
Pennsylvania Department of Education



Commonwealth of Pennsylvania
Department of Education
333 Market Street
Harrisburg, PA 17126-0333

Professional Education Report **Friday, January 06, 2012** **(Last Approved: Wednesday, October 12, 2011)**

Entity: Southern Lehigh SD
Address: 5775 Main St
Center Valley, PA 18034-9703
Phone: (610) 282-3121
Contact Name: Leah Christman

Professional Education Planning Committee

Name	Affiliation	Membership Category	Appointed By
Baca, Ellen	Parent	Parent	School Board
Beaupre, Thomas	HS Teacher	Secondary School Teacher	SLEA
Breisch, Joe	HS Technology Coach	Ed Specialist - Instructional Technology	Educational Specialists
Christman, Leah	Assistant Superintendent	Administrator	Superintendent
Fluck, Bob	Elementary Teacher	Elementary School Teacher	Southern Lehigh Education Association
Graf, Beth	Elementary Teacher	Elementary School Teacher	Southern Lehigh Education Association
Gunkle, Corrine	Community Member	Board Member	School Board
Hafner, Sam	Elementary Principal	Administrator	SLSD Administration
Limpar, Lori	Elementary Principal	Administrator	Superintendent
Lindauer-Schneider, JoAnn	Elementary Art	Elementary School Teacher	SLEA
MacIntyre, Susan	MS Teacher	Middle School Teacher	SLEA
Mickley, Carol	Administrator	Administrator	Superintendent
Millman, Diana	Community Representative	Community Representative	School Board
Miracle, Bill	School Board Member	Community Representative	School Board
Parsons, Kathie	Parent	Parent	School Board
Sanders, Walter	Business Member	Business Representative	School Board
Smith, Colleen	Elementary Teachers	Elementary School Teacher	SLEA
Smith-Schafer, Barbara	Elementary Teacher	Elementary School Teacher	SLEA
Toto, Heather	MS Teacher	Middle School Teacher	SLEA
Volk, Joseph	Business Member	Business Representative	School Board
Westbrooks, Tamme	HS Guidance	Ed Specialist - School Counselor	Educational Specialists

Needs Assessment

Reflections

- **Legacy Dataview 1715**

Strength Last Modified:

AYP has been met in all areas.

- **Legacy Dataview 1716**

Strength Concern Last Modified: 8/17/2011

AYP met with increases made at 6-11 grade levels. Even though scores remain high for grade 3-5, we have seen a decrease over last year's scores.

- **Legacy Dataview 1717**

Strength Concern Last Modified: 8/15/2011

Proficiency levels are adequate for AYP. Increases at some grade levels are commendable, but we need to work toward ensuring that our Advanced level scores are maintained or increased. We also need to continue to work with struggling students to ensure progress and to pay close attention to students identified in subgroups. Strategies must be in place and progress closely monitored for these at-risk students.

- **Legacy Dataview 1718**

Strength Concern Last Modified: 8/15/2011

Proficiency levels are adequate for AYP. Increases at some grade levels are commendable, but we need to work toward ensuring that our Advanced level scores are maintained or increased. We also need to continue to work with struggling students to ensure progress and to pay close attention to students identified in subgroups. Strategies must be in place and progress closely monitored for these at-risk students.

- **Legacy Dataview 1728**

Strength Concern Last Modified: 8/17/2011

Previous increases in enrollment led to the need for additional classroom space which facilitated the opening of a new building for grades 4-6 - Southern Lehigh Intermediate School. This additional level caused the reconfiguring of other levels which impacted curriculum and instruction at all levels. These updates have been made and are under continuous improvement. Bringling grade level teams together has provided strength in curriculum pacing and delivery along with shared best practices. The consolidation of grades in one building has created subgroups, where previously our numbers were too low. These subgroups have allowed us to focus attention to some of our struggling students through shared resources and focused RtII.

Needs Assessment

The Professional Education/Act 48 Committee will conduct ongoing assessment of individual and district professional development needs through the following:

- Staff Survey- The staff participates in an electronic needs assessment survey, using survey software- a module on our website. The results are tallied and shared with the ACT 48 Committee during the academy planning process.
- Building Committees- Each school building receives input from staff regarding professional development needs from a variety of building level committees.

- Supervision Process- A principal and/or teacher may identify professional development needs as a result of the supervisory process.
- School District Committees- The School District Committees may include but are not limited to — Curriculum, Technology, Professional Education, Safety, and Wellness. The public provides input at all of these meetings. Areas of need for professional education would be identified in the minutes of these committee meetings.
- District Assessment Results- Outcomes from the PSSA, 4Sight, CDT's, SAT, AEP, Writing Samples, Common Assessment Exams, and other specialized assessments identify needs for professional education programs.
- Individual Requests- Staff members request attendance at conferences and workshops related to their goals via the conference request process.
- Induction- All new staff members provide feedback through surveys and meetings with mentors and administrators.
- Audits- Information gathered from recommendations of audits such as Federal Programs, Middle States, Special Education Audits, and Advanced Placement is used to denote needs.
- Faculty/Department/ Grade Level Meetings- Various opportunities are provided to staff to collectively review areas of concern and identify needs for professional development programs.
- Technology Self Assessment- A self-assessment regarding staff technology competence is conducted and the data is analyzed as a part of the after-school and Summer Academy Workshop program. Most recently the PATI, and Net Day Speak Up Day surveys are utilized.
- Curriculum Review Cycle- Professional education needs are identified related to revision in curricular areas.
- Law and Regulation Changes- Changes in laws and regulations drive our identification of staff development needs.
- Changes in Student Needs- Behavioral, Medical, Inclusionary or Accommodation needs of students can warrant the need for additional staff training in order to respond to the needs.
- Reports- Data collected for District, State and Federal reports (such as drop-out data, weapons and safe-schools reports) can indicate a need for training in a particular area.
- Middle States Goals- Middle States goals align to our Strategic Plan goals and are used to plan our professional development and academy offerings.

- Data Driven Instruction- Using technology resources, teachers gather, analyze and interpret data on student progress and 21st century skills and professional development opportunities are provided to strengthen these processes.

The Professional Education / Act 48 Committee will use the gathered information to plan faculty meetings, in-service days and Act 80 Days that focus on staff need and correlate to district goals and objectives.

In addition to providing professional development to our certified staff, Southern Lehigh recognizes the importance of life-long learning for all employees. Consequently, opportunities for continuing education through workshops, training sessions and college courses are available and encouraged for all.

Professional Education Action Plan

Goal: ACADEMIC PROFICIENCY

Description: As measured by the PSSA, PASA, Keystone exams, and/or District assessments students will be proficient in core subject areas leading the District to meeting Annual Yearly Progress (AYP) each year for all students leading to successful academic transitions from elementary, to intermediate, middle level, high school, and post secondary.

Strategy: AP-2 Build a positive culture at all buildings

Description: A positive school environment or culture built on mutual respect and beneficial interactions impacts student learning. (Culture includes the norms, values, beliefs, rituals, ceremonies, symbols, and stories that make up the "persona" of the school.) The district values a culture that is supportive and focused on high expectations for all students and expects collaboration as the "way we do business".

Activity: AP-2.4 Continue to build and support the development of a professional culture.

Description: At each building, we have established and will continue a culture built on mutual respect and positive interactions with the understanding that teacher leadership and collegial relationships benefit student learning. -Continue to focus on the value of high expectations for all students -Continue to schedule common planning times for teacher teams to analyze district-wide, classroom, and individual data to make instructional decisions, collaborate on writing high quality lessons (Gold Seal), and share "best practice" instructional strategies to continuously improve teaching and learning. -Nurture the value that all stake-holders are life-long learners

Person Responsible Timeline for Implementation Resources

Christman, Leah Start: 1/1/2009 -
Finish: Ongoing

Status: In Progress — Upcoming

Date	Comment
3/23/2010	May 2009: Teachers have been trained in Gold Seal lessons.
3/25/2010	Mar 2010: All Buildings participated in a variety of activities to raise thousands of dollars to help support the victims of the Haiti Earthquake.
3/25/2010	Mar 2010: HS Spring Musical "Curtains" completed March 21.
3/25/2010	Mar 2010: Hopewell Family Social occurred on March 4th.
3/25/2010	Mar 2010: Berwick School District will be visiting Liberty Bell on March 29th to observe our Spanish Immersion Program and to Q & A staff and our immersion students as they prepare to offer a similar program.
3/25/2010	Mar 2010: Liberty Bell Supports You Committee organized a fundraiser for Saturday, March 13th - a Students Vs. Faculty Indoor Soccer Game which raised over \$1000.00.
3/25/2010	Mar 2010: High School Dance for Haiti was put on by Student Council in order to raise awareness and funds for the victims of the earthquake. Over \$3,000 was raised by the student body.
3/25/2010	Mar 2010: All Buildings participated in a variety of activities to raise thousands of dollars to help support the victims of the Haiti Earthquake.
7/20/2010	Jun 2010: At the IS a Spartans of the Week program has continued, as has the "Teacher of the Week." In addition to recognizing students demonstrating great Spartan 'R' behavior, we highlight a teacher each week by sharing a little about that individual over the morning announcements. Field day was held at SLIS during the past month. It was a huge success and enjoyed by all. The IS principal and assistant principal made visits to all 3rd grade elementary school classrooms prior to 3rd grade visitation to SLIS. The IS administrators answered students questions and shared with 3rd graders the plans for their visit with us on June 10th and 11th. The 3rd graders from LM, LB and HWL visited the IS on June 10 and 11. Their visitation schedule included an introduction assembly, lunch in the cafeteria, tour of the school inside and outside, a Q & A session by homeroom with a 4th grade student panel, and time to partner with current 4th grade students and visit 4th grade classrooms. The visitation, we believe, was well received as IS principal and assistant principal heard many times over "this is the best school" and "this is the coolest school." It appears that our incoming students have enthusiasm to spare! Our outgoing 6th graders visited the MS on May 10.
9/30/2010	Sep 2010: Liberty Bell Elementary School unveiled their new slogan...Liberty Bell...a place of learning, caring, and sharing with one another.
9/30/2010	Sep 2010: Middle School activities have included: Patriot Day Observance, NJHS Luncheon meeting, Teen Counselor meeting, Student Dance.
9/30/2010	Sep 2010: Liberty Bell kicked off its School-Wide Positive Behavior System (SWPBS) with an assembly on the first day back. Our new positive reinforcement program is called the Pride of Liberty Bell.
10/26/2010	Oct 2010: Middle School held Fall Ball for Students.
10/26/2010	Oct 2010: Freshman homeroom breakfasts with Teen Counselors will continue throughout the month of October.
1/6/2011	Nov 2010: Liberty Bell will be holding their first School Wide Positive Behavior

Support (SWPBS) quarterly celebration Wednesday, November 24th. All students will be in attendance. Students who received a Pride of Liberty Bell for the 1st Quarter will be recognized. Parents of these students have been invited as well. The celebration will end with a special guest, Mr. Jeff Blum-Magical Songwriter!

1/6/2011	Nov 2010: Weekly lessons continue to be developed by the IS School Wide Positive Behavior Support committee, and sent to staff with the expectation that all provide explicit instruction to students focusing on the Spartan "R's" and promoting SWPBS.
2/22/2011	Jan 2011: SAP/Cyber-Safety – Four MS/HS teachers have been SAP trained by Lehigh County at no cost to the district.
2/22/2011	Jan 2011: New HS student clubs are forming on a regular basis as students express interest, and HS Student Advisory Council met on 1/13/11.
2/22/2011	Jan 2011: HS Musical Annie tickets will go on sale in February. The Musical will be held March 3-6, 2011.
2/28/2011	Feb 2011: Liberty Bell held a 2nd Quarter SWPBS Pride of Liberty Bell celebration on Thursday, February 24th. Parents were invited as the entire school recognized those students who received a blue ticket for the 2nd Marking Period as part of our new School-wide Positive Behavior System.
3/25/2011	Mar 2011: Liberty Bell held its annual spring play produced by a 2nd grade teacher. This year the third grade presented Little Red Riding Hood. Over 50 3rd grade students participated in the play.
6/20/2011	Jun 2011: SAP Training – Southern Lehigh received a mini-grant of \$5250 (extension of SDFS) to be used toward SAP training at the MS/HS. Grant will cover cost of training and mileage. Training to occur at Project CARE Bethlehem July 19-21.
6/20/2011	Jun 2011: LB's Core Data Team met and reviewed their end-of-year assessments, goals, and began planning for the 2011-2012 school year as well as establishing timelines.
6/20/2011	Jun 2011: Hopewell's School-wide data review. Teachers shared end of year grade level team goals and shared end of year data collection results.
6/20/2011	Jun 2011: Tech Coaches and Facilitators are preparing academies related to technology for the final 3 days of teacher academies.

Goal: HIGHLY QUALIFIED TEACHERS AND STAFF

Description: All administrators, teachers and staff will be rated 'highly qualified' as measured by maintenance of appropriate certification(s), engagement in professional development experiences, and demonstration of continual growth through annual observations/evaluations by supervisors.

Strategy: HQ-1 Continue to enhance the instructional strategies of our staff

Description: Continue programs and collaboration to increase staff knowledge of content and skills, standards, the district curricula, its alignment with standards and articulation through grade levels and departments.

Activity: HQ-1.1 Continue to provide a professional development system that sustains and propels change

Description: -Maintain the long-term professional development plan based on the long-term district goals -Continue to review the plan within the Act 48 committee and within each department -Continue to communicate the plan to the administrative, instructional and support staff -Maintain professional development based on this plan by revisiting the district goals and sustaining ongoing "best practices"

Person Responsible Timeline for Implementation Resources

Christman, Leah Start: 1/1/2009 -
 Finish: Ongoing

Status: In Progress — Upcoming

Date	Comment
3/19/2010	Apr 2009: The Director of Secondary Ed. and four teachers (K-12) attended the National Conference of Teachers of Mathematics April 22-24.
9/30/2010	Apr 2009: Elementary teachers were trained by Compass Learning on using software: Math Toolkit, use of virtual math manipulative materials, and creation of open-ended writing prompts for differentiation.
3/19/2010	Jun 2009: Teachers attended professional development workshops related to technology June 17-19.
3/19/2010	Sep 2009: Compass Learning training for K-3 teachers to occur with Mike Kuhn in early October
3/19/2010	Sep 2009: Liberty Bell's Discipline Team is gearing up for our three-year initiative with CLIU 21 and PaTTAN as we begin moving toward a SWPBS (School-wide Positive Behavior System). We will have four separate trainings throughout the school year.
3/19/2010	Sep 2009: Read 180 training was held for all IS special education teachers, IA's, Reading/IST/Title I teachers.
3/19/2010	Sep 2009: Step up to Writing was introduced to all K – 6 teachers. The training was very successful and we are planning the next training for October
3/19/2010	Nov 2009: STEM teachers will be training week of Nov. 22-24 on laser engravers.
3/19/2010	Dec 2009: Lower Milford is finalizing plans for a school wide "Math Camp" on December 9. This day extended from staff development emphasis on better utilizing Compass Learning lessons in our math classes. Compass Learning has collaborated with us to plan a day that will be engaging and instructional for our students, but has the greater purpose of modeling the integration of Compass Learning with our math lessons and math "center time." Follow-ups will occur at faculty meetings and grade level meetings to enhance this professional development opportunity at the building level – a further effort to move us toward greater understanding and implementation of Gold Seal Lessons at the primary level.
3/19/2010	Dec 2009: HS Reform team Kick-Off meeting will be held Dec. 16. The team is comprised of 8 students, 8 parents, 21 teachers, 3 building administrators, 3 central office administrators and 2 school board members. A teacher/ administrator team is traveling to the Pittsburgh area to visit 3 high performing school districts/high schools to learn more about their programs
9/30/2010	Mar 2010: A meeting was held with Michael Kuhn from Compass Learning to discuss the progress of Compass Learning in the classroom. K-3 buildings are enjoying a

great deal of success and have had positive trainings. The IS continues to use compass effectively but struggled with a new trainer this year. Michael has been reassigned to that building and will be contacting the IS principal to arrange training after PSSAs. Tech Facilitators will be invited to participate in a day long training to assist in implementing compass in the classrooms.

9/30/2010	Sep 2010: Read 180 Day 1 training was held on September 21st for teachers who are new to the program. There will be a follow up training in 6 weeks as well as coaching days.
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10/26/2010	Oct 2010: Staff training about SWPBS continues at SLIS.
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10/26/2010	Oct 2010: District-wide Act 48 planning committee meeting has been scheduled.
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1/6/2011	Nov 2010: Liberty Bell will be holding their first School Wide Positive Behavior Support (SWPBS) quarterly celebration Wednesday, November 24th. All students will be in attendance. Students who received a Pride of Liberty Bell for the 1st Quarter will be recognized. Parents of these students have been invited as well. The celebration will end with a special guest, Mr. Jeff Blum-Magical Songwriter!
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3/25/2011	Mar 2011: Liberty Bell's SWPBS Team will be attending training at CLIU 21 on Friday, April 1st. The focus of the training will be on Tier II and III interventions regarding the SWPBS Program.

Activity: HQ-1.2 Continue to support the development of a professional culture

Description: -Continue to research effective "best practice" professional development models to reinforce the vision and shared values of the district: Environment impacts learning; Professional learning communities provide a means for all stake-holders to become life-long learners; Set high expectations for all learners. -Continue implementation of professional development activities based on these effective models -Continue the practice of common planning for teams of teachers to analyze district-wide, classroom, and individual student data to make instructional decisions, collaborate on writing Gold Seal lessons, develop lessons that support 21st Century skills and share effective instructional practices to continuously improve teaching and learning

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 1/1/2009	-
	Finish: Ongoing	

Status: In Progress — Upcoming

Date	Comment
3/19/2010	May 2009: Teachers have been trained in Gold Seal lessons.
3/19/2010	Jun 2009: Teachers conducted a survey to ascertain interest and needs for professional development for the 09-10 school year. Plans are underway for summer academies.
3/19/2010	Aug 2009: Teachers are attending a variety of summer academies
3/19/2010	Jan 2010: Seventeen teachers as well as 5 students are slated to present on technology topics at our February 4, 2010. 43 staff members have signed up as of 01/22/10 for this academy.
3/19/2010	Feb 2010: Two MS teachers participated in an Awesome Animation workshop.

3/23/2010	May 2009: All elementary schools are implementing and utilizing school-based positive school culture programs.
3/23/2010	Jun 2009: Admin retreat- All administrators are completing a Covey xQ survey focusing on Strategic Plan and District Culture.
3/23/2010	Aug 2009: Admin retreat- All administrators participated (3 days) in the Covey training based upon the 7 Habits of Highly Effective People.
3/23/2010	Sep 2009: HS and MS have joined Successful Practices Network through the International Center for Leadership in Education. Teachers have access to a bank of gold seal /Quad D lesson plans.
3/23/2010	Sep 2009: Liberty Bell's Discipline Team is gearing up for our three-year initiative with CLIU 21 and PaTTAN as we begin moving toward a SWPBS (School-wide Positive Behavior System). We will have four separate trainings throughout the school year.
3/23/2010	Nov 2009: SLHS students working with elementary to collect books for the Cops and Kids Literacy program during the months of November and December
3/23/2010	Nov 2009: Hopewell held a Halloween Parade for parents in the community and to raise fund for Costumes for a Cause to benefit Camelot House on 10/30/09.
3/23/2010	Nov 2009: The Discipline Team will be attending their second SWPBS Training next Thursday, November 12th, at CLIU #21 in Schnecksville. The team has developed the expected behaviors in non-classroom settings and is sharing it with respective stakeholders throughout the school environment for feedback and suggestions.
3/23/2010	Nov 2009: High School faculty, student, and parent surveys administered as part of Successful Practices Network and continuous school improvement (We Teach, We Learn, We Support).
3/23/2010	Nov 2009: Community Open House for the new Intermediate School was held on Sunday, October 27. Residents of the Southern Lehigh community were welcomed into the school for self-guided tours.
3/23/2010	Nov 2009: Positive feedback has been received from sports teams regarding condition of fields.
3/25/2010	Mar 2010: HS Administration met with each dept. at the HS to discuss midterm data analysis and how teachers use data to drive instruction in their classrooms. They had excellent discussions and tried to "connect all of the pieces".
3/25/2010	Mar 2010: The Tech Dept. established an internal social network (http://sldsconnect.ning.com) for teachers to share technology ideas. This was established prior to the PETE&C conference to allow teachers to share "live at the conference" as the attended sessions. Plans are to grow this into a portal for teacher collaboration and sharing district-wide.
3/25/2010	Mar 2010: Write Traits training is scheduled for all 4th through 8th grade writing teachers.
3/25/2010	Mar 2010: A new approach to Academy hours is being offered via the Ipod touch. PD webinars have been downloaded to the ipods at the MS and teachers are able to sign one out, watch the webinar, and complete a reflection form for academy credits.
7/20/2010	Jun 2010: Seven administrators and 31 teachers participated in a 2-day workshop with presenters from Buck Institute for problem-based learning/ Quadrant D activities on June 23/24. Many high quality activities were generated as a result of the workshop. A 'Critical Friends' strategy was implemented to allow colleagues to make suggestions for each lesson/project idea in order to identify questions, concerns, positive feedback, suggestions for enhancement and next steps.
9/27/2010	Aug 2010: 11 academies were offered by the tech coaches in preparation for the 2010-11 school year during August.
9/27/2010	Sep 2010: K-12 teaching staff was provided with an update on the new OWA at

opening in-service by the facilitators and coaches.

10/25/2010	Mar 2010: CyberSmarts program for 8th and 9th graders - learning about being safe in cyberspace and appropriate use of e-mail and internet.
10/25/2010	Oct 2010: CyberSmarts programs for 7th and 8th graders - learning about being safe in cyberspace and appropriate use of e-mail and internet.
10/25/2010	Dec 2010: CyberSmarts parent program - dangers of e-mail, social networking, keeping parents and students safe when using the internet.
10/26/2010	Oct 2010: Data Team Training for building Data Teams with the Leadership and Learning Center consultant, Ray Smith, Oct.19-20. Fifty teachers trained K-12. The focus was on transforming this to each grade level team as they being to goal set, collect and analyze data, as well drive instruction on specific areas of need at each grade level on a consistent and effective basis.
1/6/2011	Nov 2010: IS IA in-service data retreat, program review, and training day is scheduled the week of Nov. 15-19, Parent Conference Week.
2/22/2011	Jan 2011: Elementary Principals develop a presentation for their teachers on the PSSA for 2011 at their Elementary Principal meeting.
2/22/2011	Jan 2011: In-service conducted on 1/17 oriented teachers of PSSA testing grades to the 2011 PSSA test blueprint. Also, teachers were engaged in subject area curriculum planning and development. Instructional assistants were provided with a workshop on managing and supporting positive student behavior outcomes.
6/20/2011	Jun 2011: Act 48 committee developed summer academies with emphasis on PBL, Differentiated Instruction, 21st Century Learning.
6/20/2011	Jun 2011: Elementary Teachers and Administrators attended a math network session at IU21 related to math common CORE.
6/20/2011	Jun 2011: STEM and Science Curriculum Councils presented recommendations.

Activity: HQ-1.3 Enhance existing opportunities for differentiation of professional development plans among staff

Description: -Through the work of the Act 48 Committee, continue to use survey data to plan professional development workshops to provide differentiated workshops (Academy System) - Consider learning styles and background knowledge, when planning district-wide workshops - Continue to provide opportunities for staff to attend workshops offered by outside partners - Continue to develop on-line opportunities that fit with staff members schedules

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 1/1/2009	-
	Finish: Ongoing	

Status: In Progress — Upcoming

Date	Comment
3/19/2010	Jan 2009: Plans for Winter/Spring academies are underway with Act 48 Committee. Sub-committees have been formed to plan PD for 09-10, improve communications via the website, expand offerings, and involvement by District staff.
3/19/2010	Apr 2009: All HS Special Education teachers have been trained in System 44

	software targeted for students struggling with reading.
3/19/2010	May 2009: Many professional development workshops related to all goals continue to be offered to teachers.
3/19/2010	Aug 2009: Teachers are attending a variety of summer academies.
3/19/2010	Jan 2010: Teachers and instructional assistants in grades K and 1 are participating in Kid Writing training facilitated by Isabell Cardonick. There will be a second training in February.
3/25/2010	Mar 2010: Write Traits training is scheduled for all 4th through 8th grade writing teachers.
3/25/2010	Mar 2010: A new approach to Academy hours is being offered via the Ipad touch. PD webinars have been downloaded to the ipods at the MS and teachers are able to sign one out, watch the webinar, and complete a reflection form for academy credits.
7/20/2010	Jun 2010: Write Traits training on June 3rd went very well and the teachers have requested that the presenter return next year to continue the work that they started.
7/20/2010	Jun 2010: The High School is working with the Special Education department to put some new procedures and training in place for co-teaching next year.
9/27/2010	Aug 2010: 11 academies were offered by the tech coaches in preparation for the 2010-11 school year during August.
9/30/2010	Sep 2010: Middle School PD included: 1 Professional staff member participated in BSN Conference, 2 Professional staff members participated in Modern Language Conference, 2 Professional staff participated in Health/PE Conference, 2 Professional Staff members participated in CLIU TV Studio User Group Conference
10/26/2010	Oct 2010: SLIS teachers are attending the Career Pathways meeting at the IU this month.
10/26/2010	Oct 2010: District-wide Act 48 planning committee meeting has been scheduled.
1/6/2011	Nov 2010: SLIS LA teachers are attending the Career Pathways meeting at the IU on 11/4/10.
2/22/2011	Jan 2011: Columbia University Reading and Writing Project – March, 2011. Several teachers have signed up to attend a regionally-sponsored Saturday trip to Columbia.
2/22/2011	Jan 2011: .Career Pathways Teacher Meetings - Great PD opportunity for the Lehigh/Carbon County Teachers. They have been receiving updated information on Keystones/Common Cores/CDT's and Graduation Requirements. In addition, they have received training on Webs Depth of Knowledge and have opportunities to share. We have had teams of teachers participate in the following meetings- 10/21 – HS Science; 10/26 – Math; 10/28 – MS Science; 11/4 – MS Language Arts; 11/16 – HS Language Arts; 1/5 – HS Social Studies; 2/16 – MS Social Studies.
2/28/2011	Feb 2011: MS GIFTED RESEARCH/SCIENCE – Continuing to meet the needs of gifted reading and science with Gifted Teacher in the science classroom. Additionally, 4th and 5th minis are scheduled as gifted research. Focus on a choice of genre in science.
3/25/2011	Mar 2011: Middle School Professional Staff participated in Virtual World Best Practices; Keystone Exam workshop; Tech Wizards learning workshop; Write traits workshop; Music Conference at PSU; Science text selection process.; Read 180 workshop; Gifted Development meeting/workshop; PMEA Band/Orchestra Festival and TV User group Conference.

Activity: HQ-1.4 Explore various options for using time more efficiently and effectively to provide professional development opportunities that support

team interaction, high levels of collaboration, and communication among teachers to promote student learning

Description: -Research ways that model schools use time to more effectively and efficiently provide professional development opportunities that support team interaction, collaboration that promote student learning -Create and implement a plan to create common planning time for teacher teams to analyze district-wide, school-wide, classroom, and individual student data to make instructional decisions, collaborate to write Gold Seal lessons, and share effective instructional strategies to continuously improve student learning.

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 1/1/2009	-
	Finish: Ongoing	

Status: In Progress — Upcoming

Date Comment

3/19/2010	May 2009: Teachers have been trained in Gold Seal lessons.
3/19/2010	Jan 2010: Principals and CO administrators attended an iObservation presentation on a research based web-based observation tool for teachers and principals.
3/25/2010	Mar 2010: HS Administration met with each dept. at the HS to discuss midterm data analysis and how teachers use data to drive instruction in their classrooms. They had excellent discussions and tried to “connect all of the pieces”. \
1/6/2011	Nov 2010: All administrators have been provided a copy of the book, Assessing Educational Leaders by Douglas Reeves, are completing ‘homework’ and will participate in the 2nd iObservation training day with Ray Smith of the Leadership and Learning Center on Dec. 8. The goal for the day is for each person to develop a personal plan for improvement in their responsibilities as administrator.
6/20/2011	Jun 2011: HS Social Studies/ English Integration and changes at IS/MS committees continue to meet and plan.

Activity: HQ-1.5 Create differentiated plans for growth to achieve National Educational Technology Standards for teachers and Administrators

Description: Develop a differentiated plan for all teachers and administrators to develop a personal professional growth plan to demonstrate proficiency in the NET Standards and to move instruction from teacher-centered to student-centered use of technology in the classroom.

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 7/1/2012	\$9,181.00
	Finish: Ongoing	

Status: In Progress — Upcoming

Date Comment

3/19/2010	Apr 2009: Four HS teachers presented lessons they developed for the integration of
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technology at the CLIU CFF Day.

3/19/2010	May 2009: Our teachers continually strive to differentiate their teaching and assessments. Many student projects are given and students have the opportunity to choose what they would like to do. It is evident this year that the teachers are integrating technology into their teaching and it is student centered.
3/19/2010	Nov 2009: STEM teachers will be training week of Nov. 22-24 on laser engravers.
3/19/2010	Nov 2009: Nine staff members attended the Blended Schools workshop (BlackBoard)- 2 of the 8 presentations broadcast throughout PA were from Southern Lehigh- (Summer School On-line program and Critical Language Pilot.
3/19/2010	Nov 2009: October 12 Act 80 Day –K-12 Math department met to continue discussions on curriculum, math course sequencing, clarification of course prerequisites at the MS.
3/19/2010	Nov 2009: Plans are underway for a “Taste of Technology” academy that will be co – facilitated by all Technology coaches and facilitators. This academy will follow a “fair” setting with teachers sampling various technology applications in the district. More information to come.
3/19/2010	Nov 2009: Blended Schools Network provided advanced training for blackboard users. 20 teachers participated.
3/19/2010	Nov 2009: Training was provided for Discovery Streaming for all Technology Coaches and Facilitators.
3/19/2010	Oct 2009: In-service training on 10/12 dealt with (Elementary) Step up to writing (Secondary) HS- Successful Practices Network coach visit, MS- Assessment alignment to standards, anchors, eligible content, ALL- content, confidentiality, copyright and curriculum committee goals for the year.
3/19/2010	Dec 2009: Lower Milford is finalizing plans for a school wide “Math Camp” on December 9. This day extended from staff development emphasis on better utilizing Compass Learning lessons in our math classes. Compass Learning has collaborated with us to plan a day that will be engaging and instructional for our students, but has the greater purpose of modeling the integration of Compass Learning with our math lessons and math “center time.” Follow-ups will occur at faculty meetings and grade level meetings to enhance this professional development opportunity at the building level – a further effort to move us toward greater understanding and implementation of Gold Seal Lessons at the primary level.
3/19/2010	Feb 2010: District technology committee met to discuss a variety of technology items. Plans are in place to provide “lunch and learn” opportunities at the building level by making video/online tutorials available for viewing over lunch on a monthly or semi monthly basis. Ideas will be shared on how technology can enhance curriculum.
3/25/2010	Mar 2010: A team of 25 teachers/Staff members accompanied by 2 administrators attended PETE&C conference in Hershey Feb 21-24. Teachers report a very positive experience.
3/25/2010	Mar 2010: District technology committee met to discuss a variety of technology items. Plans are in place to provide “lunch and learn” opportunities at the building level by making video/online tutorials available for viewing over lunch on a monthly or semi monthly basis. Ideas will be shared on how technology can enhance curriculum.
4/27/2010	Apr 2010: Exhibio monitors are up and running in the district and our Media Specialist is completing training for various staff members in the schools.
6/11/2010	May 2010: Exhibio monitors are up and running in the district and our multimedia technician is completing training with various staff. The K-3 buildings report that this has created a great deal of positive energy and the Tech Coordinator has visited those buildings to see all the new items being shared.
6/11/2010	May 2010: Hopewell continues training of teachers on using Exhibio for the TV.

7/20/2010	Jun 2010: iSupport Learning - Business Education teachers attended a webinar on June 21st on iSupport simulations, the various simulation software available, and research of the requested SIM for business – Personal Finance and Management. All 4 High School Business Teachers also completed a 6-week LCCC course for Dream Weaver webpage design to prepare for changes to the Web Design course.
9/30/2010	Sep 2010: HS Business Department teachers received training on iSupport Learning simulation software and all members of the department completed a Dreamweaver on-line course.
9/30/2010	Sep 2010: A business machine and document trainer from Edwards Business Machines was available at SLIS all day on 9/21 offer advanced training on the Konica-Minolta 950 document center. Teachers learned how to send documents via laptop to the document center and direct the center to produce according to their specifications.
10/26/2010	Oct 2010: 11 academies were offered by the tech coaches in preparation for the 2010-11 school year during August. K-12 teaching staff were provided with an update on the new OWA at opening in-service by the facilitators and coaches.
1/6/2011	Nov 2010: Several LB teachers will be sharing how they use their document cameras daily in their classroom at their faculty meeting on Wednesday, November 24th.
1/6/2011	Nov 2010: Technology Coaches and Facilitators are working with building staff to acquaint them with the new iPods and the wiki site.
1/6/2011	Nov 2010: IS Learning Support and intervention staff were provided training in the set up and use of Aimsweb for mathematics progress monitoring.
2/28/2011	Feb 2011: Members of the tech department and representatives from each building attended the annual PETE&C conference. Teachers who attended report having already implemented ideas they gleaned from the conference.
3/25/2011	Mar 2011: The role of the technology facilitator at the k-6 level continues to change and be defined. We continue to move away from the past practices of the old computer lab instructional assistant model to a true facilitator of technology. Rubrics are being developed to help define the new role and clarify expectations.
6/20/2011	Jun 2011: Buildings continue to use the Exhibio message board in the lobby to showcase student art work, classroom and school-wide activities and for school communications.
6/20/2011	Jun 2011: Tech Coaches and Facilitators are preparing academies related to technology for the final 3 days of teacher academies.
6/20/2011	Jun 2011: STEM and Science Curriculum Councils presented recommendations.

Activity: HQ-1.6 Expand on-line professional development opportunities

Description: Continue to offer cyber options for professional development by the creation of on-line workshops/courses for teachers and administrators in BlackBoard.

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 7/1/2012	\$918.00
	Finish: Ongoing	

Status: In Progress — Upcoming

Date	Comment
9/27/2010	Sep 2010: Work is in progress to offer a curriculum based training for facilitating online class delivery with BSN. Twelve teachers have expressed an interest.
10/26/2010	Oct 2010: Teachers attended a curriculum-based training for facilitating online class delivery with BSN.
1/6/2011	Nov 2010: Thirteen teachers are currently taking a course delivered by Blended Schools Network titled "Teachers Changing the World". The course is designed to modify existing courses/curriculum for online delivery. Teachers are being introduced to online pedagogy and various tools for creating online content. The course will run for 16 weeks.
2/22/2011	Jan 2011: NATIONAL LAB DAY/ NETWORK – High School Science Teachers have signed up to participate in National Lab Network which provides for a variety of hands-on science activities: www.nationallabday.org
2/28/2011	Feb 2011: 13 SL teachers have completed a 16-week course on designing on-line courses in Blackboard.

Activity: HQ-1.7 Expand professional development training to support understanding of Quadrant D learning

Description: -Provide professional development in Gold Seal and PBL lessons to the curriculum and building level administration leadership -Building and curriculum leaders will provide professional development for district teachers -The district will design rubrics to monitor the quality, frequency, and consistency of implementation of Quadrant D learning (Gold Seal lessons) -The curriculum department and building administrators will teach and coach teachers to achieve success -PD on PA Standards Aligned System will be provided

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 1/1/2009 Finish: Ongoing	\$6,000.00
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Status: In Progress — Upcoming

Date	Comment
3/19/2010	May 2009: Teachers have been trained in Gold Seal lessons.
3/19/2010	May 2009: Teachers have experimented with the Quadrant D lesson plans.
10/26/2010	Oct 2010: Teachers attended workshops during in-service that focused on the Language of Mathematics and training in Hands-On-Equations.
2/28/2011	Feb 2011: Colombia University Reading and Writing Project is being held during March, 2011. Several teachers have signed up to attend.

Activity: HQ-1.8 Provide various workshops, focus groups, independent studies, conferences related to instructional strategies

Description: Teachers will continue to develop and effectively deliver and assess curricula to their students through a variety of instructional strategies. Teachers will continue to learn and develop instructional strategies for use with English Language Learners, Gifted Learners and inclusion students. Teachers will continue to differentiate instruction in their classes by content, process and product.

Person Responsible Timeline for Implementation Resources

Mickley, Carol	Start: 7/1/2012 Finish: Ongoing	\$97,300.00
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Status: In Progress — Upcoming

Date	Comment
3/19/2010	Apr 2009: The Director of Secondary Ed. and four teachers (K-12) attended the National Conference of Teachers of Mathematics April 22-24.
9/30/2010	Apr 2009: Elementary teachers were trained by Compass Learning on using software: Math Toolkit, use of virtual math manipulative materials, and creation of open-ended writing prompts for differentiation.
3/19/2010	Sep 2009: Compass Learning training for K-3 teachers to occur with Mike Kuhn in early October
3/19/2010	Nov 2009: STEM teachers will be training week of Nov. 22-24 on laser engravers.
3/19/2010	Jan 2010: Curriculum Council -multiple meetings with Business, FACS, and Health/PE – planning for presentations. Health 2/17 alt 2/25 FACS 2/25 alt 3/1 Business 3/1 alt 3/8. HS Business Dept. is planning to visit Neshaminy HS.
3/19/2010	Jan 2010: 3 Curriculum Council Presentations planned for Feb/March.
3/19/2010	Feb 2010: Curriculum Council sessions - Health and PE. Presentation completed on February 17th – about 30 attendees. F&CS on 2/25, alt 3/1; and Business on 3/1, alt 3/8.
3/19/2010	Feb 2010: Lower Milford held a “Math Camp” day with a dual purpose. Students worked on a variety of activities centering on specific math lessons from Odyssey/Compass Learning. STEM activities were included. In addition, the day served as professional development for our teachers – they observed the Compass learning reps teaching whole group lessons using Compass Learning modules. This was extremely beneficial to see the lessons being used beyond student practice.
3/19/2010	Feb 2010: Eleven teachers and Director of Secondary Education will be attending National Science Teachers Association Convention in March.

Strategy: HQ-2 Develop an understanding of a positive school climate

Description: A positive school climate is conducive to effective teaching and academic performance. School personnel will be encouraged to increase their mental, physical and emotional wellness in order to enhance their own health, which will be reflected through increased student performance.

Activity: HQ-2.1 Provide professional development opportunities related to positive school climate.

	(Safe and Drug Free funding).
3/19/2010	Feb 2010: Planning for March 5 in-service- HS/MS working on mid-year/ final exam analysis by standards; IS/Elem. working on Standard Align Systems, Writing Process, and culture building.
3/19/2010	Feb 2010: Training is planned for HVAC for Maintenance and Lead Custodians; Custodial staff will have 4 hours training on March 5 to address proper use of Equipment. Two staff members have earned credits for their pesticide licenses.
3/19/2010	Feb 2010: Liberty Bell Leadership Team meets monthly to continue to work on building/maintaining the positive school climate.
3/25/2010	Mar 2010: HS Spring Musical "Curtains" completed March 21.
7/20/2010	Jun 2010: At the IS a Spartans of the Week program has continued, as has the "Teacher of the Week." In addition to recognizing students demonstrating great Spartan 'R' behavior, we highlight a teacher each week by sharing a little about that individual over the morning announcements. Field day was held at SLIS during the past month. It was a huge success and enjoyed by all. The IS principal and assistant principal made visits to all 3rd grade elementary school classrooms prior to 3rd grade visitation to SLIS. The IS administrators answered students questions and shared with 3rd graders the plans for their visit with us on June 10th and 11th. The 3rd graders from LM, LB and HWL visited the IS on June 10 and 11. Their visitation schedule included an introduction assembly, lunch in the cafeteria, tour of the school inside and outside, a Q & A session by homeroom with a 4th grade student panel, and time to partner with current 4th grade students and visit 4th grade classrooms. The visitation, we believe, was well received as the IS principal and assistant principal heard many times over "this is the best school" and "this is the coolest school." It appears that our incoming students have enthusiasm to spare! Our outgoing 6th graders visited the MS on May 10.
7/20/2010	Jun 2010: Teachers from SLIS scooped ice cream at the Inside Scoop to benefit the SLIS PTG. The staff of SLIS attended an Iron Pigs baseball game on June 6.
9/30/2010	Sep 2010: Liberty Bell kicked off its School-Wide Positive Behavior System (SWPBS) with an assembly on the first day back. Our new positive reinforcement program is called the Pride of Liberty Bell.
9/30/2010	Sep 2010: Lower Milford teachers and key staff met for an academy in August to continue professional growth and planning related to the behavior component of the RtII model. Those who attended the statewide RtII conference in June shared with LM faculty key research and information related to school wide positive behavior programs. We used an assessment tool to evaluate the new program implemented in the 2009-10 year, then used that evaluation to make further improvement to our plan for the 2010-11 year.
10/26/2010	Oct 2010: There is a greater effort in getting our Support Staff trained. Most recent we had Tim Smith work with us on team and dealing with the public.
10/26/2010	Oct 2010: Secretarial staff and secondary instructional assistants attended Internet Safety presentation.
1/6/2011	Nov 2010: Liberty Bell will be holding their first School Wide Positive Behavior Support (SWPBS) quarterly celebration Wednesday, November 24th. All students will be in attendance. Students who received a Pride of Liberty Bell for the 1st Quarter will be recognized. Parents of these students have been invited as well. The celebration will end with a special guest, Mr. Jeff Blum-Magical Songwriter!
1/6/2011	Nov 2010: Weekly lessons continue to be developed by the IS School Wide Positive Behavior Support committee, and sent to staff with the expectation that all provide explicit instruction to students focusing on the Spartan "R's" and promoting SWPBS.
1/6/2011	Nov 2010: Spanish Immersion Parent Group is holding their annual Used Book Sale

this week during conferences at our school.

1/6/2011	Nov 2010: HW Casual for a Cause donations were donated to the following organizations so far this year: Down's Syndrome Walk, MS Foundation, Childhood Cancer Foundation, National Kidney Foundation Retinal Research, Camelot House for Children.
2/28/2011	Feb 2011: Liberty Bell first graders held their annual 100th Day of School Parade on Thursday, February 17th, parading in the hallways holding their 100th Day of School projects/posters.
3/25/2011	Mar 2011: Liberty Bell held its annual spring play produced by a 2nd grade teacher. This year the third grade presented Little Red Riding Hood. Over 50 3rd grade students participated in the play.
3/25/2011	Mar 2011: Liberty Bell's SWPBS Team will be attending training at CLIU 21 on Friday, April 1st. The focus of the training will be on Tier II and III interventions regarding the SWPBS Program.
6/20/2011	Jun 2011: Envira Health performed annual random air quality sampling at all of our schools. The results are a good marker for the cleanliness of our buildings, maintenance of our HVAC, and an indicator for developing problems. Results across the board were excellent.
6/20/2011	Jun 2011: Custodial Training and Inspections – The Safety Committee was trained in fire extinguisher safety in addition all support staff will be trained in fire safety before the start of school. Other training includes AHEARA and Right to Know.
6/20/2011	Jun 2011: Tech Coaches and Facilitators are preparing academies related to technology for the final 3 days of teacher academies.
6/20/2011	Jun 2011: On Wednesday, June 8th, Liberty Bell held a Dance-A-Thon to raise \$\$\$ for Cystic Fibrosis and raised over \$1,700.
6/20/2011	Jun 2011: Train the trainer was conducted for Sapphire teacher grade book. A custom training manual for SLSD training is being created by one of our teachers.

Strategy: HQ-3 Continue to enhance effective school/ parent/ community interaction and communication

Description: Administration, teachers and staff members will be provided the tools and will develop the skills to implement these tools effectively to improve communication within the school, as well as with the home and our community.

Activity: HQ-3.1 Provide differentiated workshops, focus groups, independent studies, trainings, courses and conferences to enhance effective school/ parent/ community interaction and communication.

Description: Professional development opportunities will continue to be provided for all district staff related to individual, team, department, building, or district needs.

Person Responsible Timeline for Implementation Resources

Mickley, Carol	Start: 7/1/2012 Finish: Ongoing	\$30,000.00
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Status: In Progress — Upcoming

Date	Comment
3/25/2010	May 2009: We have utilized the website for various communications this school year. We have received positive feedback from parents on this at PTA's, PTG's and Parent Advisory Group meetings.
3/25/2010	Sep 2009: Open Houses for parents have been completed.
3/25/2010	Nov 2009: Parent visitation Day occurred at elementary buildings 11/5/09.
3/25/2010	Nov 2009: Hopewell held a Halloween Parade for parents in the community and to raise fund for Costumes for a Cause to benefit Camelot House on 10/30/09
3/25/2010	Nov 2009: Community Open House for the new Intermediate School was held on Sunday, October 27. Residents of the Southern Lehigh community were welcomed into the school for self-guided tours.
3/25/2010	Dec 2009: Liberty Bell's PTA will be hosting its Annual Holiday Shoppe on Saturday, December 5th, at Liberty Bell from 9:00 A.M.-12:00 P.M. Students and their families will be having breakfast with Santa and Mrs. Claus as well as have the opportunity to shop for their families, take part in holiday games, and make crafts to take home.
3/25/2010	Dec 2009: Barnes and Noble will be hosting Liberty Bell's Annual Showcase on Thursday, December 10th, from 5:00 P.M.-8:00 P.M. Principal and teachers will be reading selected stories to the students, students will be showcasing their talents during the talent show portion, and the staff will be celebrity scoopers at Maggie Moos to wrap up the evening.
3/25/2010	Jan 2010: The PTG and the staff at SLIS worked tirelessly and with unending generosity to ready gifts for families in need over the holiday break. The psychology/counseling office coordinated the efforts of all. Gifts were donated by staff and others to ensure that our students and those in other buildings with struggling families had gifts and needs met this season.
3/25/2010	Mar 2010: The first SLIS student newspaper has been printed and distributed.
9/30/2010	Mar 2010: Liberty Bell's speech therapist will be attending a conference in VA 3/19 and 3/20 on Therapeutic Listening to provide another tool to support our students with special needs. We anticipate getting this up and running at Liberty Bell over the next few months.
3/25/2010	Mar 2010: SLEF Ladies Night Out is scheduled for Wed. March 24 – 7:00 PM at Melt. Fundraising will benefit students and staff.
3/25/2010	Mar 2010: Special education parents were notified of local IU task force meeting at Parkland's Troxell building- Topic- "What's new in special education".
3/25/2010	Mar 2010: Liberty Bell Supports You Committee organized a fundraiser for Saturday, March 13th - a Students Vs. Faculty Indoor Soccer Game which raised over \$1000.00.
2/22/2011	Jan 2011: SAP/Cyber-Safety – Four MS/HS teachers have been SAP trained by Lehigh County at no cost to the district.
3/25/2011	Mar 2011: Liberty Bell's SWPBS Team will be attending training at CLIU 21 on Friday, April 1st. The focus of the training will be on Tier II and III interventions regarding the SWPBS Program.
3/25/2011	Mar 2011: Liberty Bell will be holding its annual Spanish Immersion sign-ups on Wednesday, March 30th, at 7:30 AM.

Activity: HQ-3.2 Technology-related professional development opportunities

Description: Continue to provide workshops specific to using technology to inform such as teacher website development, e-mail communication, utilization of social networking for learning, various software including Apple applications and programs, creation of on-line course work in BlackBoard learning management system, and use of Sapphire- Student Information System. Ensure that all teachers maintain a teacher website that includes identified information for consistent and improved communication with parents and students.

Person Responsible Timeline for Implementation Resources

Jordan, Ken	Start: 7/1/2012 Finish: Ongoing	\$33,644.00
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Status: In Progress — Upcoming

Date	Comment
3/19/2010	Nov 2009: Plans are underway for a “Taste of Technology” academy that will be co – facilitated by all Technology coaches and facilitators. This academy will follow a “fair” setting with teachers sampling various technology applications in the district. More information to come.
3/19/2010	Nov 2009: Blended Schools Network provided advanced training for blackboard users. 20 teachers participated.
3/19/2010	Nov 2009: Training was provided for Discovery Streaming for all Technology Coaches and Facilitators.
3/19/2010	Dec 2009: HS, MS and IS Math teachers and administrators will attend the 2nd day of a data retreat on Dec. 14
3/19/2010	Jan 2010: The website Form Creator has been used to produce two surveys – one for SLIS Teachers and one for SLIS Students. This administration is currently in the process of collecting and reviewing input on our successes and needs to date. It is anticipated that at some point, parent feedback regarding the IS program may be sought.
3/25/2010	Mar 2010: A team of 25 teachers/Staff members accompanied by 2 administrators attended PETE&C conference in Hershey Feb 21-24. Teachers report a very positive experience.
9/27/2010	Aug 2010: 11 academies were offered by the tech coaches in preparation for the 2010-11 school year during August.
9/27/2010	Sep 2010: K-12 teaching staff was provided with an update on the new OWA at opening in-service by the facilitators and coaches.
6/20/2011	Jun 2011: Train the trainer was conducted for Sapphire teacher grade book. A custom training manual for SLSD training is being created by one of our teachers.

Activity: HQ-3.3 Provide workshops, focus groups, independent studies, conferences related to best practices for communication

Description: Continue providing the public with information about district and building initiatives

and activities Continue to improve personal communication skills within the school community and between the school, home and community

Person Responsible	Timeline for Implementation	Resources
Mickley, Carol	Start: 7/1/2012 Finish: 6/30/2015	\$60,000.00

Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
3.00	20	240
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
School District, CLIU, other approved providers	<ul style="list-style-type: none"> School Entity Intermediate Unit 	Approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
<p>* Develop and maintain teacher websites</p> <p>* Use of the district website for communication with parents and community</p> <p>Designed to accomplish:</p> <ul style="list-style-type: none"> * Powerschool * Website design * Internal and external communication * Improved communication between teacher and parent * Improved communication between the school district and the community 		<p><i>For classroom teachers, school counselors and education specialists:</i></p> <ul style="list-style-type: none"> Empowers educators to work effectively with <u>parents and community partners</u>. <p><i>For school and district administrators, and other educators seeking leadership roles:</i></p> <ul style="list-style-type: none"> Provides the knowledge and skills to <u>think and plan strategically</u>, 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 <u>access and use appropriate data</u> to inform decision-making. Empowers leaders to create a <u>culture of teaching and learning</u>, 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
<ul style="list-style-type: none"> Classroom teachers Principals / asst. principals Superintendent / asst. superintendents School counselors Other educational specialists 	<ul style="list-style-type: none"> Early childhood (preK-grade 3) Middle (grades 6-8) Elementary (grades 2-5) High school (grades 9-12)

Follow-up Activities	Evaluation Methods
<ul style="list-style-type: none"> Web sites/portals 	<ul style="list-style-type: none"> Participant survey Increase website use (Data available on website usage) Use of Parent Portal (Data available on parent portal usage)

Status: In Progress — Upcoming

Date	Comment
3/19/2010	May 2009: We have utilized the website for various communications this school year. We have received positive feedback from parents on this at PTA's, PTG's and Parent Advisory Group meetings.
3/19/2010	Sep 2009: Open Houses for parents have been completed.
3/19/2010	Nov 2009: Parent visitation Day occurred at elementary buildings 11/5/09.
3/19/2010	Nov 2009: Hopewell held a Halloween Parade for parents in the community and to raise fund for Costumes for a Cause to benefit Camelot House on 10/30/09
3/19/2010	Nov 2009: Community Open House for the new Intermediate School was held on Sunday, October 27. Residents of the Southern Lehigh community were welcomed into the school for self-guided tours.
3/19/2010	Dec 2009: Liberty Bell's PTA will be hosting its Annual Holiday Shoppe on Saturday, December 5th, at Liberty Bell from 9:00 A.M.-12:00 P.M. Students and their families will be having breakfast with Santa and Mrs. Claus as well as have the opportunity to shop for their families, take part in holiday games, and make crafts to take home.
3/19/2010	Dec 2009: Barnes and Noble will be hosting Liberty Bell's Annual Showcase on Thursday, December 10th, from 5:00 P.M.-8:00 P.M. Principal and teachers will be reading selected stories to the students, students will be showcasing their talents during the talent show portion, and the staff will be celebrity scoopers at Maggie Moos to wrap up the evening.
3/19/2010	Jan 2010: The PTG and the staff at SLIS worked tirelessly and with unending generosity to ready gifts for families in need over the holiday break. The psychology/counseling office coordinated the efforts of all. Gifts were donated by staff and others to ensure that our students and those in other buildings with struggling families had gifts and needs met this season.
7/20/2010	Jun 2010: The Hoover Karate Academy came and presented their Stranger Danger

assembly to Liberty Bell students on Friday, June 11, 2010.

10/26/2010	Oct 2010: Our PTA and student body will be celebrating Apple Crunch Day on Wednesday, October 27th, during our lunch periods to educate the importance of eating healthy.
1/6/2011	Nov 2010: HW PTA is working with our art teachers to make custom holiday cards designed by our students.
2/28/2011	Feb 2011: Liberty Bell held a 2nd Quarter SWPBS Pride of Liberty Bell celebration on Thursday, February 24th. Parents were invited as the entire school recognized those students who received a blue ticket for the 2nd Marking Period as part of our new School-wide Positive Behavior System.
2/28/2011	Feb 2011: The Cat in the Hat will be visiting us on Wednesday, March 3rd, in celebration of Read Across America Day! The Cat will be reading to each of our classrooms.
6/20/2011	Jun 2011: Liberty Bell celebrated Arts Week with various art activities over the course of the week including: cartooning, puppet making, and the Van Gogh on Wheels Museum.
6/20/2011	Jun 2011: Liberty Bell 2nd grade class will be hosting parents, administrators, and board members on Tuesday, June 14th, as they showcase their science documentaries.
6/20/2011	Jun 2011: SAP Training – Southern Lehigh received a mini-grant of \$5250 (extension of SDFS) to be used toward SAP training at the MS/HS. Grant will cover cost of training and mileage. Training to occur at Project CARE Bethlehem July 19-21.
6/20/2011	Jun 2011: Race to Nowhere was seen by the high school staff on June 3. Discussions were held about the themes of the movie and how we might be able to address some of these concerns at SLHS. Discussions will begin again at the start of next year.

Strategy: HQ-4 Improve the linkage of data analysis and its application in the improvement of instruction and operations

Description: Administrators, staff and teachers will continue to increase their knowledge in the skill of data analysis, will use available technology to manipulate and represent data, and will develop and implement programs for remediation, enhancement and improved efficiencies. Professional development on exam systems such as State CDT's will be provided.

Activity: HQ-4.1 Provide data analysis workshops, focus groups, independent studies, conferences

Description: Administrators and teachers continue to increase their knowledge in the skill of data analysis and use available technology to manipulate and represent data, and maintain programs for remediation and enhancement. Continue to provide professional development opportunities to learn how to analyze data tools including EdInsight, PVAAS, and achievement data provided by software to improve instructional strategies to meet the needs of individual students.

Person Responsible	Timeline for Implementation	Resources
Christman, Leah	Start: 7/1/2012	\$7,650.00

Finish: 9/30/2014

Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
1.00	100	240
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Southern Lehigh School District and other approved providers	<ul style="list-style-type: none"> School Entity Intermediate Unit 	Approved

Knowledge and Skills	Research and Best Practices	Designed to Accomplish
<p>Administrators and teachers will learn how to analyze and interpret data from various assessments such as the PSSA, 4Sight, DIBELS, Keystones and CDT's and common District assessments. Teachers will learn how to use the data to inform instruction.</p> <p>Designed to Accomplish: * Increase the educator's teaching skills based on research regarding effective practice, with attention given to interventions for targeted sub-groups.</p> <p>* Provide teachers with a variety of classroom-based assessment skills and the skills needed to analyze and use data in instructional decision-making</p> <p>* Empower educators to work effectively with parents and community partners in understanding data</p> <p>* Provide the knowledge and skills to think and plan strategically, to ensure that assessments, curriculum, instruction, professional education, teaching materials, interventions, and extensions are aligned to PA academic and common core standards</p> <p>* Provide leaders with the ability to access data and use the appropriate data to make curriculum and</p>		<p><i>For classroom teachers, school counselors and education specialists:</i></p> <ul style="list-style-type: none"> Increases the educator's <u>teaching skills</u> based on research on effective practice, with attention given to interventions for struggling students. 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. Empowers educators to work effectively with <u>parents and community partners</u>. <p><i>For school and district administrators, and other educators seeking leadership roles:</i></p> <ul style="list-style-type: none"> Provides the knowledge and skills to <u>think and plan strategically</u>, ensuring that assessments, curriculum, instruction, staff professional education, teaching materials and interventions for struggling students are aligned to each other as

instructional decisions

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
<ul style="list-style-type: none"> • Classroom teachers • Principals / asst. principals • Superintendent / asst. superintendents • School counselors 	<ul style="list-style-type: none"> • Early childhood (preK-grade 3) • Middle (grades 6-8) • Elementary (grades 2-5) • High school (grades 9-12)

Follow-up Activities	Evaluation Methods
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 written reports summarizing instructional activity

Status: In Progress — Upcoming

Date	Comment
3/19/2010	Feb 2009: Data work continues with 4Sight results to identify and work with students demonstrating need for remediation for upcoming Math PSSA exams.
3/19/2010	Apr 2009: All HS Special Education teachers have been trained in System 44 software targeted for students struggling with reading.
3/19/2010	May 2009: The high school did not meet their AYP on 2008 and consequently, the special education teachers put PSSA strategies into their daily teaching in order to better prepare the special education students for the PSSA test. They also revamped

our administration of the test with our special education students in order to increase our chances for more positive results.

3/19/2010	May 2009: We've expanded our intervention tools and resources repertoire to better serve the needs of all elementary students.
3/19/2010	Sep 2009: Elem. Data teams have entered DIBELS data onto DIBELS web site and intervention groups are being identified thru data analysis.
3/19/2010	Sep 2009: 4Sight baseline math testing completed at levels 5-11.
3/19/2010	Sep 2009: Elem. Data Team is meeting to review the recent DIBELS data and develop an action plan for our students who are at-risk. We are also focusing on the standards that deal with place value at the elementary level since we deemed it an area of need and also because it encompasses so many other areas of mathematics.
3/19/2010	Dec 2009: 4Sight #2 has been given (grades 5-8 and 11) and is in the process of scoring and data input. Elementary common writing assessments are in process and inter-rater reliability scoring meetings are being arranged.
3/19/2010	Jan 2010: Mid-year assessments are wrapping up at the elementary level. This includes the grade level mid-year assessments as well as our Reading Specialist and her team completing their mid-year/2nd testing of the DIBELS to monitor our students' progression with their reading. The data was analyzed on January 22nd and results and action plans will be developed at grade level team meetings.
3/19/2010	Jan 2010: Meeting was held with Onhand Schools. We are exploring the opportunity to partner with Wilkes University to grow our data use.
3/19/2010	Feb 2010: Elementary Data Analysis teams met to review mid-year assessments and mid-year DIBELS; recommendations made for student interventions as well as some instructional concerns evidenced from the data review Teams consisted of principal, school psychologists, reading specialist, IST teacher, IA's as applicable, and grade level teachers.
3/25/2010	Mar 2010: HS Administration met with each dept. at the HS to discuss midterm data analysis and how teachers use data to drive instruction in their classrooms. They had excellent discussions and tried to "connect all of the pieces".
9/30/2010	Sep 2010: Building Data Teams (Teachers and Principals) will be trained on the Data Team process by Ray Smith, National Consultant for Doug Reeve's Learning and Learning Center. 29 elementary teachers will be trained on Oct.19 and 22 secondary teachers on Oct 20th.
9/30/2010	Sep 2010: Several teachers at the High School in the Math, Art, Science and English departments have administered their first pre/post test in moving forward with the data teams process.
10/26/2010	Oct 2010: Teachers trained on the Assessment Builder- online assessment – part of data warehouse.
1/6/2011	Nov 2010: All administrators have been provided a copy of the book, Assessing Educational Leaders by Douglas Reeves, are completing 'homework' and will participate in the 2nd iObservation training day with Ray Smith of the Leadership and Learning Center on Dec. 8. The goal for the day is for each person to develop a personal plan for improvement in their responsibilities as administrator.
2/22/2011	Jan 2011: In-service conducted on 1/17 oriented teachers of PSSA testing grades to the 2011 PSSA test blueprint. Also, teachers were engaged in subject area curriculum planning and development. Instructional assistants were provided with a workshop on managing and supporting positive student behavior outcomes.
3/25/2011	Mar 2011: Ongoing meetings with HS subject area leaders and teachers regarding midterm exam data are occurring. Courses with the highest rates of failures have been identified and discussions on instruction, assessments, study guides, review and midterm procedures are taking place.

6/20/2011 Jun 2011: LB's Core Data Team met and reviewed their end-of-year assessments, goals, and began planning for the 2011-2012 school year as well as establishing timelines.

Activity: HQ-4.2 Data warehouse and data analysis professional development provided

Description: Continue to provide professional development opportunities to learn how to analyze data tools including EdInsight, PVAAS, and achievement data provided by software to improve instructional strategies to meet the needs of individual students.

Person Responsible Timeline for Implementation Resources

Christman, Leah	Start: 7/1/2012	\$6,000.00
	Finish: Ongoing	

Status: In Progress — Upcoming

Date	Comment
3/19/2010	Apr 2009: All HS Special Education teachers have been trained in System 44 software targeted for students struggling with reading.
3/19/2010	Nov 2009: CATS IEP's were added to EdInsight (data warehouse).
3/19/2010	Jan 2010: HS Midterm assessments are currently being given and the data analysis of the results will be conducted and submitted by 1/29/10.
3/19/2010	Jan 2010: All teachers were reintroduced to Edinsight and had the opportunity to login, explore and change their passwords.
3/19/2010	Jun 2009: Curriculum and Technology Administrators have been trained on enhancements in the data warehouse program. Information will be shared with Building Administrators in the fall.
3/19/2010	Sep 2009: School data teams will be meeting with grade level teams to share results and identify intervention groups.
3/19/2010	Sep 2009: HS/ MS and 2 IS Math teachers were trained on use of EdInsight data warehouse and have created Action Plans Dec 2009: HS Reform team Kick-Off meeting will be held Dec. 16. The team is comprised of 8 students, 8 parents, 21 teachers, 3 building administrators, 3 central office administrators and 2 school board members. A teacher/ administrator team is traveling to the Pittsburgh area to visit 3 high performing school districts/high schools to learn more about their programs
3/25/2010	Mar 2010: HS Administration met with each dept. at the HS to discuss midterm data analysis and how teachers use data to drive instruction in their classrooms. They had excellent discussions and tried to "connect all of the pieces".
9/30/2010	Mar 2010: Liberty Bell's speech therapist will be attending a conference in VA 3/19 and 3/20 on Therapeutic Listening to provide another tool to support our students with special needs. We anticipate getting this up and running at Liberty Bell over the next few months.
9/30/2010	Sep 2010: LB reading specialist provided two trainings the first two weeks of school. The first, an update on the new DIBELS data tracking used to monitor students' reading progress and second, training focused on EAROBICS, an intervention used at the elementary level.

10/26/2010	Oct 2010: K-12 teams were trained in using the updated PVAAS data.
2/22/2011	Jan 2011: Hopewell's schedule has been set for school wide DIBELS and math and reading common assessment for the next 2 weeks (behind due to inclement weather).
2/22/2011	Jan 2011: IS Teachers and staff were trained and presented with data and information using EdInsight and PSSA analysis in an effort to help focus grade level instruction in specific eligible content and academic standards prior to the administration of PSSAs in March.
2/22/2011	Jan 2011: Liberty Bell's Core Data Team will be meeting the afternoon of January 28th to discuss our plan for the rest of this year, look at our latest data from DIBELS (both math and reading), last year's 3rd Grade PSSA Data, and start thinking about our plan for next year and more as this team evolves.
2/22/2011	Jan 2011: Lower Milford's Building level data teams are completing mid-year data collection and review (DIBELS (grades 1-3), Oral Reading Fluency, ELAs (grades 1-2), Soudy assessment (grade 1). Additional assessments were identified because of data indicating greater needs than usual in grade 1 reading.
2/22/2011	Jan 2011: Hopewell's schedule has been set for school wide DIBELS and math and reading common assessment for the next 2 weeks (behind due to inclement weather).

Strategy: HQ-5 Provide opportunities for professional development for administrators and other leaders.

Description: Provide opportunities for professional development for school and district administrators and other educators in leadership roles

Activity: HQ-5.1 Provide Leadership Training and Workshops, focus groups, independent studies, conferences

Description: Continue to provide knowledge and skills to think and plan strategically, ensuring that assessments, curriculum, instruction, staff professional education, programs and interventions that are interconnected and aligned to Pennsylvania's academic standards

Person Responsible	Timeline for Implementation	Resources
Christman, Leah	Start: 7/1/2012 Finish: 6/30/2015	\$100,299.00

Professional Development Activity Information

Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
6.00	10	50
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
Southern Lehigh School District	• School Entity	Approved

and other approved providers

- College
- Intermediate Unit

Knowledge and Skills**Research and Best Practices****Designed to Accomplish**

Administrators and educational leaders will think, plan and evaluate strategically

Designed to accomplish:

* Develop tools for evaluation of staff

* Develop skills to ensure that curriculum, instruction and assessment practices are aligned to the Pennsylvania standards

* Empower leaders to create a culture of teaching and learning with an emphasis on learning

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.
- 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

- Principals / asst. principals
- Superintendent / asst. superintendents
- School counselors
- Other educational specialists

Follow-up Activities

Evaluation Methods

- | | |
|---|--|
| <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • 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 |
|---|--|

Status: In Progress — Upcoming

Date	Comment
3/23/2010	Feb 2009: 9 teachers, 2 coaches, 3 administrators, and 3 Technology Facilitators are attending the PA Educational Technology Conference and Expo in Hershey, Feb 9-11. Daniel Pink, author of A Whole New Mind will keynote on Tuesday. Hundreds of workshop options presented by teachers, administrators and vendors will be available.
3/23/2010	Apr 2009: Three administrators attended the BCIU Conference on Asian Studies.
3/23/2010	Jun 2009: Seven Administrators will attend Model Schools Conference June 28-July 1.
3/23/2010	Jun 2009: Admin retreat- All administrators are completing a Covey xQ survey focusing on Strategic Plan and District Culture.
3/23/2010	Aug 2009: Admin retreat- All administrators participated (3 days) in the Covey training based upon the 7 Habits of Highly Effective People.
3/23/2010	Sep 2009: Administrators hosted and attended Eastern Quality. Schools Consortium for EdInsight use and collaboration of best practices. (5 other districts attended)
3/23/2010	Oct 2009: In-service training on 10/12 dealt with (Elementary) Step up to writing (Secondary) HS- Successful Practices Network coach visit, MS- Assessment alignment to standards, anchors, eligible content, ALL- content, confidentiality, copyright and curriculum committee goals for the year.
3/23/2010	Dec 2009: HS Reform team Kick-Off meeting will be held Dec. 16. The team is

	comprised of 8 students, 8 parents, 21 teachers, 3 building administrators, 3 central office administrators and 2 school board members. A teacher/ administrator team is traveling to the Pittsburgh area to visit 3 high performing school districts/high schools to learn more about their programs.
3/23/2010	Jan 2010: The website Form Creator has been used to produce two surveys – one for SLIS Teachers and one for SLIS Students. This administration is currently in the process of collecting and reviewing input on our successes and needs to date. It is anticipated that at some point, parent feedback regarding the IS program may be sought.
3/23/2010	Jan 2010: Principals and CO administrators attended an iObservation presentation on a research based web-based observation tool for teachers and principals.
9/30/2010	Feb 2010: LB principal will be attending an Elementary Literacy Task Force at the IU to meet with other local elementary educators and administrators to discuss what each district is currently doing and heading regarding literacy. The first focus is comprehension.
3/23/2010	Feb 2010: A team of 25 teachers/Staff members accompanied by 2 administrators attended PETE&C conference in Hershey Feb 21-24. Teachers report a very positive experience.
9/30/2010	Mar 2010: Teacher and technology facilitator provided an overview of PETE&C for HW faculty on the Act 80 day. The entire faculty participated in a technology-focused discussion, which was characterized as very positive, and they are anxious to try new technologies that were shared.
9/30/2010	Sep 2010: All administrators will receive 6 days of training on iObservation by Ray Smith, National Consultant for Doug Reeve's Learning and Learning Center during the year. Day one is scheduled Oct 18th.
10/26/2010	Oct 2010: 2 Elementary Principals presented Peer Coaching academy to staff.
10/26/2010	Oct 2010: All Administrators were trained on iObservation/ 10 Dimensions of Leadership on Oct. 18.
10/26/2010	Oct 2010: CO Administrators attended a Gifted IEP workshop to learn the new processes, Middle States meeting in Philadelphia, McRel's Walk-Through webinar.
2/28/2011	Feb 2011: Training was held for Sapphire relating to enrollment and scheduling. Data from PowerSchool is being cleaned up by HS, MS and IS for scheduling purposes.

Annual Review Process

The Professional Education Plan will be reviewed annually and revised as needed. Revisions will be based upon the following: 1) student needs as identified by various assessment results, and 2) teacher needs as identified through staff surveys and 3) the Act 48 Needs Assessment results.

Supporting Documents

There are currently no supporting documents selected for this section.

Contact Information

Appendix B

Entity Information Page

Entity: Southern Lehigh SD

Address:

5775 Main St
Center Valley, PA 18034-9703

Superintendent or Chief Administrative Officer: Joseph P. Liberati

E-mail: liberatij@sbsd.org

Telephone: 610-282-3121

Fax: 610-282-0193

Professional Education Committee Chairperson: Robert Fluck

E-mail: fluckr@sbsd.org

Telephone: 610-861-4040

Fax: 610-282-0193

Act 48 Reporting Contact: Carol Mickley

E-mail: mickleyc@sbsd.org

Telephone: 610-965-4095

Fax: 610-282-0193