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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

**Professional Education Report**  
**Wednesday, September 21, 2011**  
**(Last Approved: Thursday, January 22, 2009)**

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

## Professional Education Planning Committee

<b>Name</b>	<b>Affiliation</b>	<b>Membership Category</b>	<b>Appointed By</b>
Alexander Tom	AGHS Principal	Administrator	Supervisor of Special Education
Augustus Massaro	Avon Grove School District	Administrator	Board of Education
Berardi, Michael	Assistant Principal, AGHS	Administrator	Assistant Superintendent
Bonnie McCloskey	Avon Grove High School	Secondary School Teacher	Assistant Superintendent
Chance, Louis	Special Education Supervisor	Administrator	Superintendent
Chris Grove	Fred S. Engle Middle School	Parent	FSEMS Principal
Deborah L'Heureux	Avon Grove School District	Board Member	Board of Education
Gail Peck	Penn London Elementary School	Administrator	Superintendent
George Allen	Fred S. Engle Middle School	Regular Education Teacher	FSEMS Principal
Harvey, Todd	AGIS Lead Principal	Administrator	Supervisor of Special Education
Janet Donegan	Fred S. Engle Middle School	Middle School Teacher	Assistant Superintendent
Jeanne Moore	Penn London Elementary School	Elementary School Teacher	PLE Principal
Kathleen Boyle	Avon Grove Intermediate School	Elementary School Teacher	Assistant Superintendent
Linda Simasek	Avon Grove School District	Administrator	Superintendent
Margaret Sharp	Avon Grove School District	Administrator	Superintendent
Mary Teresa Maule Alft	Penn London Elementary School	Elementary School Teacher	Assistant Superintendent
Michael Snopkowski	Avon Grove High School	Administrator	Superintendent
Pat McKeon	Avon Grove School District	Ed Specialist - Instructional Technology	Assistant Superintendent
Sean Murray	Avon Grove Intermediate School	Elementary School Teacher	AGI Principal
Tim Parkinson	Avon Grove School District	Secondary School Teacher	Superintendent
Wendi Lee Foltz	Avon Grove School District	Administrator	Superintendent

## Needs Assessment

The Avon Grove School District has completed a thorough review of assessment data to identify areas of need for professional development. Data sources that were utilized include (1) PSSA data for reading, writing, and mathematics, (2) local benchmark data in reading and mathematics (4Sight & MAP), (3) AP data, (4) PSAT & SAT data, and (4) local common assessment data where available. Additionally, the District utilized a number of survey instruments to assess professional development needs of the teachers and administrators across the District. Surveys include (1) annual professional development survey, (2) new teacher induction participants end-of-year survey, (3) mentor end-of-year survey, (4) peer coaching participant end of year survey, and (5) professional portfolio participant end of year survey. Based upon the review of the achievement data and the perceptual data gathered from the professional staff, specific professional development needs were determined for the 2008-2009 school year as well as long range over the next five years.

The Avon Grove School District conducts an annual review of assessment data to identify areas of need for professional development. Data sources that are utilized include (1) PSSA data for reading, writing, and mathematics, (2) local benchmark data in reading and mathematics (MAP), (3) AP data, (4) PSAT/SAT data, (4) local common assessment data where available. Additionally, the District utilizes a variety of survey instrument to access professional development needs of teachers, administrators, and staff. Surveys include (1) annual professional development survey, (2) teacher induction surveys of new teachers and mentors, (3) peer coaching participant surveys, and (4) professional development workshop surveys. The District Professional Development Committee conducts an annual review of the achievement data and the perceptual data gathered from the staff, and from this information specific professional development plans are determined.

## Professional Education Action Plan

### **Goal: 1.1 Academic Achievement - English/Language Arts**

**Description:** By the year 2013, 95% of all students will be proficient in reading and writing as measured annually by the PSSA.

#### **Strategy: B. Assessment System**

**Description:** Develop and implement a comprehensive English/Language Arts assessment system that includes both formative and summative assessments.

#### **Activity: 5. Creating a Culture for Common Assessments Workshop Series**

**Description:** Conduct three workshops that will focus on understanding both formative and summative assessments to assist with the development of a district assessment philosophy and plan. An emphasis will be placed on the parameters and criteria for constructing and administering common assessments.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 4/14/2008	\$2,500.00

Finish: 11/4/2008

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
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Performance Pathways	<ul style="list-style-type: none"> <li>Company</li> </ul>	Not approved
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Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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*For classroom teachers, school counselors and education specialists:*

- Enhances the educator's content knowledge in the area of the educator's certification or assignment.
- 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.

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.
- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- 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	Subject Area
<ul style="list-style-type: none"> <li>Classroom teachers</li> <li>Principals / asst. principals</li> <li>Superintendent / asst. superintendents</li> <li>Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>Early childhood (pre K-grade 3)</li> <li>Middle (grades 6-8)</li> <li>Elementary (grades 2-5)</li> <li>High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>Reading, Writing, Speaking &amp; Listening</li> <li>Kindergarten Early Learning Standards</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>Analysis of student work, with administrator and/or peers</li> <li>Creating lessons to meet varied student learning styles</li> <li>Peer-to-peer lesson discussions</li> </ul> | <ul style="list-style-type: none"> <li>Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>Classroom student assessment data</li> <li>Participant survey</li> </ul> |
|--|---|

**Status:** Complete

**Activity: 6. Common Assessments - Formative & Summative**

**Description:** Create common formative and summative assessments that are aligned to the curriculum and incorporated into the pacing guides.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 3/6/2008 Finish: 12/31/9999	\$49,900.00

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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

**Status:** In Progress — Upcoming

**Strategy: C. Literacy Coaching**

Description: **Continue to implement the Literacy Coaching Program as a method for providing ongoing and comprehensive professional development and support for teachers and administrators across all four schools in the District.**

**Activity: 1. Literacy Coaching**

Description: Provide one Literacy Coach for each school annually.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$1,337,000.00
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**Status:** In Progress — Upcoming

**Date      Comment**

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7/9/2009 June 30, 2009 The District was able to provide one Literacy Coach for each school during the 2008-2009 school year. Three literacy coaches were funded from the Accountability Block Grant and one literacy coach was funded from the PA PACT grant.

**Activity: 2. Chester County Literacy Consortium**

Description: The Chester County Literacy Consortium will provide participating districts with a series of professional development opportunities featuring nationally recognized experts in the area of literacy. Additionally, participation in the Consortium will provide opportunities for collaboration with other literacy teams from surrounding districts in Chester County.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$2,500.00
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**Status:** In Progress — Upcoming

**Activity: 3. ELA & Coaching Professional Development**

Description: Participate in professional development activities related to Literacy and Coaching.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$68,000.00
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**Status:** In Progress — Upcoming

## Activity: 4. Monthly Coaching Workshops

**Description:** Conduct monthly coaching workshops across the district

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 8/18/2008 Finish: 6/4/2009	\$1,000.00

### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
7.00	10	4
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	<ul style="list-style-type: none"> <li>School Entity</li> </ul>	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
Participants will increase their knowledge and skills in ELA and coaching.		<p><i>For classroom teachers, school counselors and education specialists:</i></p> <ul style="list-style-type: none"> <li>Enhances the educator's <u>content knowledge</u> in the area of the educator's certification or assignment.</li> <li>Increases the educator's <u>teaching skills</u> based on research on effective practice, with attention given to interventions for struggling students.</li> <li>Provides educators with a variety of classroom-based <u>assessment skills</u> and the skills needed to <u>analyze and use data</u> in instructional decision-making.</li> <li>Empowers educators to work effectively with <u>parents and community partners</u>.</li> </ul> <p><i>For school and district administrators, and other educators seeking leadership roles:</i></p> <ul style="list-style-type: none"> <li>Provides the knowledge and skills to <u>think and plan</u></li> </ul>

strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.

- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.
- Instructs the leader in managing resources for effective results.

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

Role	Grade Level	Subject Area
<ul style="list-style-type: none"> <li>• Superintendent / asst. superintendents</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Kindergarten Early Learning Standards</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>• Analysis of student work, with administrator and/or peers</li> <li>• Creating lessons to meet varied student learning styles</li> <li>• Peer-to-peer lesson discussions</li> <li>• Lesson modeling with mentoring</li> <li>• Journaling and reflecting</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Student PSSA data</li> <li>• Standardized student assessment data other than the PSSA</li> <li>• Classroom student assessment data</li> <li>• Review of written reports summarizing instructional activity</li> <li>• Event Log (Outlook calendars)</li> </ul> |
|---|---|

Status: Complete

### Activity: 5. Provide professional development and support in ELA

**Description:** Literacy coaches will provide a variety of PD and support services for teachers and administrators which will include (1) collaborative resource management, (2) literacy content presentations, (3) focused classroom visits, (4) coplanning, (5) study groups, (6) demonstration lessons, (7) peer coaching, and (8) coteaching.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 3/7/2008 Finish: 12/31/9999	-

#### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
0.00	0	0
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	• School Entity	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
Teachers and administrators will enhance their knowledge of current research and practices in literacy.		<p><i>For classroom teachers, school counselors and education specialists:</i></p> <ul style="list-style-type: none"><li>• Enhances the educator's <u>content knowledge</u> in the area of the educator's certification or assignment.</li><li>• Increases the educator's <u>teaching skills</u> based on research on effective practice, with attention given to interventions for struggling students.</li><li>• Provides educators with a variety of classroom-based <u>assessment skills</u> and the skills needed to <u>analyze and use data</u> in instructional decision-making.</li><li>• Empowers educators to work effectively with <u>parents and community partners</u>.</li></ul>

*For school and district administrators, and other educators seeking*

*leadership roles:*

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.
- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.
- Instructs the leader in managing resources for effective results.

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

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<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 (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Kindergarten Early Learning Standards</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>• Analysis of student work, with administrator and/or peers</li> <li>• Creating lessons to meet varied student learning styles</li> <li>• Peer-to-peer lesson discussions</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Student PSSA data</li> <li>• Standardized student assessment data other than the PSSA</li> <li>• Classroom student assessment data</li> <li>• Participant survey</li> <li>• Review of participant lesson plans</li> <li>• Review of written reports summarizing instructional activity</li> <li>• Portfolio</li> </ul> |
|--|---|

- Lesson modeling with mentoring
- Journaling and reflecting

**Status:** In Progress — Upcoming

## **Strategy: D. Reading Professional Development Plan**

**Description:** Develop and implement a long range professional development plan to bridge and monitor the written curriculum and the taught curriculum.

### **Activity: 1. Identify reading professional development needs**

Description: **Identify professional development needs based upon student achievement data, curriculum review, learning walks and surveys.**

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

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** In Progress — Upcoming

#### **Date Comment**

7/9/2009	June 30, 2009 Professional development needs have been identified for the 2009-2010 school years. Information was based upon the annual professional development survey and needs assessments.
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### **Activity: 2. Reading Comprehension Strategies In-service**

**Description:** Professional Development focused on delivery of comprehension strategies across core content areas as well as in reading classes for all teachers of grades K-12.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
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Margaret Sharp	Start: 8/27/2008 Finish: 2/27/2009	-
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#### **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>
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2.00	4	325
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<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
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Avon Grove School District	• School Entity	Not approved
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<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
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Participants will increase their knowledge of comprehension strategies across all content areas.

*For classroom teachers, school counselors and education specialists:*

- 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.

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.

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

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<ul style="list-style-type: none"> <li>• Classroom teachers</li> <li>• Principals / asst. principals</li> <li>• Superintendent / asst. superintendents</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Kindergarten Early Learning Standards</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Student PSSA data</li> <li>• Standardized student assessment data other than the</li> </ul> |
|---|--|

- peers
- Creating lessons to meet varied student learning styles
- Peer-to-peer lesson discussions
- Lesson modeling with mentoring
- Journaling and reflecting
- PSSA
- Classroom student assessment data
- Participant survey

**Status:** Complete

### **Activity: 3. Reading Study Groups**

**Description:** Provide opportunities for voluntary participation in after school study groups focused on reading comprehension.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 12/4/2008 Finish: 3/5/2009	\$3,260.00

#### **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>
2.00	2	30

<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
Avon Grove School District	<ul style="list-style-type: none"> <li>• School Entity</li> </ul>	Not approved

<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
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Participants will increase their knowledge of specific reading comprehension strategies.

*For classroom teachers, school counselors and education specialists:*

- 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.

*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**

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<ul style="list-style-type: none"><li>• Classroom teachers</li><li>• Principals / asst. principals</li><li>• Other educational specialists</li></ul>	<ul style="list-style-type: none"><li>• Early childhood (pre K-grade 3)</li><li>• Middle (grades 6-8)</li><li>• Elementary (grades 2-5)</li><li>• High school (grades 9-12)</li></ul>	<ul style="list-style-type: none"><li>• Reading, Writing, Speaking &amp; Listening</li><li>• Kindergarten Early Learning Standards</li></ul>

#### **Follow-up Activities**

#### **Evaluation Methods**

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• Creating lessons to meet varied student learning styles</li><li>• Peer-to-peer lesson discussions</li><li>• Lesson modeling with mentoring</li><li>• Journaling and reflecting</li></ul> | <ul style="list-style-type: none"><li>• Participant survey</li></ul> |
|--|--|

**Status:** Complete

#### **Activity: 4. Ongoing training in reading comprehension strategy instruction**

**Description:** Continued opportunities for development of specific comprehension strategies will occur during collaborative planning periods in each school as well as through coaching and mentoring sessions.

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

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

**Status:** In Progress — Upcoming

## Activity: 5. District & Building Level Learning Walks

**Description:** Learning Walks focused on monitoring reading instruction will be conducted at the district and building level throughout the school year.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 8/4/2008 Finish: 12/31/9999	-
Professional Development Activity Information		
Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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:** In Progress — Upcoming

## Strategy: E. Writing Professional Development Plan

**Description:** Develop and implement a long range professional development plan to bridge and monitor the written and taught curriculum.

### Activity: 1. Identify writing Professional Development Needs

**Description:** Conduct a survey of teachers and administrators to determine professional development needs in the area of writing instruction.

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

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** In Progress — Upcoming

#### **Date Comment**

7/9/2009	June 30, 2009 The District's Writing Research Committee worked diligently during the 2008-2009 school year to development long range plans focused on writing instruction. The annual professional development survey assisted with the identification of professional development needs in the area of writing. During the 2009-2010 school year, the elementary schools will focus on the Writer's Workshop Model while the secondary schools will focus on the implementation of Collins' Writing Program.
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## Activity: 2. Kid Writing

**Description:** Further support the consistent implementation of Kid Writing in kindergarten through ongoing curricular workshops, collaboration and coaching.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 3/7/2008 Finish: 12/31/9999	-

### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
0.00	0	0
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	<ul style="list-style-type: none"> <li>School Entity</li> </ul>	Not approved

### Knowledge and Skills

Teachers and administrators will increase their knowledge and delivery of Kid Writing as a technique for writing instruction.

### Research and Best Practices

*For classroom teachers, school counselors and education specialists:*

- 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.

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.
- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.
- Instructs the leader in managing resources for effective results.

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

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<ul style="list-style-type: none"> <li>• Classroom teachers</li> <li>• Principals / asst. principals</li> <li>• Superintendent / asst. superintendents</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Kindergarten Early Learning Standards</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>• Analysis of student work, with administrator and/or peers</li> <li>• Creating lessons to meet varied student learning styles</li> <li>• Peer-to-peer lesson discussions</li> <li>• Lesson modeling with mentoring</li> <li>• Journaling and reflecting</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Classroom student assessment data</li> <li>• Review of participant lesson plans</li> <li>• Portfolio</li> </ul> |
|---|--|

**Status:** In Progress — Upcoming

**Activity: 3. Research current writing instructional practices**

**Description:** The District Literacy Leadership Team will research and study current writing instructional practices to assist with the selection and adoption of a District Philosophy and Model for writing instruction, grades 1-12.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 11/25/2008 Finish: 5/12/2009	\$4,000.00

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
2.00	3	15

Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	<ul style="list-style-type: none"> <li>School Entity</li> </ul>	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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Literacy Coaches, reading specialists and administrators will develop an increased understanding of current research and practices in writing instruction with a focus on the development of a district philosophy and model of writing instruction.

*For classroom teachers, school counselors and education specialists:*

- 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.

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania’s academic standards.
- 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	Subject Area
<ul style="list-style-type: none"> <li>• Principals / asst. principals</li> <li>• Superintendent / asst. superintendents</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Kindergarten Early Learning Standards</li> </ul>

**Follow-up Activities**

- Journaling and reflecting
- Writing Blog/Wiki

**Evaluation Methods**

- Blog (The participants will collaborate and exchange ideas through the use of a blog.)

**Status:** Complete

**Activity: 4. Adopt a District Philosophy and Model for Writing Instruction, Grades K-12**

**Description:** The Literacy Leadership Team will develop a District Philosophy for writing instruction. The Literacy Team will adopt a Model for writing instruction for implementation in grades 1-12.

Person Responsible	Timeline for	Resources
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### Implementation

Margaret Sharp	Start: 5/19/2009 Finish: 5/19/2009	\$2,500.00
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### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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7.00	1	25
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Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
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Avon Grove School District	<ul style="list-style-type: none"> <li>• School Entity</li> </ul>	Not approved
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Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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<p>The participants will develop an understanding of the group's research on writing instructional programs and practices.</p>		<p><i>For classroom teachers, school counselors and education specialists:</i></p>
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- 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.

*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	Subject Area
<ul style="list-style-type: none"> <li>• Classroom teachers</li> <li>• Principals / asst. principals</li> <li>• Superintendent / asst. superintendents</li> <li>• Other educational</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Kindergarten Early Learning Standards</li> </ul>

specialists

- High school (grades 9-12)

**Follow-up Activities**

**Evaluation Methods**

- Philosophy/Model

- Philosophy/Model (The District Philosophy and Writing Model will be determined as a result of this professional development activity.)

**Status:** Complete

**Activity: 5. Provide professional Development in District Writing Program**

**Description:** Based upon the development of a district writing philosophy and the selection of a writing instructional model by spring of 2009, a long range professional development plan for writing will be developed for implementation beginning in the school year 2009-2010.

**Person Responsible Timeline for Implementation Resources**

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

**Status:** In Progress — Upcoming

**Activity: 6. Implement the District Writing Program**

**Description:** The Districtwide Writing Program will be implemented beginning in the 2009-2010 school year.

**Person Responsible Timeline for Implementation Resources**

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

**Status:** Complete

**Goal: 1.2 Academic Achievement - Mathematics**

**Description:** By the year 2013, 95% of all students will be proficient in Mathematics as measured annually by the PSSA.

## Strategy: B. Assessment System

**Description:** Develop and implement a comprehensive mathematics assessment system that includes both formative and summative assessments.

### Activity: 5. Creating a Culture for Common Assessments Workshop

**Description:** Conduct three workshops that will focus on understanding both formative and summative assessments to assist with the development of a district assessment philosophy. An emphasis will be placed on the parameters and criteria for constructing and administering common assessments.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 4/14/2008 Finish: 11/4/2008	\$2,500.00

#### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
3.00	7	20
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Performance Pathways	<ul style="list-style-type: none"> <li>Company</li> </ul>	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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*For classroom teachers, school counselors and education specialists:*

- Enhances the educator's content knowledge in the area of the educator's certification or assignment.
- 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.

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.
- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.

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

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<ul style="list-style-type: none"> <li>• Classroom teachers</li> <li>• Principals / asst. principals</li> <li>• Superintendent / asst. superintendents</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Kindergarten Early Learning Standards</li> <li>• Mathematics</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>• Analysis of student work, with administrator and/or peers</li> <li>• Creating lessons to meet varied student learning styles</li> <li>• Peer-to-peer lesson discussions</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Classroom student assessment data</li> <li>• Participant survey</li> </ul> |
|--|---|

**Status:** Complete

## **Strategy: C. Mathematics Coaching**

**Description:** Continue to implement the mathematics coaching program as a method for providing ongoing and comprehensive professional development and support for teachers and administrators across three schools in the District, working toward the addition of a mathematics coach at the primary level.

### **Activity: 1. Continue to implement the District Mathematics Coaching Program**

**Description:** Continuation of the current district mathematics coaching program by employing three mathematics coaches to serve the four schools. Expand program to include 2 elementary coaches and 2 secondary coaches.

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

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

**Status:** In Progress — Upcoming

#### **Date Comment**

7/9/2009	June 30, 2009	The District had three mathematics coaches during the 2008-2009 school funded from the Accountability Block Grant. The District provided support to PLE by providing professional development funds to support contracted coaching services.
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### **Activity: 2. Professional Development Activities for Instructional Coaches**

**Description:** Participate in professional development activities designed for coaches on mathematics and coaching.

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

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

**Status:** In Progress — Upcoming

### **Activity: 3. Monthly Coaching Workshops**

**Description:** Conduct monthly coaching workshops across the district

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 8/18/2008 Finish: 6/4/2009	-

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
7.00	10	3

Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	<ul style="list-style-type: none"> <li>School Entity</li> </ul>	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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*For classroom teachers, school counselors and education specialists:*

- 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.

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are

aligned to each other as well as to Pennsylvania's academic standards.

- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.
- Instructs the leader in managing resources for effective results.

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

Role	Grade Level	Subject Area
<ul style="list-style-type: none"> <li>• Superintendent / asst. superintendents</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Kindergarten Early Learning Standards</li> <li>• Mathematics</li> </ul>

**Follow-up Activities**

**Evaluation Methods**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>• Analysis of student work, with administrator and/or peers</li> <li>• Creating lessons to meet varied student learning styles</li> <li>• Peer-to-peer lesson discussions</li> <li>• Lesson modeling with mentoring</li> <li>• Journaling and reflecting</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Student PSSA data</li> <li>• Standardized student assessment data other than the PSSA</li> <li>• Classroom student assessment data</li> <li>• Review of written reports summarizing instructional activity</li> </ul> |
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**Status:** Complete

**Activity: 4. Provide professional development and support in mathematics**

**Description:** Mathematics coaches will provide a variety of PD and support services for teachers and administrators which will include (1) collaborative resource management, (2) literacy content presentations, (3) focused classroom visits, (4) coplanning, (5) study groups, (6) demonstration lessons, (7) peer coaching, and (8) coteaching.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 3/7/2008 Finish: 12/31/9999	-

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
0.00	0	0
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	<ul style="list-style-type: none"> <li>School Entity</li> </ul>	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
Teachers and administrators will enhance their knowledge of current research and best practices in mathematics.		<p><i>For classroom teachers, school counselors and education specialists:</i></p> <ul style="list-style-type: none"> <li>Enhances the educator's <u>content knowledge</u> in the area of the educator's certification or assignment.</li> <li>Increases the educator's <u>teaching skills</u> based on research on effective practice, with attention given to interventions for struggling students.</li> <li>Provides educators with a variety of classroom-based <u>assessment skills</u> and the skills needed to <u>analyze and use data</u> in instructional decision-making.</li> <li>Empowers educators to work effectively with <u>parents and community partners</u>.</li> </ul>

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

- Provides the knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as well as to Pennsylvania's academic standards.
- Provides leaders with the ability to access and use appropriate data to inform decision-making.
- Empowers leaders to create a culture of teaching and learning, with an emphasis on learning.
- Instructs the leader in managing resources for effective results.

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

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<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 (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Kindergarten Early Learning Standards</li> <li>• Mathematics</li> </ul>

#### **Follow-up Activities**

#### **Evaluation Methods**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers</li> <li>• Analysis of student work, with administrator and/or peers</li> <li>• Creating lessons to meet varied student learning styles</li> <li>• Peer-to-peer lesson discussions</li> <li>• Lesson modeling with</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.</li> <li>• Student PSSA data</li> <li>• Standardized student assessment data other than the PSSA</li> <li>• Classroom student assessment data</li> <li>• Participant survey</li> <li>• Review of participant lesson plans</li> <li>• Review of written reports summarizing instructional activity</li> <li>• Portfolio</li> </ul> |
|--|---|

- mentoring
- Journaling and reflecting

**Status:** In Progress — Upcoming

## **Strategy: D. Mathematics Professional Development Plan**

**Description:** Develop and implement a long range professional development plan to bridge and monitor the written curriculum and the taught curriculum

### **Activity: 1. Mathematics professional development needs**

**Description:** Identify professional development needs based upon student achievement data, curriculum review, learning walks, and surveys.

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

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

**Status:** In Progress — Upcoming

#### **Date Comment**

7/13/2011	Professional development needs are determined on an annual basis.
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### **Activity: 2. Provide professional development during the district professional development days**

**Description:**

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

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

**Status:** In Progress — Upcoming

### **Activity: 3. Mathematics Study Groups**

**Description:** Provide opportunities for voluntary participation in after school study groups focused on best practices in mathematics.

Person Responsible	Timeline for Implementation	Resources
Margaret Sharp	Start: 12/9/2008 Finish: 2/24/2009	\$3,260.00

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
2.00	2	30

Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Avon Grove School District	<ul style="list-style-type: none"> <li>School Entity</li> </ul>	Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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Participants will increase their knowledge of best practices in mathematics.

*For classroom teachers, school counselors and education specialists:*

- 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.
- 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	Subject Area
<ul style="list-style-type: none"> <li>Classroom teachers</li> <li>Principals / asst. principals</li> <li>Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>Early childhood (pre K-grade 3)</li> <li>Middle (grades 6-8)</li> <li>Elementary (grades 2-5)</li> <li>High school</li> </ul>	<ul style="list-style-type: none"> <li>Kindergarten Early Learning Standards</li> <li>Mathematics</li> </ul>

(grades 9-12)

<b>Follow-up Activities</b>	<b>Evaluation Methods</b>
<ul style="list-style-type: none"><li>• Creating lessons to meet varied student learning styles</li><li>• Peer-to-peer lesson discussions</li><li>• Lesson modeling with mentoring</li><li>• Journaling and reflecting</li></ul>	<ul style="list-style-type: none"><li>• Participant survey</li></ul>

**Status:** Not Started — Overdue

#### **Activity: 4. Ongoing training in best practices in mathematics**

**Description:** Continued opportunities for development in specific mathematics strategies will occur during collaborative planning periods in each school as well as through coaching and mentoring sessions.

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

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

**Status:** In Progress — Upcoming

#### **Activity: 5. Learning Walks**

**Description:** Conduct District and school level learning walks focused on mathematics

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

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

**Status:** In Progress — Upcoming

### **Goal: 1.3 Academic Achievement - Science**

**Description:** By the year 2010, the district science curriculum will be fully aligned to the standards as evidenced by curriculum documents (i.e. Planned Course Outlines, Unit Guides). Upon availability from PDE, baseline PSSA data will be used to determine appropriate proficiency goal projections for 2013.

### **Strategy: C. Professional Development Plan**

**Description:** Develop and implement a long range professional development plan to bridge and monitor the written and taught curriculum.

#### **Activity: 1. Professional Development Needs**

**Description:** Identify professional development needs

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

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

**Status:** In Progress — Upcoming

##### **Date Comment**

7/9/2009	June 30, 2009	The District conducted an annual professional development survey in the spring of 2009 to determine needs for the 2009-2010 school year.
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#### **Activity: 2. Professional Development Activities**

**Description:** Provide professional development during district professional development days focused on the implementation of inquiry based and hands on science

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

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

**Status:** In Progress — Upcoming

**Activity: 3. Provide voluntary after school workshops for teachers designed around specific curriculum needs.**

**Description:** Provide voluntary after school workshops for teachers designed around content and inquiry based and hands on science.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 3/10/2008 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:** In Progress — Upcoming

**Activity: 4. Integrate Professional Development Activities into the School Day**

**Description:** Integrate professional development activities into building level collaborative sessions throughout the year.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** In Progress — Upcoming

**Activity: 5. Learning Walks**

**Description:** Monitor the written and taught curriculum by conducting district and building level learning walks.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** In Progress — Upcoming

## **Goal: 1.4 Academic Achievement - Social Studies**

**Description:** By the year 2010, the District social studies curriculum will be fully aligned to the standards as evidenced by curriculum documents (i.e. Planned Course Outlines, Unit Guides).

### **Strategy: C. Professional Development Plan**

**Description:** Develop and implement a long range professional development plan to bridge and monitor the written curriculum and the taught curriculum.

#### **Activity: 1. Professional Development Needs**

**Description:** Identify professional development needs

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

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

**Status:** In Progress — Upcoming

#### **Activity: 2. Professional Development during district professional development days**

**Description:** Provide professional development during district professional development days on new units of instruction and curriculum materials.

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

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

**Status:** Complete

#### **Activity: 3. After-School Workshops**

**Description:** Provide after school workshops for teachers designed around specific curriculum needs.

**Person Responsible Timeline for Implementation Resources**

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

**Status:** In Progress — Upcoming

**Activity: 4. Professional Development during the School Day**

**Description:** Integrate professional development activities into building level collaboration sessions throughout the school year.

**Person Responsible Timeline for Implementation Resources**

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

**Status:** In Progress — Upcoming

**Activity: 5. Learning Walks**

**Description:** Monitor the written and taught curriculum by conducting district and building level Learning Walks.

**Person Responsible Timeline for Implementation Resources**

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

**Status:** In Progress — Upcoming

**Goal: 1.5 Academic Achievement - Intervention/Support Programs**

**Description:** Provide effective academic intervention and support programs for identified student populations (ELL, IEP, ED, Hispanic) to ensure proficiency in reading and mathematics by decreasing the percent of students performing below basic or basic on the annual PSSA by 10%.

## Strategy: A. English Language Learners (ELL) Program

**Description:** Provide a comprehensive program with a full range of services for ELL students.

### Activity: 1. Provide professional development for regular education teachers

**Description:** Provide annual professional development opportunities for regular education teachers to increase the development of academic vocabulary and academic language in English Language Learners.

Person Responsible	Timeline for Implementation	Resources
None Selected	Start: 3/20/2008 Finish: 12/31/9999	-

#### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
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Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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Follow-up Activities	Evaluation Methods
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**Status:** In Progress — Upcoming

Date	Comment
7/13/2011	PD continues in the area of development of academic vocabulary and language for ELL students.

### Activity: 2. ELL Coaching

**Description:** Provide an ELL Coach to consult with both regular and ELL teachers in effective instructional strategies and practices for working with ELL students.

Person Responsible	Timeline for Implementation	Resources
None Selected	Start: 3/20/2008 Finish: 12/31/9999	-

#### Professional Development Activity Information

Number of Hours Per	Total Number of Sessions Per	Estimated Number of Participants
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Session	School Year	Per Year
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:** No Longer Occurring

Date	Comment
7/13/2011	Due to funding, an ELL coach is no longer provided. ELL teachers are supported by literacy coaches.

### **Activity: 3. Monthly PD Workshops for ELL teachers**

**Description:** Conduct monthly professional development opportunities for ELL teachers to increase their knowledge of effective instructional strategies for development of academic vocabulary and academic language for ELL students.

Person Responsible	Timeline for Implementation	Resources
None Selected	Start: 3/20/2008 Finish: 12/31/9999	-

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

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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:** In Progress — Upcoming

### **Activity: 4. Provide professional development for guidance counselors**

**Description:** Conduct monthly professional development opportunities for guidance counselors so that they may support the individual development of ELL students.

**Person Responsible Timeline for Implementation Resources**

None Selected Start: 1/1/2009 -  
Finish: Ongoing

**Status:** In Progress — Upcoming

**Strategy: B. Special Education Program**

**Description:** Provide a comprehensive program with a full range of services for special education students.

**Activity: 1. Provide professional development for regular education teachers**

**Description:** Provide professional development opportunities for regular education teachers on instructional strategies to assist students with disabilities in the regular classroom setting

Person Responsible	Timeline for Implementation	Resources
None Selected	Start: 8/4/2008 Finish: 12/31/9999	-

**Professional Development Activity Information**

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
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Not approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
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Follow-up Activities	Evaluation Methods
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**Status:** In Progress — Upcoming

Date	Comment
7/13/2011	PD continues to be provided on instructional strategies to assist students with disabilities in the regular classroom.

**Activity: 2. Provide professional development workshops for special education teachers**

**Description:** Provide monthly professional development workshops for special education teachers on instructional strategies

Person Responsible	Timeline for Implementation	Resources
None Selected	Start: 8/4/2008 Finish: 12/31/9999	-

#### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
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:** In Progress — Upcoming

### **Activity: 3. Provide professional development for special education staff**

**Description:** Provide training for special education teachers, paraprofessionals and other certificated staff members working with the special education students.

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

None Selected	Start: 1/1/2009 Finish: Ongoing	-
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**Status:** In Progress — Upcoming

## **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 integration 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>
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<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
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Not approved

<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
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<b>Follow-up Activities</b>	<b>Evaluation Methods</b>
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**Status:** In Progress — Upcoming

### **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:** In Progress — Upcoming

### **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**

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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.

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7/9/2009 June 30, 2009 The District created a Task Force for 21st Century Skills which began work during the 08-09 school year. The Task Force created a planning tool using the NETS\*S to be used by administrators and teacher leaders during the 2009-2010 school year.

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### **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:** Complete

#### **Date      Comment**

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9/6/2011 The 2st century leadership team worked to create a planning guide to assist with the embedding of the NETS in daily lessons. Continued emphasis on understanding the NETS and integrating them in daily instruction is ongoing.

### **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:** In Progress — Upcoming

## **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. Teacher Induction Program**

**Description:** The Avon Grove School District will implement a 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: 1. Mentors for First Year Teachers**

**Description:** Each teacher new to the Avon Grove School District will be provided with a mentor during their first year of service to the District.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 8/21/2008	-
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Finish: 12/19/2011

**Status:** In Progress — Upcoming

**Date**      **Comment**

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7/9/2009 June 30, 2009 The District provided a mentor for each teacher new to the District during the 2008-2009 school year.

### **Activity: 2. Beginning of School Year Orientation for New Teachers**

**Description:** Provide a two day new teacher orientation training in August for new teachers to the Avon Grove School District

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

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Margaret Sharp      Start: 8/21/2008      \$231,000.00  
Finish: 8/1/2013

**Status:** In Progress — Upcoming

**Date**      **Comment**

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2/8/2008 Beginning of the School Year Orientation for New Teachers will occur prior to the first day of school for all teachers.

7/9/2009 June 30, 2009 The 2008 Teacher Induction Program occurred in August. Plans are underway for the August training for the 2009-2010 school year.

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### **Activity: 3. Monthly After-School Workshops for New Teachers**

**Description:** Provide monthly after-school workshops for new teachers focused on specific topics such as: Parent Conferencing, PSSA, Teacher Observation/Evaluation, Certification/Act 48, Technology Resources, etc.

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

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Margaret Sharp      Start: 9/18/2008      -  
Finish: 5/21/2009

**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>
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1.00	7	50
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<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
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**Knowledge and Skills**

**Research and Best Practices**

**Designed to Accomplish**

New teachers will learn specific information regarding topics. Topics will be identified through the annual New Teacher Survey.

*For classroom teachers, school counselors and education specialists:*

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

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

**Role**

- Classroom teachers
- School counselors
- Other educational specialists

**Grade Level**

- Early childhood (pre K-grade 3)
- Middle (grades 6-8)
- Elementary (grades 2-5)
- High school (grades 9-12)

**Subject Area**

- Reading, Writing, Speaking & Listening
- Science and Technology
- Arts & Humanities
- Civics and Government
- Environment and Ecology
- Health, Safety and Physical Education
- World Languages
- Kindergarten Early Learning Standards
- Mathematics
- History
- Career Education and Work
- Economics
- Family and Consumer Sciences
- Geography

**Follow-up Activities**

**Evaluation Methods**

- Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers

- Participant survey

- Peer-to-peer lesson discussions
- Lesson modeling with mentoring
- Journaling and reflecting

**Status:** Complete

### **Activity: 4. Professional Development Workshops**

**Description:** Provide three half day workshops during the school year for new teachers focused on effective teaching strategies, curriculum/standards, assessment, etc.

<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Margaret Sharp	Start: 9/19/2008 Finish: 2/5/2009	-

#### **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>
3.00	3	50

<b>Organization or Institution Name</b>	<b>Type of Provider</b>	<b>Provider's Department of Education Approval Status</b>
Avon Grove School District	<ul style="list-style-type: none"> <li>• School Entity</li> </ul>	Approved

<b>Knowledge and Skills</b>	<b>Research and Best Practices</b>	<b>Designed to Accomplish</b>
New teachers will learn and understand effective teaching strategies, curriculum/standards, assessments, etc. Content of the sessions will be determined by the participant group and a survey of the participants.		<p><i>For classroom teachers, school counselors and education specialists:</i></p> <ul style="list-style-type: none"> <li>• Enhances the educator's <u>content knowledge</u> in the area of the educator's certification or assignment.</li> <li>• Increases the educator's <u>teaching skills</u> based on research on effective practice, with attention given to interventions for struggling students.</li> <li>• Provides educators with a variety of classroom-</li> </ul>

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.

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

<b>Role</b>	<b>Grade Level</b>	<b>Subject Area</b>
<ul style="list-style-type: none"> <li>• Classroom teachers</li> <li>• School counselors</li> <li>• Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>• Early childhood (pre K-grade 3)</li> <li>• Middle (grades 6-8)</li> <li>• Elementary (grades 2-5)</li> <li>• High school (grades 9-12)</li> </ul>	<ul style="list-style-type: none"> <li>• Reading, Writing, Speaking &amp; Listening</li> <li>• Science and Technology</li> <li>• Arts &amp; Humanities</li> <li>• Civics and Government</li> <li>• Environment and Ecology</li> <li>• Health, Safety and Physical Education</li> <li>• World Languages</li> <li>• Kindergarten Early Learning Standards</li> <li>• Mathematics</li> <li>• History</li> <li>• Career Education and Work</li> <li>• Economics</li> <li>• Family and Consumer Sciences</li> <li>• Geography</li> </ul>

### **Follow-up Activities**

- Team development and sharing of content-area lesson implementation outcomes, with involvement of administrator and/or peers
- Analysis of student work, with administrator and/or peers
- Creating lessons to meet varied student learning styles
- Peer-to-peer lesson discussions
- Lesson modeling with mentoring
- Journaling and reflecting

### **Evaluation Methods**

- Classroom observation focusing on factors such as planning and preparation, knowledge of content, pedagogy and standards, classroom environment, instructional delivery and professionalism.
- Student PSSA data
- Standardized student assessment data other than the PSSA
- Classroom student assessment data
- Participant survey
- Review of participant lesson plans

**Status:** Complete

### **Activity: 5. Peer Observations**

**Description:** Each new teacher to the District will be provided with half day of release time for peer observations.

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

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

**Status:** In Progress — Upcoming

### **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:** In Progress — Upcoming

### **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 Harassment, Acceptable Use Policy, and Universal Precautions.

**Person Responsible**

**Timeline for  
Implementation**

**Resources**

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Margaret Sharp

Start: 8/27/2008  
Finish: 8/28/2008

-

### Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
2.00	1	500
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status

Avon Grove School District

- School Entity

Approved

### Knowledge and Skills

### Research and Best Practices

### Designed to Accomplish

Participants will understand the policies and guidelines of the Unlawful Harassment Policy, the Acceptable Use Policy, and the Universal Precautions Policy.

*For classroom teachers, school counselors and 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 (pre K-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

- video & discussion

- Participant survey

**Status:** Complete

**Date**      **Comment**

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7/9/2009 June 30, 2009 Training modules for the following policies were created and utilized during the 2008--2009 school year - Unlawful Harassment, Acceptable Use, Universal Precautions, Mandatory Child Abuse/Reporting. Training modules will be updated and utilized again in the 2009-2010 school year.

### **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:** Complete

### **Activity: 3. Evaluate effectiveness of training cycles**

**Description:** Develop and use a tool for the evaluation of each training cycle that includes recommendations for improvement.

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

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

**Status:** Complete

### **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	-

**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>
		Not approved
<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:** Complete

<b>Date</b>	<b>Comment</b>
7/9/2009	June 30, 2009 The District had three Instructional Technology Specialists positions for the 2008-2009 school year. Two positions were funded out of the local budget while one position was funded out of the PA PACT grant and the Project 720 grant.

**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:** In Progress — Upcoming

**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.

**Person Responsible Timeline for Implementation Resources**

Margaret Sharp	Start: 1/1/2009	\$59,000.00
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Finish: Ongoing

**Status:** In Progress — Upcoming

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

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

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

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$31,000.00
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**Status:** In Progress — Upcoming

#### **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.

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

Margaret Sharp	Start: 1/1/2009 Finish: Ongoing	\$9,500.00
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**Status:** In Progress — Upcoming

#### **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	-
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**Status:** In Progress — Upcoming

## **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: A. Program Management**

**Description:** Improve District-wide program management and execution.

#### **Activity: 6. Provide training in jobs and skills**

**Description:** Each program manager/department manager will provide training and cross training in various jobs/skills to ensure for consistency of services.

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

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

**Status:** In Progress — Upcoming

### **Strategy: B. Pupil Services**

**Description:** The Pupil Services will continue to provide high quality services to students, parents, and staff to support academic achievement for all students.

#### **Activity: 6. Professional Development for Counselors**

**Description:** Provide training for all guidance counselors on the revised curriculum

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

None Selected	Start: 1/1/2009	-
	Finish: Ongoing	

**Status:** In Progress — Upcoming

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

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

### **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:** In Progress — Upcoming

### **Annual Review Process**

The Avon Grove School District's Professional Development Committee will monitor the Professional Education Plan on an ongoing basis to determine needs for adjustments and changes. Documentation of the various professional development activities will be reviewed to determine effectiveness. The following sources of information will form the basis for this analysis:

- Student achievement data in the core subjects as measured by state, local benchmark, and local common assessments
- Survey instructions (i.e. professional development survey, Teacher Induction Program surveys, etc)
- Data from My Learning Plan documenting professional development activities of educators according to the District Strategic Plan goals
- Minutes and reports from curriculum meetings
- Review of evaluation forms completed by participants of all professional development activities.

Based upon the review of this information, the Professional Development Plan will be revised as deemed appropriate.

### **Contact Information**

## Appendix B

### Entity Information Page

**Entity:** Avon Grove SD

**Address:**

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West Grove, PA 19390-8401

**Superintendent or Chief Administrative Officer:** August J. Massaro, Ed. D.

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**Professional Education Committee Chairperson:** Margaret V. Sharp, Ed. D.

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