19390-8401

## **Mission**

Through a collaborative effort with students, parents and the community, students are provided with a safe learning environment where they are individually challenged to acquire the knowledge, skills and experiences to personally succeed and become responsible citizens in our global society.

## **Vision**

*All students achieve individual excellence.*

## **Shared Values**

### ***Expectations for student learning...***

- Every student will learn.
- Everyone is responsible for every student's learning. Every student is entitled to engage in high quality learning and opportunities for individualized success every day.
- Students will respond positively to student centered expectations for high achievement in scholarship and citizenship.

### ***Expectations for professional practices...***

- Teachers will engage students in high-quality student-centered teaching and learning.
- Teachers are inventors, mentors, and role models who positively affect students.
- District leadership will empower and support staff so they can provide high quality educational opportunities.

### ***Relationship among stakeholders...***

- Respect, trust, and collaboration characterize how we interact with one another.
- Parents and the community are responsible to assist the school in providing students the support needed to succeed.

## **Needs Assessment**

## **Reflections**

There are currently no reflections selected for this section.

To take advantage of emerging technologies, the Avon Grove School District will work to expand the secure wireless network currently under development. It will utilize Web 2.0 tools by developing curricula related to digital literacy, as well as processes/procedures for social networking/digital communication within the school district's community (i.e. all stakeholders). The District will utilize technology for formative assessments. The District will increase the acquisition/utilization of handheld technologies (Palm, Senteo, ActiVotes, Wacom, and Tablets). The District will increase the use of collaborative/distance learning technologies through both internal and external opportunities (i.e. video conferencing, skype, webinars).

The Avon Grove School District will identify potentially useful new technologies through sending designated staff members to local, state and national conferences, as well as county peer meetings, workshops and vendor training opportunities. The District will provide opportunities for teachers to participate in webinars and distance learning sessions that promote and describe new technologies and instructional practices. The District will maintain memberships in professional organizations for designated staff members. The District will utilize the expertise of consultants who will guide and support the use of new technologies. The District will provide internal training opportunities for staff members. The District will organize leadership teams and provide instructional coaches who will explore and share new technologies appropriate to the needs of Avon Grove.

The Avon Grove School District will utilize the results of the 2008 PaTI survey to further determine the district's strengths and weaknesses related to technology. The following strengths and weaknesses have been identified through observation and informal feedback.

**Strengths:** The Avon Grove District recognizes the dedication of its current staff as they support technology initiatives. The District has participated in substantial grants, which have provided the opportunity to acquire a significant amount of new technology. The teaching staff and administration recognize the value of technology-rich instruction that has resulted in increased student engagement. The District web site provides for communication with all stakeholders through the use of interactive feedback forms.

**Weaknesses:** The Avon Grove School District needs to develop a form of assessment that will measure the proficiency and engagement levels of the students and staff. The District needs to develop the means to support the funding of a five-year replacement cycle for technology equipment, as well as funding a continuous growth cycle for expanding emerging technology. Additionally, the District must look to increase and improve the student to equipment ratio and the technology staff necessary to support the infrastructure and curricular programs.

## **Goals and Strategies**

### **Goal: 1.6 Academic Achievement - 21st Century Learners**

**Description:** Provide a high quality education with increased opportunities for all students that will prepare them for the world of work and post secondary experiences and increase the percentage of children attending a post secondary school from 79% to 89% as measured by the annual District Post Secondary Survey.

#### **Strategy: D. 21st Century Skills**

**Description:** Develop, train, implement and monitor curricula related to the 21st Century Skills developed by the Metiri Group in partnership with the North Central Regional Educational Laboratory. Categories include: Digital Age Literacy, Inventive Thinking, Interactive Communication, Quality/State of the Art Results.

## **Activity: 2. Training in the intergration of 21st Century technology skills**

**Description:** Provide professional development for digital literacy, inventive thinking, interactive communication and quality, real-world applications. Teachers will be provided the opportunity to attend classes twice per month to learn ways to design and adapt their instruction to include 21st Century technology skills (i.e. evaluating web resources and information; sift, scan and sort information).

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 5/27/2008 Finish: 12/31/9999	-

### **Professional Development Activity Information**

<b>Number of Hours Per Session</b>	<b>Total Number of Sessions Per School Year</b>	<b>Estimated Number of Participants Per Year</b>
<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
		Not approved
<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
<b>Follow-up Activities</b>	<b>Evaluation Methods</b>	

**Status:** Not Started — Overdue

## **Activity: Professional Development Training Curriculum**

**Description:** 1. Develop a curriculum to instruct teachers in 21st Century technology skills.

### **Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** Not Started — Overdue

## **Strategy: E. National Educational Technology Standards (NET Standards)**

**Description:** Integrate the NET standards and performance indicators for students/teachers/administrators into local curriculum and daily instruction.

## **Activity: 1. Training for understanding National Educational Technology Standards for Students**

**Description:** Create website resources providing information about NETS-S for all teachers and administrators. Hold meetings during the school day to discuss and demonstrate NETS-S. Model lessons which integrate NETS-S for teachers in their class rooms.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 8/6/2008	-
	Finish: 12/31/9999	

**Status:** In Progress — Upcoming

Date	Comment
1/26/2009	This work is underway for the 2008-2009 school year. The Instructional Technology Specialists are working with classroom teachers to model lessons that integrate the NET-S.

**Activity: 2. Curriculum review of Educational Technology K-12**

**Description:** Conduct a curriculum review of the educational technology. Incorporate NETS-S, the plan course outlines and pacing guides for the four core content areas (ELA, Math, Science, Social Studies) as a basis for projects and activities.

Person Responsible	Timeline for Implementation	Resources
Linda Simasek	Start: 9/2/2009 Finish: 5/31/2010	-

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
		Not approved
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
		Not approved
Knowledge and Skills	Research and Best Practices	Designed to Accomplish
Follow-up Activities	Evaluation Methods	

**Status:** Not Started — Upcoming

**Activity: 3. Professional Development Curriculum**

**Description:** Instructional Technology Specialists will develop a curriculum to instruct teacher in NETS.

### **Person Responsible Timeline for Implementation Resources**

Margaret Sharp      Start: 9/2/2008      -  
Finish: 5/31/2010

**Status:** Not Started — Overdue

### **Activity: 4. Training for National Educational Technology Standards for Teachers**

**Description:** Provide training about NETS-T to develop teachers and administrators understanding and ability to implement. Create website resources providing information about NETS-T for all teachers and administrators. Hold meetings during the school day to discuss and demonstrate NETS-T.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 8/6/2008 Finish: 12/31/9999	-

### **Professional Development Activity Information**

<b>Number of Hours Per Session</b>	<b>Total Number of Sessions Per School Year</b>	<b>Estimated Number of Participants Per Year</b>
<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
		Not approved
<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
<b>Follow-up Activities</b>	<b>Evaluation Methods</b>	

**Status:** Not Started — Overdue

## **Goal: 2. Training & Development of All Employees**

**Description:** The Avon Grove School District will provide training and professional development for employees aligned to the district needs and goals specific to the responsibilities of the position. Goal attainment will be measured by compilation of professional development sessions held annually, evaluation of each professional development activity, and a professional development survey conducted in the spring of each year.

### **Strategy: A. New Teacher Induction Program**

**Description:** The Avon Grove School District will implement a New Teacher Induction Program

for educators new to the district, with less than two years teaching experience in the district, and with less than three years of teaching experience.

### **Activity: 6. Technology Training for the Teacher Induction Program**

**Description:** Instructional Technology Specialists will design and provide training to introduce the new teachers to the Administrative and Basic technology skill sets as determined by the district.

#### **Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

### **Strategy: B. Annual Training Plan for All Employees**

**Description:** The Avon Grove School District will implement professional development modules for all employees that are cyclical to ensure compliance regarding policies, procedures, and systems.

### **Activity: 1. Develop Training Modules related to Board Policies**

**Description:** Develop training modules for school board policies, procedures, and systems. During the 2008-2009 school year, training modules to be implemented will include Unlawful Sexual Harrassment, Acceptable Use Policy, and Universal Precautions.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 8/27/2008 Finish: 8/28/2008	-

#### **Professional Development Activity Information**

<b>Number of Hours Per Session</b>	<b>Total Number of Sessions Per School Year</b>	<b>Estimated Number of Participants Per Year</b>
2.00	1	500
<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
Avon Grove School District	• School Entity	Approved

<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
Participants will understand the policies and guidelines of the Unlawful		<i>For classroom teachers, school counselors and</i>

Harrassment Policy, the Acceptable Use Policy, and the Universal Precautions Policy.

*education specialists:*

- Empowers educators to work effectively with parents and community partners.

*For school and district administrators, and other educators seeking leadership roles:*

- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.

**Educator Groups Which Will Participate in this Activity**

Role	Grade Level
<ul style="list-style-type: none"> <li>• Classroom teachers</li> <li>• Principals / asst. principals</li> <li>• Superintendent / asst. superintendents</li> <li>• School counselors</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (preK-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>

Follow-up Activities	Evaluation Methods
<ul style="list-style-type: none"> <li>• video &amp; discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participant survey</li> </ul>

**Status:** Not Started — Overdue

**Activity: 2. Utilize "My Learning Plan"**

**Description:** Use My Learning Plan as a tool to assist with the following functions related to training and development: advertise training sessions, registration for training sessions, attendance in sessions, collect Act 48 hours, evaluation of trainings, etc.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

## **Strategy: C. Technology Services Training & Professional Development**

**Description:** Provide training and development for all employees as it relates to district technologies.

### **Activity: 1. Instructional Technology Specialist Support Program**

**Description:** Maintain current numbers of Instructional Technology Specialists positions.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 4/1/2008 Finish: 12/7/2009	-

  

<b>Professional Development Activity Information</b>		
<b>Number of Hours Per Session</b>	<b>Total Number of Sessions Per School Year</b>	<b>Estimated Number of Participants Per Year</b>
<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
		Not approved
<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
<b>Follow-up Activities</b>	<b>Evaluation Methods</b>	

**Status:** Not Started — Overdue

### **Activity: 2. Instructional Technology Program Expansion**

**Description:** Further development of the Instructional Technology Support Program in alignment with the Instructional Coaching Model as a mechanism for increasing services/support to teacher.

#### **Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** Not Started — Overdue

### **Activity: 3. Consultant Services**

**Description:** Continue to utilize consultative services to provide training and professional development for teachers and administrators as it relates to instruction.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$59,000.00

**Professional Development Activity Information**

<b>Number of Hours Per Session</b>	<b>Total Number of Sessions Per School Year</b>	<b>Estimated Number of Participants Per Year</b>
<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
		Not approved
<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
<b>Follow-up Activities</b>	<b>Evaluation Methods</b>	

**Status:** Not Started — Overdue

**Activity: 4. State and National Level Professional Development**

**Description:** Participate in local, state and national professional development activities

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$31,000.00

**Status:** Not Started — Overdue

**Activity: 5. Memberships in Professional Organizations**

**Description:** Maintain memberships in professional organizations, attend (in person or online) local, state and national conferences, as well as peer meetings, workshops and vendor training opportunities for designated employees.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$9,500.00

**Status:** Not Started — Overdue

### **Activity: 6. Training on New/Developing Technologies**

**Description:** Provide training for staff on the Curricular Enhancement and Advanced Technologies skill sets.

#### **Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

## **Goal: 3. Effective Student, Parent, Community and School Collaboration**

**Description:** Energize families, communities, civic and business leaders to engage in the success of education. Measurement of goal attainment will occur through the use of customer satisfaction surveys and climate surveys.

### **Strategy: A. Communication Plan**

**Description:** Provide continuous and effective communication with all internal and external stakeholders.

### **Activity: 1. District & School Web sites**

**Description:** Maintain and update District and School Web sites as a mechanism for communication with the school community.

#### **Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

### **Activity: 2. Teacher Created Web Sites**

**Description:** Teachers will be provided the opportunity to create web sites to allow communication between home and school.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Strategy: B. Home/School Partnerships**

**Description:** Increase and strengthen parent/family and school partnerships.

**Activity: 3. Community Feedback System**

**Description:** Provide access to and maintenance of a community feedback system to the district.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Activity: 6. Acquire a rapid communication delivery system**

**Description:** Research available rapid communication delivery systems and acquire, install and implement the system which best meets the district's needs.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	\$78,000.00
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Goal: 4. Deliver High Quality Support for Schools**

**Description:** Continually enhance school performance and improved academic achievement through delivery of high quality District management, operational support and customer service.

Measurement of goal attainment will include (1) overall academic achievement, (2) customer satisfaction surveys, and (3) annually established goals and metrics for each department.

## **Strategy: C. Technology Services**

**Description:** Deploy information technology that supports the academic and business needs of our students, teachers/staff, and parents/community.

### **Activity: 1. Define roles and responsibilities and publish to staff**

**Description:** This will be the standard operating procedure within the Technology Department.

#### **Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

### **Activity: 2. Standard Operating Procedures for Technology**

**Description:** Develop/review and articulate standard operating procedures per job/task to be performed by the technology department using an electronic solution.

#### **Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	\$76,000.00
	Finish: Ongoing	

**Status:** Not Started — Overdue

### **Activity: 3. Provide training for technology staff**

**Description:** Ensure skills are kept current with changes in the infrastructure and business practices by providing training and cross training to maintain Standard Operating Procedures.

#### **Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Activity: 4. Technology equipment acquisition program to introduce new solutions into the district environment**

**Description:** Research, acquire, install and implement new technologies which best meets the district's needs (i.e. new server technologies, software, student solutions).

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009 Finish: Ongoing	\$345,000.00
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**Status:** Not Started — Overdue

**Activity: 5. Student Information System**

**Description:** Develop and execute a plan for the implementation of a new student information system for the 2009-2010 school year.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 10/1/2008 Finish: 8/31/2009	\$40,000.00
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**Status:** Not Started — Overdue

**Activity: 6. Technology equipment acquisition program for growth**

**Description:** Design and implement a program to acquire technology to support growth in student enrollment, student needs (student to computer ratio) and increase in professional staff.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009 Finish: Ongoing	\$47,000.00
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**Status:** Not Started — Overdue

**Activity: 7. Annual Performance Goals**

**Description:** Each department will develop annual performance goals that include a metric by which to measure progress on the goals. Each goal should have a direct link to student achievement.

**Person Responsible Timeline for Implementation Resources**

Augustus Massaro	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Activity: 8. Technology equipment replacement program**

**Description:** Develop and implement a technology equipment replacement program to ensure continual access to high quality resources.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	\$850,000.00
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Activity: 9. Wireless Infrastructure**

**Description:** Continued acquisition, installation and implementation of the secured wireless infrastructure in each building.

**Person Responsible Timeline for Implementation Resources**

Linda Simasek	Start: 1/1/2009	\$328,000.00
	Finish: Ongoing	

**Status:** Not Started — Overdue

**Budget**

**Potential Funding Distribution**

<u>Funding Source</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>Total</u>
010 - ADMINISTRATIVE BUDGET	\$456,000.00	\$373,000.00	\$332,000.00	\$1,161,000.00
421 - NCLB - Title II, Part A - Includes Improving Teacher Quality, Eisenhower	\$15,000.00	\$18,000.00	\$20,000.00	\$53,000.00

Professional Development, Class Size Reduction

661 - PERKINS ACT - Title II, Part A - State Programs And State Leadership	\$1,500.00	\$2,000.00	\$2,200.00	\$5,700.00
<b>Grand Total</b>	<b>\$472,500.00</b>	<b>\$393,000.00</b>	<b>\$354,200.00</b>	<b>\$1,219,700.00</b>

**Goal: 2. Training & Development of All Employees**

The Avon Grove School District will provide training and professional development for employees aligned to the district needs and goals specific to the responsibilities of the position. Goal attainment will be measured by compilation of professional development sessions held annually, evaluation of each professional development activity, and a professional development survey conducted in the spring of each year.

<b>C. Technology Services Training &amp; Professional Development</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>Total</b>	<b>Funding Source</b>
3. Consultant Services	\$10,000.00	\$12,000.00	\$13,000.00	\$35,000.00	421 - NCLB - Title II, Part A - Includes Improving Teacher Quality, Eisenhower Professional Development, Class Size Reduction
4. State and National Level Professional Development	\$5,000.00	\$6,000.00	\$7,000.00	\$18,000.00	421 - NCLB - Title II, Part A - Includes Improving Teacher Quality, Eisenhower Professional Development, Class Size Reduction
5. Memberships in Professional Organizations	\$1,500.00	\$2,000.00	\$2,200.00	\$5,700.00	661 - PERKINS ACT - Title II, Part A - State Programs And State Leadership
<b>Subtotal</b>	<b>\$16,500.00</b>	<b>\$20,000.00</b>	<b>\$22,200.00</b>	<b>\$58,700.00</b>	

**Goal: 3. Effective Student, Parent, Community and School Collaboration**

Energize families, communities, civic and business leaders to engage in the success of education. Measurement of goal attainment will occur through the use of customer satisfaction surveys and climate surveys.

<b>B. Home/School Partnerships</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>Total</b>	<b>Funding Source</b>
6. Acquire a rapid communication delivery system	\$0.00	\$25,000.00	\$25,000.00	\$50,000.00	010 - ADMINISTRATIVE BUDGET
<b>Subtotal</b>	<b>\$0.00</b>	<b>\$25,000.00</b>	<b>\$25,000.00</b>	<b>\$50,000.00</b>	

**Goal: 4. Deliver High Quality Support for Schools**

Continually enhance school performance and improved academic achievement through delivery

of high quality District management, operational support and customer service. Measurement of goal attainment will include (1) overall academic achievement, (2) customer satisfaction surveys, and (3) annually established goals and metrics for each department.

<b>C. Technology Services</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>Total</b>	<b>Funding Source</b>
2. Standard Operating Procedures for Technology	\$18,000.00	\$18,000.00	\$20,000.00	\$56,000.00	010 - ADMINISTRATIVE BUDGET
4. Technology equipment acquisition program to introduce new solutions into the district environment	\$60,000.00	\$70,000.00	\$75,000.00	\$205,000.00	010 - ADMINISTRATIVE BUDGET
6. Technology equipment acquisition program for growth	\$5,000.00	\$10,000.00	\$12,000.00	\$27,000.00	010 - ADMINISTRATIVE BUDGET
8. Technology equipment replacement program	\$100,000.00	\$200,000.00	\$200,000.00	\$500,000.00	010 - ADMINISTRATIVE BUDGET
9. Wireless Infrastructure	\$273,000.00	\$50,000.00	\$0.00	\$323,000.00	010 - ADMINISTRATIVE BUDGET
<b>Subtotal</b>	<b>\$456,000.00</b>	<b>\$348,000.00</b>	<b>\$307,000.00</b>	<b>\$1,111,000.00</b>	
<b>Grand Total</b>	<b>\$472,500.00</b>	<b>\$393,000.00</b>	<b>\$354,200.00</b>	<b>\$1,219,700.00</b>	

## Staff Development

The Avon Grove School District will develop, train, implement and monitor curricula related to the 21st Century Skills developed by the Metiri Group in partnership with the North Central Regional Educational Laboratory. These include Digital Age Literacy, which consists of basic, scientific and technology literacies; visual and information literacy; cultural literacy and global awareness. The 21st Century Skill of Inventive Thinking and intellectual Capital, develops skills that encourage adaptability/managing complexities and self-direction, as well as curiosity, creativity and risk taking. Higher order thinking skills and sound reasoning are also included. Interactive Communication skills that integrate social and personal skills, teaming and collaboration, personal and social responsibility; and interactive communication will be integrated across the curriculum. The District will equal quality, state of the art results, prioritizing, planning and managing curricula and resources to gain these results; effective use of real-world tools; and looking for high quality results with real-world applications.

The Avon Grove School District will incorporate the National Education Technology Standards and Performance Indicators for students/teachers, administrators to develop, train, implement and monitor curricula related to creativity and innovation; communication and collaboration;

research and information fluency; critical thinking, problem solving and decision making; digital citizenship; as well as technology operations and concepts.

The Avon Grove School District will provide Professional Development through the following initiatives. The District will plan for and provide ongoing training for district technologies. It will plan for and provide professional development that allows professionals to provide high-quality, engaging instruction. The District will expand the use of Instructional Technology Specialist. It will continue the use of consultants and will promote opportunities for designated staff members to participate in workshops, webinars, online training, professional organizations and conferences.

## **Monitoring**

The Avon Grove School District has defined a system for monitoring the activities outlined in the Technology Plan. The Assistant Superintendent for Curriculum & Instruction will work collaboratively with the Network Administrator to implement and monitor all strategies within the Technology Plan. The Assistant Superintendent will be responsible for the professional development outlined in the plan while the Network Administrator will oversee the infrastructure, hardware and software activities in the plan.

The Avon Grove School District has employed three Instructional Technology Specialists to provide coaching and support in technology integration across all school. Additionally, the District has secured consultative services from the University of Delaware to assist with the Instructional Technology Program. The Assistant Superintendent and the Instructional Technology Specialists will provide leadership for the instructional technology program. This team will conduct Learning Walks throughout the year to monitor the integration of technology in classrooms across the District.

The District has established an Instructional Technology Leadership Team that includes the District's three Instructional Technology Specialists and teacher leaders from across all schools. The Instructional Technology Leadership Team will be responsible for providing professional development for teachers and administrators across the District. The Leadership Team meet on a monthly basis and will monitor progress on the implementation of the activities in the plan.

Various tools will be used to measure technology integration within the District including (1) surveys, (2) learning walk protocols, (3) observation, and (4) curriculum documents that (a) reflect the NET-S, and (b) include technology integration activities.

The Technology Plan will be reviewed annually and goals, strategies, and activities updated as needed.

## **Evaluation**

The Avon Grove School District's Technology Leadership Team will evaluate annually progress toward and/or successful completion of the goals by conducting (1) surveys of constituents, (2) observations, and (3) actual completion of specific tasks. At the end of the year, a summary of progress toward goal attainment will be published and adjustments to the plan will be made based upon review.