
Pennsylvania Department of Education



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

Professional Education Plan

August 25, 2006

Entity: Huntingdon Area SD

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Contact Name: Jill Adams

Professional Education Coordinator

Mrs. Kathy Wilson, Professional Development Committee Chairperson

Dr. C. Port Williams, Assistant Superintendent

Professional Education Planning Committee

Name	Affiliation	Membership Category	Appointed By
Dr. C. Port Williams	Huntingdon Area SD	School Central Office Administrator	Superintendent
Dr. Michael Byron	Juniata College	Community Representative	Strategic Planning Committee
Miss Stacey McMath	High School	Secondary School Teacher	High School Principal
Mr. Jeff Coppes	Huntingdon Area SD	Building Principal	Superintendent
Mr. Sean Powers	Middle School	Building Principal	Middle School Principal
Mrs. Elana Clapper	Standing Stone Elementary	Elementary School Teacher	School board
Mrs. Fran Knepp	High School Teacher	Special Education Representative	School Board
Mrs. Kathy Wilson	Huntingdon Area SD	Elementary School Teacher	Assistant Superintendent
Mrs. Kelly Thomas	Middle School Building PD Rep	Middle School Teacher	Teachers
Mrs. Lee Bishop	High School	Building Principal	High School Principal
Mrs. Maria McDonald	Huntingdon Area SD	School Central Office Administrator	Superintendent
Mrs. Susan Grainey	Middle School Librarian	Middle School Teacher	School Board
Ms. Jill Adams	Huntingdon Area SD	School Central Office Administrator	School Board
Mrs. Piper Tanner	Resident	Community Representative	Strategic Planning Committee
Dr. Michael Byron	Juniata College	Business Representative	Professional Development Committee
Mrs. Lora Palmer	Brady-Henderson Mill Creek Elementary	Special Education Representative	Professional Development Committee
Mr. Nathan Waggoner	Juniata College	Business Representative	Professional Development Committee
Mr. Rob Yelnosky	Juniata College	Business Representative	Professional Development Committee
Mr. Dave Quarry	Resident	Parent	Professional Development Committee
Mrs. Cindy Filisberto	Resident	Parent	Professional Development Committee
Miss Kaleigh Filisberto	Huntingdon Area SD	Student	Professional Development Committee
Mr. Greg Walker	Huntingdon Area SD	Student	Professional Development Committee
Mrs. Carolyn Ardrey	Huntingdon Area High School	Special Education Representative	Professional Development Committee
Mrs. Sue Reed	Jackson-Miller Elementary	Elementary School Teacher	Professional Development Committee
Mrs. Vickie Brown	Brady-Henderson Mill	Elementary School Teacher	Professional

	Creek Elementary		Development Committee
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Needs Assessment

Annually, in the spring of the year, a survey is distributed electronically to all teachers and administrators to obtain their input on their professional development needs and interests. The survey is tabulated for primary staff, intermediate staff, middle school staff, high school staff, and combined district staff. The survey address three broad areas: instructional practice, curriculum and assessment, and technology. The results of the survey are shared with the professional development committee, and priorities are established. As per the HAEA Collective Bargaining Agreement, the professional development committee develops the agenda for two professional development days and secures trainers and consultants to present programs that are aligned to the identified needs. The staff is then given the opportunity to select the training sessions of interest.

Education Options

When the professional education needs and goals have been identified, plans to achieve the goals are designed. These professional education options create learning communities, are intensive (at least one hour in length and thereafter may be in half hour increments), and based on research that indicates the training will lead to higher student achievement. Opportunities for implementation of new knowledge and skills are provided to ensure that content has been mastered, applied, and resulted in student success.

The professional education needs that will be met by the completion of each option will be identified as they relate to areas of assignment and certification, or potential certification. The professional education options may include, but shall not be limited to:

1. Collegiate studies;
2. Continuing professional education courses taken for credit;
3. Other programs, activities or learning experiences taken for credit or hourly to include:
 - Curriculum development and other program design and delivery activities at the school entity or grade level as determined by the school entity and approved by the board of directors;
 - Participation in professional conferences and workshops;
 - Education in the workplace, where the work is related to the professional educator’s area of assignment and is approved by the board of directors;
 - Review, redesign and restructuring of school programs, organizations and functions as determined by the school entity and approved by the board of directors;
 - In-service programs that comply with guidelines established by the department;
 - Early childhood and child development activities for professional educators whose area of assignment includes kindergarten through third grade;
 - Special education activities for professional educators who work with special education and gifted students; or
 - Other continuing professional education courses, programs, activities or learning experiences sponsored by the Department of Education.

Limited English/ESL

The K-12 ESL Program provides initial assessments and instruction for students who are learning English while enrolled. Our ESL program provides ELLs with full access to college and career guidance, counseling and related services, all academic programs and extracurricular programs with appropriate accommodations. Instruction is provided to students with limited English proficiency until they are proficient enough to participate fully in grade-

level classes. The program also facilitates the student's introduction to American school and culture. Students generally receive between 1-8 hours of instruction a week, depending on proficiency and grade level. Instruction is in English, and students are generally grouped when close in age and proficiency.

The ESL program includes a component that assists our school community (administrators, support staff, teachers, students and parents) to learn about ELL methodology, techniques, accommodations, appropriate interaction, language acquisition, legal rights of ELLs, their culture and the responsibilities of schools towards ELLs and their families through trainings, brochures, orientations, and professional development.

CPR Training

Annually, during the professional development days, CPR, First Aid, and AED training are offered to the staff. Certified CPR trainers conduct these sessions, and certifications are awarded as per the American Red Cross requirements.

Gifted Education Training

The Huntingdon Area School District provides an accelerated, enriched curriculum via the gifted support program for students who demonstrate a significant need for such programming. Program activities challenge the individual's creativity, curiosity, critical thinking, and problem-solving skills. These activities are presented at a pace conducive to developing each student's full potential.

In order for an accelerated, enriched curriculum with specially designed instruction to be effective, we believe that it is necessary for both gifted education teachers and regular education teachers to be knowledgeable about gifted education. HASD provides support through professional development, trainings, and in-services on an ongoing, systemic process. Educators enter and exit this cycle of professional development based on previous knowledge, experience, and their need for information as it relates to their role in the education of gifted learners. We encourage attendance at appropriate state, regional and national gifted conferences and teleconferences. Staff development may include visitations to other districts' gifted programs. Our program offers gifted education training to administrators, counselors, librarians, psychologists and other support personnel.

Professional development and trainings incorporate the following topics:

- Promote an understanding of Chapter 16: Special Education for Gifted Students;
- Promote awareness of gifted student characteristics and learning needs;
- Include procedures for identification of the gifted;
- Increase positive attitudes toward gifted students and their unique qualities;
- Expand teachers' knowledge of content appropriate for gifted students' learning;
- Generate enthusiasm for curriculum differentiation;
- Build repertoire of teaching strategies that maximize potential for gifted behavior;
- Enhance skills for teaching and advising the very able and talented;
- Assist with the development of specially designed instruction according to GIEPs;
- Promote an understanding of current research and trends affecting programming for the gifted;
- Integrate gifted education within the total school curriculum;
- Nurture a collaborative spirit and skills among professional educators, families, and community members;
- Provide to teachers information about resources for facilitating learning;
- Contribute to the overall mission of renewal and revitalization of education throughout the total school program; and
- Develop evaluation techniques for student progress and program effectiveness.

Professional Education Providers

The conferences and educational opportunities approved by the professional development committee shall include, but not be limited to, the following recommendations:

- All accredited institutions of higher education with their courses, workshops, clinics and conferences
- All providers approved by PDE
- Agencies that have formed school/business partnerships
- Any and all providers as approved by the HASD Act 48 Committee
- All PA Intermediate Units and their courses, workshops, clinics and conferences
- ACDA
- All Grade Level Conventions
- American Association of Family and Consumer Sciences
- American Choral Directors Conference of PA
- Applebaum Training Institute
- Applied Educational Systems Basic Seminar
- Art New England
- Association of Supervision and Curriculum Development workshops and conferences
- Autodesk Foundation/Bucks Institute
- BERG
- Blendedschools.net
- Brose Distinguished Lecture Series in the era of the Civil War
- Bureau of Education and Research
- Central Auditory Processing Disorders
- Central Region Education Conference
- Children's Literature Conference
- Classroom Management seminars
- Cognitive Reading Strategies
- Council for Exceptional Students
- Differentiated Instruction
- Earth Science Teachers
- Education Innovations
- Educator in the workplace
- Environment/Ecology Seminars
- ESL Workshops
- Forum for W. PA School Superintendent's Conf.
- Governor's Institutes
- HSC
- IEP Progress/IEP Standards/IEP update
- Industrial Technology Teacher
- Integrated Learning
- Integrating Language into your Kindergarten Class
- Josten's Training
- Kagan Workshops
- Keystone State Reading Conference
- Lifesaving/CPR courses
- Literature Matters Conference
- Methodology (Foreign Language) Conference
- Middle School Association Workshops and Conferences
- Mind Matters
- National Council of Teachers of English
- National Gallery Teacher Institute
- National Middle School Association Conference

- National Science Teacher's Association
- NIAAA (National Interscholastic Athletic Administrative Association)
- NIKE Championship Basketball Clinic
- NSTA Regional Conventions
- Oral History Seminars
- PA Alliance for Environment, Ecology
- PA Association of Supervision and Curriculum Development workshops and conferences
- PA Game Commission Seminars for Educators
- PA Kindergarten Convention
- PA Middle School Association Conference
- PA Physical Education Conference
- PA School Librarians Association
- PA space grant consortium
- PA State Governor's School Workshops and Conferences
- PAEE State Conference
- PAGE conferences
- Partners in Distance Learning
- PASCO Science Workshops
- PBL Conference
- PCRPII
- Pennsylvania Association of School Administrators
- Pennsylvania Leadership Development Center
- Pennsylvania Psychological Association
- Pennsylvania School Study Council
- Pennsylvania State Science Teachers Association
- Phi Delta Kappa International Center for Professional Development
- Practical Strategies to Help SE Teachers Assess JEP
- Project-Based Learning Conference "what kids know and do"
- PSADA (Pa State Athletic Director's Association) Conferences
- PSAHPERD Workshops
- PSEA
- PSLA (Pennsylvania State Librarian's Association)
- Psychology of Coaching
- PULSE Camp
- PULSE Training
- Quest Center
- Reading Recovery Training
- Reggio Emelio Strategies
- SAP Training (including elementary, middle and high school levels)
- School Psychologists Conference
- School to Work
- SDR Resources
- Seminar Specialist
- South Central Consortium of Partners in Distance Learning Meetings and Conferences
- Spectrum (Library management system training)
- Teacher Created Materials
- The Education Company
- Travel (France, Europe, Mexico etc.)
- US All-star track and field and Cross Country clinic
- Winnebago Training
- Workshops sponsored by the PA Association of School Administrators
- Workshops sponsored by the PA School Boards Association

Professional Education Action Plan

Goal: Professional Development

Description: The goal of the Huntingdon Area School District Professional Development Committee is to provide continuing educational opportunities for the staff in order to assist in the development of skills and abilities that will result in increased student achievement. The Professional Development Committee will assess the district's professional needs through surveys, strategic plan priorities, student assessment data, staff certification needs, and the new teacher induction plan. The Professional Development Committee will encourage all staff members to fulfill their continuing educational needs through both professional development and staff development days, conference attendance through the Travel/Conference Committee, and collegiate credits as stated in the HAEA collective bargaining agreement.

Strategy: High School Co-Teaching

Description: The high school staff will develop and implement a co-teaching model.

Educational Practices: Artful Use of Infrastructure, Continuous Learning Ethic, Quality Leadership, Quality Teaching

Activity	Description	Evaluation Procedure	
Co-Teaching	Regular education teachers and special education teachers will cooperative plan and adapt lessons, instruct, and assess (Co-Teach) students with a rigorous curriculum, reliable assessments and standards-aligned instructional materials in an inclusive classroom setting.	PSSA assessment results, STAR Reading, STAR Math, and classroom based assessments will be used to measure academic growth.	
Person Responsible	Timeline for Implementation		Resources
Art Waleski	Start 8/24/2006	Finish 8/24/2006	\$0.00

Strategy: Professional Development Days

Description: The PD committee will use staff survey data to plan professional development activities for the staff. The number of professional development days will be determined by the HAEA contract.

Educational Practices: Artful Use of Infrastructure, Continuous Learning Ethic, Quality Leadership, Quality Teaching

Activity	Description	Evaluation Procedure	
PD Days	The Professional Development committee will plan the agenda for the professional development days as per the HAEA collective bargaining agreement. Based on the annual needs survey, professional certification, and strategic plan priorities, teachers will be given the opportunity to select from a series of staff development options.	Staff members will be required to complete an evaluation of each session attended. The evaluation forms will be used to plan future trainings and identify presenters. The PD Committee will be responsible for the evaluation process.	
Person Responsible	Timeline for Implementation		Resources
Kathy Wilson	Start 12/22/2005	Finish 6/29/2007	\$0.00

Strategy: Travel/Conference Attendance

Description: Teachers will be given the opportunity to attend conferences of interest. Teachers can apply to the Travel/Conference Committee for funding to attend conferences that are related to their areas of certification.

Educational Practices: Artful Use of Infrastructure, Continuous Learning Ethic, Quality Teaching

Activity	Description	Evaluation Procedure			
Attendance at Conferences and Workshops	Teachers may request funding to attend professional development conferences and workshops based on certification. The Travel/Conference Committee allocates funds to supplement registration, travel, lodging, and meals.	The Travel/Conference Evaluation Form will be used to evaluate the quality of conferences and workshops.			
Person Responsible	Timeline for Implementation			Resources	
Fran Knepp	Start	7/3/2006	Finish	6/29/2007	\$0.00

Goal: READING

Description: At least 54% of all students will be proficient in Reading, as measured by the annual state-wide PSSA assessments.

Strategy: Middle School Co-Teaching

Description: The Middle School staff will develop and implement a co-teaching model.

Educational Practices: Continuous Learning Ethic, Quality Teaching

Activity	Description	Evaluation Procedure			
Co-Teaching	To be able to provide students with a rigorous curriculum, reliable assessments and standards-aligned instructional materials in an inclusive classroom setting. .Teachers will meet to develop unit plans for Lang. Arts/Reading 3 hours a month. .Co-Teaching Maintenance mtgs. 1 meeting every 2 months.	.PSSA results of assessment, amount of time for students in regular education .# Minutes Providing Support in the General Education Classroom Per Week .# of students getting support in regular classes .data to highlight special education students who were experiencing difficulty in regular education classes at the end of 05-06 school year and placed into co-taught classes in the 06-07 academic year to improve performance.			
Person Responsible	Timeline for Implementation			Resources	
Patricia Wargo	Start	12/1/2005	Finish	6/29/2007	\$0.00

Goal: STUDENT ATTENDANCE (any school that does not graduate seniors)

Description: Student attendance will meet a 90% threshold and/or show growth.

Strategy: Middle School - Safe Harbor

Description: The Middle School community will implement the Olweus Bullying Prevention program in an effort to provide a supportive environment for students to learn and grow as individuals.

Educational Practices: Artful Use of Infrastructure, Continuous Learning Ethic, Quality Leadership, Quality Teaching

Activity	Description	Evaluation Procedure			
Bullying Prevention Program	1. Kick-off activity 2. Maintenance meetings: 2 per year with 5 substitutes 3. School assembly	.Attendance at trainings .Number of students receiving incentives .Discipline referrals			

	4. Incentives for students 5. Training for bus drivers 6. Training for parents	Student attendance
Person Responsible	Timeline for Implementation	
Patricia Wargo	Start 12/1/2005	Finish 6/29/2007
		Resources \$0.00

Goal: Technology Integration and Development

Description: The goal of the technology plan is to enhance and enrich student learning, productivity, communication and educational opportunities through the effective use of 21st century technologies.

Strategy: District Infrastructure and Support

Description: The artful use of technology to impliment cultural and pedagogical reform resulting in active student learning.

Educational Practices: Artful Use of Infrastructure, Continuous Learning Ethic, Quality Leadership, Quality Teaching

Activity	Description	Evaluation Procedure
Provide Staff Development	The Strategic Planning Technology Committee, the HASD Professional Development Steering Committee and the TIU will work in cooperation to provide the necessary training so that all administrator, teachers and stakeholders have the necessary training in the area of focus.	Ed. Tech. Planning committee will meet quarterly reviewing and evaluating the needs and the progress of the activity.
Person Responsible	Timeline for Implementation	
Leanora Bishop	Start 8/16/2006	Finish 4/18/2007
		Resources \$0.00

Strategy: Middle School Student Information Management

Description: Middle School teachers will have access to enter student attendance and grades directly into the student information management system(Prosoft).

Educational Practices: Artful Use of Infrastructure, Quality Teaching

Activity	Description	Evaluation Procedure
Middle School Access to Prosoft	1. Teachers will have access to enter attendance to District software. 2. Teachers will have access to enter grades into District software.	
Person Responsible	Timeline for Implementation	
Patricia Wargo	Start 9/1/2006	Finish 6/29/2007
		Resources \$0.00

Annual Review Process

The professional development steering committee meets monthly to review the professional development needs of the district. Faculty representatives from each building attend these meetings and suggest revisions and share information with their respective staffs. In the fall and spring, community meetings are held, the needed revisions are discussed, and any modifications are formally adopted. Agendas and minutes are available for all meetings.

Criteria and Balance

A staff perception survey was administered to the teachers of the school district. The results of the survey indicate that 93% of the staff strongly agree or agree that the professional development activities of the district are promoting the 'Continuous Learning Ethic.' In addition, the agenda for the PD days indicates a broad range of offerings for the staff.

Date Submitted to PDE _____

School Entity: _____

Address: _____

_____ Zip Code: _____

Chief School Administrator: _____

Contact Person: (typed/printed) _____

Telephone: (____)-_____ E-Mail Address: _____

We affirm that this professional education plan was developed in accordance with the laws, regulations and guidelines regarding professional education plans and that the plan was recommended by the Professional Education Committee and approved by the school board.

Signature
Board Secretary

(Date)

Signature
Board President

(Date)

Signature
Chief School Administrator

(Date)

Signature, Chairperson
Professional Education Committee

(Date)