

## INNOVATIVE ARTS ACADEMY CS

330 Howertown Rd.

Professional Development Plan (Act 48) | 2025 - 2028

### 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:

1. 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.
2. 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.
3. 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.
4. Submitted to the Secretary shall be approved by both the professional education committee and the board of the school entity.
5. 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.
6. 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.
7. 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

Charter School

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## Steering Committee

### 1 Steering Committee

Name	Title	Committee Role	Appointed By
Lynn Fischer	Director of Curriculum & Instruction	Administrator	Administration Personnel
Emily Fulmer	Instructional Coach	Education Specialist	Administration Personnel
Karen Otruba	Instructional Coach	Education Specialist	Administration Personnel
Barb Schlegel	Mayor/business owner	Local Business Representative	School Board of Directors
Ileana Colon	Parent	Parent of Child Attending	School Board of Directors
Kylie Pintha	Teacher	Middle School Teacher	Administration Personnel
Kaleena Ortiz	Teacher	High School Teacher	Teacher
James Pedone	Teacher	High School Teacher	Teacher
Chad Martson	Teacher	Middle School Teacher	Administration Personnel
Scott Weinberger	Teacher	High School Teacher	Teacher
Samantha Schugardt	Teacher	High School Teacher	Teacher
Devin Heffernan	Teacher	High School Teacher	Teacher

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.

The committee meets monthly to address concerns and establish additional PD needs.

## Action Plans Steps from Comprehensive Plan

### Tier 1 Instructional Strategies

#### 2Action Plans Steps from Comprehensive Plan

Action Step	Audience	Topics to be Included	Evidence of Learning
<ul style="list-style-type: none"> <li>Q 1, 2, 3, 4 Wisdom Wednesday sessions will held for staff focusing on engagement (behavior, engagement strategies)</li> </ul>	Teachers	Tier 1 instructional strategies that increase student engagement. Focus on Danielson Framework, 3 C: Engaging Students in Learning; 2 a: Creating an Environment of Respect and Rapport; and 3d: Using Assessment During Instruction.	Teachers will incorporate the tier 1 strategies that they learned in their lesson plan and in their lessons. The lesson plan format will have teachers plan the instructional strategies they will use before, during and after their lessons.

#### 3Action Plans Steps from Comprehensive Plan - Lead Person/Anticipated Timeline

Lead Person/Position	Anticipated Timeline
Teachers, Leadership Team, Coaches, IU	09/17/2025 - 06/05/2026

### Learning Format

#### 4Action Plans Steps - 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)	Monthly	<ul style="list-style-type: none"> <li>2a: Creating an Environment of Respect and Rapport</li> <li>3d: Using Assessment in Instruction</li> </ul>	Teaching Diverse Learners in Inclusive Settings



## Professional Development Plan Assurances

### 5 Professional Development Plan Assurances

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
Are the professional development activities aligned to at least one component of one domain within the Observation and Practice 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)	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
When is the first year the LEA will offer Structured Literacy Training to the staff?	2022-2023
Who will receive the Structured Literacy Training in addition to the five required certifications (early childhood, elementary-middle level, special education, ESL, and reading specialist)? Only the required teachers received the training. Mini optional workshops are held, and all staff are invited to attend.	
Is the LEA using or planning to implement Structured Literacy (Select One)? Hybrid, Structured Literacy components integrated into reading program.	

## Evaluation and Review

Describe in the box below the procedures for evaluating and reviewing the Professional Education Plan.

Monthly, we will review the plan by looking at attendance lists, academic progress, discipline referrals, etc. to see if the plan is working. Annually, we will survey the staff and parents to see how the plan is working and/or if any changes are needed.



### 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.

Lynn Fischer

Professional Education Committee Chairperson:

06/17/2025

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.

Bradley Schifko

Superintendent or Chief Administrative Officer:

06/18/2025

Date