

LINCOLN LEADERSHIP ACADEMY CS

1414 E. Cedar St.

Professional Development Plan (Act 48) | 2021 - 2024

ACT 48

Chapter 4 establishes that each school entity shall submit to the Secretary for approval a professional education plan every 3 years as required under Chapter 49, Section 17(a). A school entity shall make its professional education plan available for public inspection and comment for a minimum of 28 days prior to approval of the plan by the school entity's governing board and submission of the plan to the Secretary.

Chapter 49.17, Continuing professional education, establishes that every school entity shall develop a continuing education plan that addresses the following requirements:

- a. Includes options for professional development including, but not limited to, activities such as: (i) graduate level coursework; (ii) obtaining a professionally related master's degree; (iii) department-approved in-service courses; (iv) curriculum development work; and (v) attendance at professional conferences.
- b. Defines terms used including, but not limited to, the following: (i) Professionally related graduate level coursework. (ii) Professionally related master's degree. (iii) Curriculum development work. (iv) Professional conferences.
- c. Developed as specified in section 1205.1 of the act in which the plan describes the persons who developed the plan and how the persons were selected.
- d. Submitted to the Secretary shall be approved by both the professional education committee and the board of the school entity.
- e. Includes a section which describes how the professional education needs of the school entity, including those of diverse learners, and its professional employees are to be met through implementation of the plan. The plan must describe how professional development activities will improve language and literacy acquisition for all students and contribute to closing achievement gaps among students.
- f. Includes a description of how the school entity will offer all professional employees opportunities to participate in continuing education focused on teaching diverse learners in inclusive settings.

g. A school district that contracts with a community provider to operate a prekindergarten program shall address in the school district's professional education plan how the school district will offer professional education opportunities to teachers in the community provider's prekindergarten program.

LEA provided professional education meets the education needs of that school entity and its professional employees, so that they may meet the specific needs of students. Professional education for all levels of an LEA should be based on sound research and promising practices that promotes educators' skills over the long term.

Exemplary professional education for staff:

- Enhances the educator's content knowledge in the area of the educator's certification or assignment.
- Increases the educator's teaching skills based on research on effective practice, with attention given to interventions for struggling students.
- Provides educators with a variety of classroom-based assessment skills and the skills needed to analyze and use data in instructional decision-making.
- Empowers educators to work effectively with parents and community partners.

PROFILE AND PLAN ESSENTIALS

Public Charter School
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1414 E Cedar St, Allentown, PA 18109

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STEERING COMMITTEE

Name	Title	Committee Role	Appointed By
Sandra Figueroa	CEO/Director	Sandra Figueroa	School Board of Directors
Michael Evans	Administrator	Michael Evans	Administration Personnel
David Carollo	Coordinator	David Carollo	Administration Personnel
Meloney Dosunmu	Board Member	Meloney Dosunmu	School Board of Directors
Gina Felton	Elementary Instructional Coach	Gina Felton	Administration Personnel
Marrisa Konigsburg	Elementary Teacher	Marrisa Konigsburg	Administration Personnel

Name	Title	Committee Role	Appointed By
Nina Nagy	Elementary Teacher	Nina Nagy	Administration Personnel
Cecilia Blake	Elementary Teacher	Cecilia Blake	Administration Personnel
Diane Otway	Elementary Teacher	Diane Otway	Administration Personnel
Albania Fermin	Elementary Teacher	Albania Fermin	Administration Personnel
Shellie Santiago	Community Member	Shellie Santiago	Administration Personnel
Kimberly Candelmo	Middle School Teacher	Kimberly Candelmo	Administration Personnel
Stefanie Spott	Middle School Teacher	Stefanie Spott	Administration Personnel
Marilin Cruz	Parent	Marilin Cruz	Administration Personnel
Harold Kurtz	Community Member	Harold Kurtz	Administration Personnel
Carrie Garippa	Curriculum & Instruction Coordinator	Carrie Garippa	Administration Personnel
Michael Nole	High School Teacher	Michael Nole	Administration Personnel
Abigail Holmes	High School Teacher	Abigail Holmes	Administration Personnel
Cassandra Landis	Elementary Coordinator	Cassandra Landis	Education Specialist

DESCRIBE HOW MANY TIMES THE COMMITTEE MEETS IN A GIVEN YEAR, ANY SUBCOMMITTEES THAT ARE FORMED AND ANY OTHER RELEVANT INFORMATION REGARDING THE FUNCTION OF THE

COMMITTEE.

Information to be added

PROFESSIONAL EDUCATION PLAN (PEP) (22 PA CODE, 49.17)

Professional Education Plan Guidelines	Yes/No
Are the professional development activities aligned with the current and applicable Pennsylvania Core Standards or Pennsylvania Academic Standards? (22 Pa Code, Chapter 4)	Yes
Are the effectiveness of offerings evaluated through multiple measures of student achievement within the context of educator effectiveness to determine impact on student learning, educator effectiveness, and/or school performance? (Act 82 of 2012) aka (22 Pa Code, 19)	Yes
Does the professional education plan contain a committee consisting of teacher representatives divided equally among elementary, middle and high school teachers chosen by the teachers, educational specialist representatives chosen by educational specialists and administrative representatives chosen by the administrative personnel? (Act 48, Section 1205.1)	Yes
Does the committee include parents of children attending a school in the district, local business representatives and other individuals representing the community appointed by the board of directors? (Act 48, Section 1205.1)	Yes
Was the professional education plan approved by the professional education committee and the board of the school entity? (22 pa Code, 49.16)	Yes
Does the professional development plan align with educator needs? (Act 48, Section 2)	Yes
Do the implementation steps cover at least a three-year implementation horizon?	Yes

ACTION PLANS STEPS FROM COMPREHENSIVE PLAN

WHAT ARE ISTE STANDARDS FOR EDUCATORS

Action Step	Audience	Topics to be Included	Evidence of Learning
<p>All teachers rate LEA progress in using technology appropriately and effectively for the 21st Century Teaching and Learning (Technology-Supported Instruction and Assessment)</p> <p>Identify and create a scope and sequence of technology competencies that will support the Profile of a Graduate. 2. Research ISTE standards for students 3. Create a scope and sequence of tech skills for students.</p> <p>Set professional learning goals to explore and apply pedagogical approaches made possible by technology and reflect on their effectiveness.</p>	<p>Classroom Teachers, Specialist and Admin</p>	<p>ISTE Educator and Student Standards, Technology Literacy Assessment Tools, Collaboration, Self-Assessment, Modeling, Tech Integration, Student Empowerment</p>	<p>Teaching staff and Tech Integrationist established technology goals and a scope and sequence of tech skills for students.</p>
<p>Lead Person/Position</p>		<p>Anticipated Timeline</p>	
<p>Admin, Tech Integrationist, and Learning Leaders.</p>		<p>07/31/2022 - 06/30/2025</p>	

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Professional Learning Community (PLC)	Minimum of Three Hours	1a: Demonstrating Knowledge of Content and Pedagogy 4a: Reflecting on Teaching 4e: Growing and Developing Professionally 3a: Communicating with Students	Teaching Diverse Learners in an Inclusive Setting

WHAT IS A TECHNOLOGY VISION?

Action Step	Audience	Topics to be Included	Evidence of Learning
1. Define a system-wide technology vision and Identify all stakeholders by following ISTE Shared vision protocols. 2. Agree to a set of processes and protocols to help guide conversations. 3. Create a shared technology vision. 4. Get feedback from all stakeholders and iterate	K-12 Teachers, Specialist, Admin	Strengthen school vision with technology (https://www.iste.org/explore/Education-leadership/Strengthen-school-vision-with-technology)	A shared Technology Vision for the next 3-5 years
Develop multiple vehicles for communicating the vision (graphics, images, posters, messaging, etc.). Leaders can conduct a simple poll to measure the effectiveness of a shared vision: How many people			

Action Step

Audience

Topics to be Included

Evidence of Learning

within the organization can explain what the vision is?

Lead Person/Position

Anticipated Timeline

Admin, Lead/Coordinators, Tech Integrationist

07/01/2023 - 06/10/2024

LEARNING FORMAT

Type of Activities

Frequency

Danielson Framework Component Met in this Plan

This Step Meets the Requirements of State Required Trainings

Professional Learning Community (PLC)

Minimum of 5 hours

4a: Reflecting on Teaching
2b: Establishing a Culture for Learning
4d: Participating in a Professional Community
4c: Communicating with Families

USING THE DATA WISE IMPROVEMENT PROCESS TO IMPROVE TEACHING AND LEARNING

Action Step	Audience	Topics to be Included	Evidence of Learning
<p>Admin and Data Leaders take the Introduction to Data Wise: A Collaborative Process to Improve Learning and Teaching.</p> <p>Establish a Data team and a data manager who will set up a data system and organize for collaborative work (Step 1 of Data Wise Improvement Process)</p> <p>All staff will strengthen assessment literacy using (Step 2) of the Data Wise Improvement Process</p> <p>Using the Data Wise improvement process to identify next steps in supporting a culture of collaborative data inquiry at the LEA.</p> <p>Data manager oversees Learning Leaders to Prepare, Inquire and Act using the Data Wise Improvement Process.</p>	<p>K12 Teachers, Specialists, and Data Team, Data Manager, and Admin</p>	<p>Data Wise: A Step-by-Step Guide to Using Assessment Results to Improve Teaching and Learning, Triangulating Data, Assessments, Data Systems, Interpreting and using Assessment Data, Action Planning, Collaborative work, Assessment Literacy</p>	<p>Regular use of student assessment data to improve instruction.</p>
<p>Lead Person/Position</p>	<p>Anticipated Timeline</p>		

LEARNING FORMAT

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Coaching (peer-to-peer; school leader-to-teacher; other coaching models)	Minimum of 10 Hours	1a: Demonstrating Knowledge of Content and Pedagogy 4e: Growing and Developing Professionally 3d: Using Assessment in Instruction 4d: Participating in a Professional Community	Teaching Diverse Learners in an Inclusive Setting

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES

Other Professional Development Activities are not included in this report

EVALUATION AND REVIEW

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

All professional learning (PL) offered at LLACS is designed to deliver, educate, and assist teachers in developing strategies to help students meet proficiency in reading, writing and math. Also, so that they develop holistically and have the well-rounded skills that support life-long success. The Professional Development Plan Team will continue to meet throughout the year to review the Professional Development Plan (PDP) and it's implementation. With teacher input, administrative guidance, parental support and community stakeholders, the PDP will be revised and modified if necessary. All records relating to the Professional Development Plan program will be compiled, updated and maintained by the PDP Team.

PROFESSIONAL EDUCATION PLAN ASSURANCES

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

Sandra Figueroa Torres

12/06/2021

Professional Education Committee Chairperson:

Date

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

Sandra Figueroa Torres

12/06/2021

Superintendent or Chief Administrative Officer:

Date