

Professional Education Plan

LEA Profile

LEA Type	Coatesville Area School District	AUN	
Address 1	3030 CG Zinn Rd.		
Address 2			
City	Thorndale	State	PA
Zip Code	19372		
Single Point of Contact Name	Tomas Hanna		
Single Point of Contact Email	hannat@casdschools.org		
Single Point of Contact Phone Number	610-466-2400	Ext	
Superintendent/CEO/Executive Director Name	Tomas Hanna		
Superintendent/CEO/Executive Director Email	hannat@casdschools.org		

Steering Committee

Committee Members and Positions in LEA/Community:

Name	Title	Committee Role	Chosen/Appointed By
Mr. Jarvis Berry	Parent and Community Member	Community Member	School Board of Directors
Ms. Patricia Farley	Teacher	Elementary Teacher	Teacher
Mr. Tomas Hanna	Superintendent	Administrator	Administration Personnel
Mrs. Rebecca Harlan	Board Member	Community Member	School Board of Directors
Ms. Delores Hines	Teacher	Elementary Teacher	Teacher
Mr. Greg Jaskot	Teacher	Middle School Teacher	Teacher
Ms. Breanna Kriston	Teacher	Middle School Teacher	Teacher
Dr. Donald Mangan	CCIU Administrator on Assignment	Administrator	Administration Personnel
Ms. Marisa Masishin	Teacher	Elementary Teacher	Teacher
Ms. Amelia Mills	Board Member	Community Member	School Board of Directors
Ms. Megan Murray	Teacher	Middle School Teacher	Teacher
Ms. Patty Nelms	School Nurse	Education Specialist	Administration Personnel
Mr. David Pilz	Assistant Principal	High School Teacher	Administration Personnel

Ms. Erica Polk	Teacher	Middle School Teacher	Teacher
Ms. Karen Smith	Teacher	Middle School Teacher	Teacher
Mrs. Maria Stauffer	Principal	Administrator	Administration Personnel
Ms. Pamela Stewart	Teacher	Elementary Teacher	Teacher
Ms. Doreen Taylor	School Nurse	Education Specialist	Education Specialist
Mr. Jarvin Williams	Assistant Principal	Administrator	Administration Personnel

Professional Education Plan

Are the professional development activities aligned with the current and applicable Pennsylvania Core Standards or Pennsylvania Academic Standards?	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
Are the professional development activities aligned to at least one component of one domain within the Danielson Framework for Teaching? *	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) *	
Was the professional education plan approved by the professional education committee and the board of the school entity? (22 pa Code, 49.16) *	
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?	No

Professional Development Steps

Professional Development Activity Name: Curriculum Audit and Development		
Action Step	<ul style="list-style-type: none"> • Conduct an audit of all existing curriculum and curriculum resources to identify areas of need and overlap • Partner with the CCIU to provide training to curriculum writers and consult on the curriculum writing process • Rewrite curriculum across content areas aligned with current state standards 	
Audience	Teachers and Administrators	
Topics to be Included	Process for review and alignment of existing materials and aligning resources to standards.	
Evidence of Learning	Completed curriculum document that aligns existing resources to state standards	
Lead Person/Position	Director of Educational Services	
Anticipated Timeline	Start: 7/1/2021	Completion: 6/30/2022

(If you need more than the number of tables provided please copy and paste more into the document)

Professional Development Activity Name: Curriculum Audit and Development	
Action Step	<ul style="list-style-type: none"> • Conduct an audit of all existing curriculum and curriculum resources to identify areas of need and overlap • Partner with the CCIU to provide training to curriculum writers and consult on the curriculum writing process • Rewrite curriculum across content areas aligned with current state standards
Audience	Teachers and Administrators
Topics to be Included	Process for review and alignment of existing materials and aligning resources to standards.
Evidence of Learning	Completed curriculum document that aligns existing resources to state standards
Lead Person/Position	Director of Educational Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	Approximately 4 sessions
Danielson Framework Component Met in this Plan	1a Demonstrating Knowledge of Content and Pedagogy 1c Setting Instructional Outcomes		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Piloting Instructional Resources	
Action Step	Pilot resources in select areas to support the new curriculum
Audience	Teachers and administrators
Topics to be Included	Implementation of resources selected as part of curriculum pilot
Evidence of Learning	Walkthrough teacher observations
Lead Person/Position	Director of Educational Services
Anticipated Timeline	Start: 8/30/2021 Completion: 1/21/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop (s)	Frequency	As prescribed by consultants, trainers, or companies
Danielson Framework Component Met in this Plan	3c Engaging Students in Learning Choose an item.		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Curriculum Professional Development

Action Step	Provide professional development to teachers related to curriculum implementation, including the use of any resources that are adopted	
Audience	Teachers and administrators	
Topics to be Included	Curriculum implementation, resource implementation	
Evidence of Learning	Walkthrough teacher observations	
Lead Person/Position	Director of Educational Services	
Anticipated Timeline	Start: 1/2/2022	Completion: 8/31/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop (s)	Frequency	At least one full day
Danielson Framework Component Met in this Plan	1a Demonstrating Knowledge of Content and Pedagogy 1d Demonstrating Knowledge of Resources		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Curriculum/College and Career Alignment

Action Step	Coordinate curriculum and instruction to support career selection (vo-tech/TCHS/college prep) prior to high school	
Audience	Teachers and administrators	
Topics to be Included	Integration of age appropriate college and career activities	
Evidence of Learning	College and career activities introduced in 6 th and 7 th grade	
Lead Person/Position	Director of Educational Services	
Anticipated Timeline	Start: 2/1/2021	Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop (s)	Frequency	At least 1 training session
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students 2b Establishing a Culture for Learning		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Integration of STEM Activities	
Action Step	<ul style="list-style-type: none"> Integrate STEM focused instruction into curriculum writing efforts Collaborate with businesses and industries in the field to provide relevant training to teachers on how to present/teach STEM content Coordinate STEM instruction to align with career planning (339 plan)
Audience	Teachers and Administrators
Topics to be Included	Integration of STEM activities
Evidence of Learning	STEM activities into the rewritten curriculum
Lead Person/Position	Director of Educational Services
Anticipated Timeline	Start: 07/01/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop (s)	Frequency	At least once
Danielson Framework Component Met in this Plan		1e designing Coherent Instruction 3c Engaging Students in Learning	
This Step Meets the Requirements of State Required Trainings		Choose an item.	

Professional Development Activity Name: Social-Emotional Learning	
Action Step	Review the effectiveness of current social-emotional learning programs at the elementary level and make adjustments to programming as needed
Audience	Teachers and administrators
Topics to be Included	Any changes that were needed better implement current social-emotional learning resources
Evidence of Learning	Implemented changes to social-emotional learning resources
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2021

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least one session
Danielson Framework Component Met in this Plan	1e designing Coherent Instruction 2a Creating an Environment of Respect and Rapport		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Pilot SEL resource training	
Action Step	Explore and pilot social-emotional learning programs that are appropriate for middle and secondary level students
Audience	Teachers and Administrators
Topics to be Included	Implementation of piloted resources
Evidence of Learning	Walkthrough teacher observations
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	2a Creating an Environment of Respect and Rapport 3c Engaging Students in Learning		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Trauma Informed Care Training	
Action Step	Provide training all teachers and administrators with training in trauma informed care
Audience	Teachers and Administrators
Topics to be Included	Trauma informed care
Evidence of Learning	Implemented trauma informed practices in the classroom
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop/Seminar	Frequency	At least once
Danielson Framework Component Met in this Plan	2a Creating an Environment of Respect and Rapport Choose an item.		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Activities to Improve Special Education Programs	
Action Step	Continue to review and develop special education programs that are designed to meet the needs of students
Audience	Teachers and Administrators
Topics to be Included	Training relevant to the implementation of new programs or supporting students in the general education classroom
Evidence of Learning	Walkthrough teacher observations
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	1a Demonstrating Knowledge of Content and Pedagogy 1e designing Coherent Instruction		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: MTSS Implementation	
Action Step	Continue to provide training on strategies, processes, and resources to support the implementation of MTSS across buildings
Audience	Teachers and Administrators
Topics to be Included	Implementation of resources and strategies to support MTSS
Evidence of Learning	Walkthrough teacher observations
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop	Frequency	At least one training for every newly identified resource or strategy.
Danielson Framework Component Met in this Plan	1a Demonstrating Knowledge of Content and Pedagogy 1b Demonstrating Knowledge of Students		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Data based Decisions to Drive Instruction	
Action Step	<ul style="list-style-type: none"> Develop and implement an academic and behavioral data review meeting format across buildings to support the MTSS process Continue to develop a menu of interventions available to students in need of academic, behavioral, and social-emotional supports
Audience	Teachers and Administrators
Topics to be Included	Criteria for reviewing student data, making data-based decisions, and selecting appropriate resources.
Evidence of Learning	Implementation of a standard format for reviewing and monitoring student data.
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop	Frequency	At least once
Danielson Framework Component Met in this Plan		1b Demonstrating Knowledge of Students 1e designing Coherent Instruction	
This Step Meets the Requirements of State Required Trainings		Choose an item.	

Professional Development Activity Name: Supporting English Language Learners	
Action Step	Review program offerings for English Language Learners and make adjustments in accordance with student need
Audience	Teachers and Administrators
Topics to be Included	ELL program structures, best practices on ELL service delivery
Evidence of Learning	Presentation on changes to ELL programming
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Seminars, Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students 1e designing Coherent Instruction		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Differentiated Instruction to Meet the Needs of All Learners	
Action Step	Provide professional development to teachers, administrators, and support staff on differentiating instruction in the classroom to meet the needs of all learners
Audience	Teachers and administrators
Topics to be Included	Strategies for differentiating instruction to meet the needs of all learners
Evidence of Learning	Walkthrough teacher observations
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 8/30/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s), Seminars	Frequency	At least once
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students 1c Setting Instructional Outcomes		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Equity Audit Training	
Action Step	<ul style="list-style-type: none"> • Conduct an equity audit district wide and share results publicly with the CASD community • Identify data sources to effectively monitor the effectiveness of the changes recommended in the equity audit
Audience	Teachers and Administrators
Topics to be Included	<ul style="list-style-type: none"> • Any training needed to assist with the audit process • Development and implementation of evaluation tool
Evidence of Learning	Development of any products needed to implement the audit, implementation of audit using developed products
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 1/1/2022 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s), Seminars	Frequency	At least once
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students Choose an item.		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Equity Training	
Action Step	Implement the recommendations generated from the equity audit and monitor effectiveness of changes using identified data sources
Audience	Teachers and Administrators
Topics to be Included	Any topics tied to the recommendations of the equity audit
Evidence of Learning	Implementation of recommendations from equity audit
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2022 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students 2a Creating an Environment of Respect and Rapport		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Tier I PBIS Training	
Action Step	With the support of CCIU or PaTTAN consultants, develop PBIS systems and train staff in remaining CASD schools
Audience	Teachers and Administrators in remaining district schools
Topics to be Included	PBIS best practices and program development
Evidence of Learning	Development of PBIS systems
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least 4 meetings
Danielson Framework Component Met in this Plan	2c Managing Classroom Procedures 2d Managing Student Behavior		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Development of PBIS Tier II Supports	
Action Step	With support from CCIU or PaTTAN consultants, support the development of Tier II interventions in schools that have successfully implemented Tier I PBIS supports
Audience	Select buildings who have successfully implemented Tier I
Topics to be Included	Development and implementation of Tier II supports
Evidence of Learning	Developed Tier II program at select buildings
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2022

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least 4 sessions
Danielson Framework Component Met in this Plan	2c Managing Classroom Procedures 2d Managing Student Behavior		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: PBIS Tier II Staff Training	
Action Step	Implement developed Tier II PBIS supports in selected schools and begin to develop Tier II supports in other schools that have successfully implemented Tier I supports
Audience	Teachers and Administrators in select schools who have developed Tier II supports
Topics to be Included	The developed Tier II PBIS program
Evidence of Learning	Implementation of Tier II supports
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2022 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	2c Managing Classroom Procedures 2d Managing Student Behavior		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Trainings needs for Activities and Athletics Strategic Plan	
Action Step	Continue to develop CASD activities and athletics
Audience	Teachers, coaches, administrators
Topics to be Included	Relevant topics related to the development of activities and athletics or the implementation of the Activities and Athletics strategic plan
Evidence of Learning	Implementation of skills or strategies that have been trained
Lead Person/Position	Director of Activities, Athletics, and Compliance
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s), Seminars	Frequency	At least once
Danielson Framework Component Met in this Plan	Choose an item. Choose an item.		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Communications Trainings	
Action Step	Implement practices to improve internal communication that effectively disseminate relevant district information to all staff in an efficient manner.
Audience	Administrators
Topics to be Included	Practices and standards aligned to the CASD Communications Plan
Evidence of Learning	Sample communications
Lead Person/Position	Superintendent of Schools
Anticipated Timeline	Start: 7/1/2021 Completion: 8/30/2021

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	Choose an item.	Choose an item.	
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Language and Literacy for All Students	
Action Step	Required Training
Audience	Teachers, Support Staff, Administrators
Topics to be Included	The knowledge and skills necessary to help all students acquire language and literacy skills
Evidence of Learning	Implementation of skills and strategies addressed
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students 1e designing Coherent Instruction		
This Step Meets the Requirements of State Required Trainings	Language and Literacy Acquisition for All Students		

Professional Development Activity Name: Teaching Diverse Learners in Inclusive Settings	
Audience	Teachers, Support Staff, Administrators
Topics to be Included	The skills and strategies needed to support all learners in the general education setting
Evidence of Learning	Implementation of strategies during classroom observations
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	1b Demonstrating Knowledge of Students 1c Setting Instructional Outcomes		
This Step Meets the Requirements of State Required Trainings	Offer all professional employees opportunities to participate in continuing education focused on teaching diverse learners in inclusive settings		

Professional Development Activity Name: Instructional and School Leadership for Administrators	
Audience	Academic Administrators
Topics to be Included	Providing high quality instructional leadership at the building and district level Serving as an effective LEA Representative in IEP meetings
Evidence of Learning	Improved teacher evaluations and observations
Lead Person/Position	Superintendent
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	Choose an item.	Choose an item.	
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Student Discipline	
Audience	Teachers and Administrators
Topics to be Included	Best practices in student discipline
Evidence of Learning	Implementation of improved student discipline practices
Lead Person/Position	Director of Pupil Services
Anticipated Timeline	Start: 7/1/2021 Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	2d Managing Student Behavior Choose an item.		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Positive and Proactive Communication with Families and the Community		
Audience	Teachers, Support Staff, Administrators	
Topics to be Included	Creating welcoming environments for families and the communities	
Evidence of Learning	Implementation of strategies	
Lead Person/Position	Superintendent	
Anticipated Timeline	Start: 7/1/2021	Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	4f Showing Professionalism 4c Communicating with Families		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Professional Development Activity Name: Continuous Improvement of Special Education Programs		
Audience	Special Education Teachers and Administrators	
Topics to be Included	Continuous improvement of newly implemented special education programs	
Evidence of Learning	Improvement in special education programs as evidenced by increased student achievement, teacher observations, and external evaluations as appropriate.	
Lead Person/Position	Director of Pupil Services	
Anticipated Timeline	Start: 7/1/2021	Completion: 6/30/2023

Learning Format (If you need additional Learning Format tables for this Professional Development Activity please copy and paste more into the document)

Types of Activities	Workshop(s)	Frequency	At least once
Danielson Framework Component Met in this Plan	1d Demonstrating Knowledge of Resources 1a Demonstrating Knowledge of Content and Pedagogy		
This Step Meets the Requirements of State Required Trainings	Choose an item.		

Evaluation and Review

Describe the procedures for evaluating and reviewing the Professional Education Plan:

The Professional Education Committee will meet annually to review the Professional Education Plan. During the annual meeting, the committee will review the overall effectiveness of the professional development by reviewing its effect on the following:

- Progress toward identified goals in the Comprehensive Plan- How has the professional development provided contributed to progress toward the identified goals in the Comprehensive Plan?
- Delivery of professional development- Was the delivery and format of the professional development over the past year effective for meeting the needs of the district?
- Student outcomes- What effect has the professional development provided over the last year impacted student performance?
- Use of new knowledge and skills- To what extent and frequency are district staff implementing the skills and training that they have received? Are the skills and training relevant to the staff?
- Participants' Learning- What evidence of learning among the staff can we reflect on as a measure of the effectiveness of the professional development?
- Participant reaction- What was the overall perception of the professional development provided over the past year?
- Organization change and support- Are the professional development activities over the past year and for the upcoming year reflective of the current needs of the district?

At the conclusion of each meeting, the Professional Education Committee will make any necessary changes to the Professional Education Plan based on the available data and feedback from the committee.