
Pennsylvania Department of Education



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

Professional Education Report
Thursday, September 17, 2009
(Last Last Approved: Thursday, December 11, 2008)

Entity: Bethlehem Area SD
Address: 1516 Sycamore St
Bethlehem, PA 18017-6099
Phone: (610) 861-0500 Ext: 6024
Contact Name: Thomas Washington

Professional Education Planning Committee

Name	Affiliation	Membership Category	Appointed By
Marybeth Bongardino	BASD	Parent	Mr. Washington
Carey Ackerman	Parent	Parent	Mr. Agretto
Carole Schachter	BASD	Elementary School Teacher	Mrs. Katona
Craig Storrs	BASD	Business Representative	Mr. Washington
Doris Correll	BASD	Administrator	Mr. Washington
Dr. Joanne LoFaso	BASD	Administrator	Mrs. Katona
Dr. Joseph A. Lewis	Superintendent of Schools	Administrator	PDE
Frank Arbushites	BASD	Ed Specialist - Instructional Technology	Mrs. Lutcher
Jackie Santanasto	Principal	Administrator	Mr. Agretto
Jim Santanasto	BASD	Business Representative	Mr. Washington
Jodi Sponchiado	Principal	Administrator	Mr. Agretto
Kathleen Bast	BASD	Ed Specialist - Instructional Technology	Mrs. Lutcher
Kathy Halkins	BASD	Ed Specialist - School Nurse	Mr. Washington
Marci Ronald	United Way	Community Representative	Mr. Washington
Maria Teresa Donate	Northampton Community College	Community Representative	Dr. Lewis
Michael Huntsberger	BASD	Middle School Teacher	Mr. Washiington
Michele Fragnito	BASD	Administrator	Mr. Washington
Tamara Gary	BASD	Administrator	Mr. Washington
Thomas Washington	BASD	Administrator	Mr. Gross

Needs Assessment

Reflections

There are currently no reflections selected for this section.

Teacher Surveys have been attached.
Student achievement data is also attached.

Professional Education Action Plan

Goal: Professional Development Plan

Description: To provide a professional development plan that will focus on addressing the requirements of the No Child Left Behind Act of 2001, Act 48 of 1999, and specific needs identified by the Act 48 committee of the Bethlehem Area School District. Professional development activities will align with national and state curriculum and instruction standards; data analysis from a wide array of norm and criterion referenced sources, and needs identified through action plans.

Strategy: Act 48 Committee

Description: The goals identified by the Act 48 Committee Professional Staff Survey list below reflect a balance between content, pedagogy, and other skills. Each of the goals for professional staff may be achieved through a variety of options as defined in the plan. In addition, the district is committed to providing staff development opportunities that:

- increase staff knowledge of content, curriculum, and instructional strategies.
- enhance understanding of child growth and development.
- develop staff ability to implement effective instructional strategies; especially for the sub-groups identified in the No Child Left Behind Act who are not meeting identified achievement targets.
- incorporate diversity training to enhance effective communication and instruction.
- expand staff knowledge of research-based models of effective instruction and flexible grouping strategies to meet the diverse needs of all students.
- provide ongoing training in strategies to instruct ESOL students.
- utilize and integrate multimedia and computer technology in classroom instruction to support curricular objectives.
- expand knowledge and ability to use technology to increase learner engagement.
- improve knowledge and understanding of a variety of assessment tools, with an emphasis on authentic assessment.
- provide staff with skills to organize instruction and implement appropriate classroom management.
- expand staff knowledge on literacy skills to integrate reading in the content areas across the curriculum.
- provide training in CPR as required by the Pennsylvania Department of Education.

Activity: Act 48 Activities

Description: To develop BFlex sessions, in-service programs, and workshops to meet the need of the professional staff.

Person Responsible	Timeline for Implementation	Resources
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Mary Katona	Start: 1/1/2009 Finish: Ongoing	\$50,000.00
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Status: Not Started — Overdue

Activity: Career Pathways

Description: Provide Professional Development through the IU 20 and the work force investment board to the K-12 staff on Career Pathways and how it can be a part of the curriculum and provide time for teachers to work on curriculum that reflects relevance between courses and real world options.

Person Responsible Timeline for Implementation Resources

Mary Katona	Start: 1/1/2009	-
	Finish: Ongoing	

Status: Not Started — Overdue

Activity: Continue to promote co-teaching and inclusion

Description: Build upon the efforts of the Inclusion/Literacy Academies to increase co-teaching and inclusion practices, through such means as effective use of district staffing.

Person Responsible Timeline for Implementation Resources

Mary Katona	Start: 1/1/2009	-
	Finish: Ongoing	

Status: Not Started — Overdue

Activity: Create opportunities to enhance FOSS program through Inquiry training

Description: Extend summer inquiry institutes, Bflex programs, and inservice offerings to train more teachers in inquiry science.

Person Responsible Timeline for Implementation Resources

Eric Smith	Start: 1/1/2009	\$10,000.00
	Finish: Ongoing	

Status: Not Started — Overdue

Activity: Create opportunities to enhance high school science program through Inquiry training

Description: Extend summer inquiry institutes, Bflex programs, and inservice offerings to train more teachers in inquiry science.

Person Responsible	Timeline for Implementation	Resources
Eric Smith	Start: 1/1/2009 Finish: Ongoing	\$6,000.00

Status: Not Started — Overdue

Activity: Develop inquiry activities for use in Middle School Science

Description: Extend summer inquiry institutes, Bflex programs, and in-service offerings to train more teachers in inquiry science.

Person Responsible	Timeline for Implementation	Resources
Eric Smith	Start: 1/1/2009 Finish: Ongoing	\$10,000.00

Status: Not Started — Overdue

Activity: Incorporate differentiated instruction

Description: Provide professional development, and build capacity of teachers to differentiate content, process, and product in order to respond to the needs of all learners. Increase opportunities for professional development and application of differentiated instruction.

Person Responsible	Timeline for Implementation	Resources
Mary Katona	Start: 1/1/2009 Finish: Ongoing	\$43,500.00

Status: Not Started — Overdue

Activity: Institute and expand teacher coaching initiatives

Description: Expand teacher leadership by providing professional development in and implementing instructional coaching for teachers of students at all levels of learning.

Person Responsible Timeline for Implementation Resources

Mary Katona	Start: 1/1/2009	-
	Finish: Ongoing	

Status: Not Started — Overdue

Activity: Promote collaboration and integration among teachers

Description: Provide time, especially through the implementation of Professional Learning Communities, for teachers both inside and out of the district to allow them to collaborate about and share best practices. Examine schedules to free up staff for collaboration, provide opportunities for conferences.

Person Responsible Timeline for Implementation Resources

Mary Katona	Start: 1/1/2009	\$25,000.00
	Finish: Ongoing	

Status: Not Started — Overdue

Activity: Strengthen school and family relationships

Description: Provide training for teachers and counselors regarding building and strengthen school and family relationships including through the use of technology.

Person Responsible Timeline for Implementation Resources

Mary Katona	Start: 1/1/2009	-
	Finish: Ongoing	

Status: Not Started — Overdue

Activity: Train teachers on the use of formative assessment

Description: Design professional development in order to create formative assessments and to use them in an ongoing and diagnostic manner to drive instruction and adapt curricular elements.

subject matter being taught.

- To provide ongoing evaluation by participants.

Person Responsible Timeline for Implementation Resources

Thomas Washington	Start: 1/1/2009 Finish: Ongoing	\$25,000.00
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Status: Not Started — Overdue

Annual Review Process

The Bethlehem Area School District Professional Development Committee will meet annually to review the Act 48 Professional Development Plan. The Committee will review both summative and formative evaluation data that includes but is not limited to:

1. Individual workshop evaluations
2. Observation and supervision
3. Group surveys
4. Student performance data from the PSSA and other testing measures
5. Building level annual performance monitoring report to determine unmet needs.

It will be the responsibility of the assistant superintendent to arrange for the review of the professional education plan on an annual basis. The committee will review evaluation data that includes goals, activities, delivery systems, competency attainment, individual workshop evaluations, observations and supervision plan, and objective assessments when appropriate.

If adjustments to the plan are recommended by the committee, they will be submitted to the Board of School Directors for review and approval prior to submission to the Department of Education.

Supporting Documents

Supporting Documents - Attachment

- Professional Development

Contact Information

Appendix B

Entity Information Page

Entity: Bethlehem Area SD

Address:

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Bethlehem, PA 18017-6099

Superintendent or Chief Administrative Officer: Dr. Joseph A. Lewis

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