

ERIE COUNTY TECHNICAL SCHOOL

8500 Oliver Road

Professional Development Plan (Act 48) | 2025 - 2028

Act 48

Chapter 4 establishes that each school entity shall submit to the Secretary for approval a professional education plan every 3 years as required under Chapter 49, Section 17(a). A school entity shall make its professional education plan available for public inspection and comment for a minimum of 28 days prior to approval of the plan by the school entity's governing board and submission of the plan to the Secretary.

Chapter 49.17, Continuing professional education, establishes that every school entity shall develop a continuing education plan that addresses the following requirements:

1. Includes options for professional development including, but not limited to, activities such as: (i) graduate level coursework; (ii) obtaining a professionally related master's degree; (iii) department-approved in-service courses; (iv) curriculum development work; and (v) attendance at professional conferences.
2. Defines terms used including, but not limited to, the following: (i) Professionally related graduate level coursework. (ii) Professionally related master's degree. (iii) Curriculum development work. (iv) Professional conferences.
3. Developed as specified in section 1205.1 of the act in which the plan describes the persons who developed the plan and how the persons were selected.
4. Submitted to the Secretary shall be approved by both the professional education committee and the board of the school entity.

5. Includes a section which describes how the professional education needs of the school entity, including those of diverse learners, and its professional employees are to be met through implementation of the plan. The plan must describe how professional development activities will improve language and literacy acquisition for all students and contribute to closing achievement gaps among students.
6. Includes a description of how the school entity will offer all professional employees opportunities to participate in continuing education focused on teaching diverse learners in inclusive settings.
7. A school district that contracts with a community provider to operate a prekindergarten program shall address in the school district's professional education plan how the school district will offer professional education opportunities to teachers in the community provider's prekindergarten program.

LEA provided professional education meets the education needs of that school entity and its professional employees, so that they may meet the specific needs of students. Professional education for all levels of an LEA should be based on sound research and promising practices that promotes educators' skills over the long term.

Exemplary professional education for staff:

- Enhances the educator's content knowledge in the area of the educator's certification or assignment.
- Increases the educator's teaching skills based on research on effective practice, with attention given to interventions for struggling students.
- Provides educators with a variety of classroom-based assessment skills and the skills needed to analyze and use data in instructional decision-making.
- Empowers educators to work effectively with parents and community partners.

Profile and Plan Essentials

Career and Technical Center

105252807

8500 Oliver Road, Erie, PA 16509

Matthew LaVerde

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Mr Matthew LaVerde

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Steering Committee

1 Steering Committee

Name	Title	Committee Role	Appointed By
Matthew LaVerde	Director	Administrator	School Board of Directors
Julie Aiken	Supervisor of Curriculum, Instruction, and Assessment	Administrator	Administration Personnel
Dave Swanson	Principal	Parent of Child Attending	Administration Personnel
Lesa Scalise	Supervisor of Special Education & WBL	Parent of Child Attending	Administration Personnel
Jason Klins	CTE Teacher	High School Teacher	Teacher
Mariea Sargent	CTE Teacher	High School Teacher	Teacher
Darlene Newell	CTE Teacher	High School Teacher	Teacher
Alaina Litz	CTE Teacher	High School Teacher	Teacher
Cat Doty	HR Director	Administrator	Administration Personnel
Mary Foulkrod	Counselor	Education Specialist	Education Specialist
Jessica Garnica	Business Manager	Administrator	Administration Personnel
Kelly Schoullis	CTE Teacher	Community Member	Teacher
Lyle Taylor	CTE Teacher	High School Teacher	Teacher
Jessica Warren	CTE Teacher	High School Teacher	Teacher
Sam Ring	Business Rep	Local Business Representative	School Board of Directors
Kort Speicher	CTDSL	Community Member	Education Specialist
Andy Pushchak	Post-Secondary; Penn West	Community Member	School Board of Directors
Pam Chodubski	Harbor Creek HS Principal	Community Member	School Board of Directors

Describe how many times the committee meets in a given year, any subcommittees that are formed and any other relevant information regarding the function of the committee.

The committee meets once per year as a whole group. There are multiple subcommittees that meet 6-8 times per year (administrative team & CTDSL) and 4-6 times per year (leadership team for professional & classified staff).

Action Plans Steps from Comprehensive Plan

TAP Services

2Action Plans Steps from Comprehensive Plan

Action Step	Audience	Topics to be Included	Evidence of Learning
- We will have 100% of teachers with less than 3 years experience and 90% of tenured teachers participating in quality professional learning opportunities through TAP Activities, IU trainings, IUP coursework, & PACTA conferences. - Work with our team of teachers to improve attendance rates. Attendance rates will improve to over 87% closing the gap by more than 50% between current rates and the statewide performance standard. Current rate is 78.6%, statewide average is 78.1%, & statewide performance standard is 94.1%.	All Staff	Safety, Classroom Management, Lesson Planning, Curriculum, Instruction, Assessment, Professional Development, Certification, Student Supports	Act 48 Hours, Program Management Task Completion, Program planning and execution.

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

Lead Person/Position	Anticipated Timeline
Matt LaVerde / Director	07/01/2025 - 06/30/2028

Learning Format

4Action Plans Steps - Learning Format

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Coaching (peer-to-peer; school leader-to-teacher; other coaching models)	Monthly or Bi-weekly	4a: Reflecting on Teaching	Teaching Diverse Learners in Inclusive Settings

Increasing WBLE for students through Cooperative Education, Internships, and Service Learning.

5Action Plans Steps from Comprehensive Plan

Action Step	Audience	Topics to be Included	Evidence of Learning
Increasing WBLE for students through Cooperative Education, Internships, and Service Learning.	Faculty	WBLE, Cooperative Education, Internships, Service Learning, Relationship Building, Student Supports	An increase in EBLE

6Action Plans Steps from Comprehensive Plan - Lead Person/Anticipated Timeline

Lead Person/Position	Anticipated Timeline
Lesa Scalise / Supervisor of Special Education & WBL	07/01/2025 - 06/30/2028

Learning Format

7Action Plans Steps - Learning Format

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Collaborative curriculum development	Quarterly	1b: Demonstrating Knowledge of Students 2b: Establishing a Culture for Learning 3c: Engaging Students in Learning	Indicator 14 Pennsylvania Post School Outcomes Training

Relationship Building, Establishing Culture, and Connectivity

8 Action Plans Steps from Comprehensive Plan

Action Step	Audience	Topics to be Included	Evidence of Learning
Work with our team of teachers to improve attendance rates. Attendance rates will improve to over 87% closing the gap by more than 50% between current rates and the statewide performance standard. Current rate is 78.6%, statewide average is 78.1%, & statewide performance standard is 94.1%.	All Staff	Relationship Building, Trauma, Culture, Supporting Special Populations	Increases in Attendance Rates

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

Lead Person/Position	Anticipated Timeline
Dave Swanson / Principal	07/01/2025 - 06/30/2028

Learning Format

10 Action Plans Steps - Learning Format

Type of Activities	Frequency	Danielson Framework Component Met in this Plan	This Step Meets the Requirements of State Required Trainings
Workshop(s)	Weekly & Quarterly	1b: Demonstrating Knowledge of Students 1c: Setting Instructional Outcomes 2a: Creating an Environment of Respect and Rapport 2b: Establishing a Culture for Learning 2d: Managing Student Behavior 3a: Communicating with Students 3c: Engaging Students in Learning 3e: Demonstrating Flexibility and Responsiveness 4c: Communicating with Families	

Other Professional Development Activities

Other Professional Development Activities are not included in this report

Professional Development Plan Assurances

11 Professional Development Plan Assurances

Professional Education Plan Guidelines	Yes/No
Are the professional development activities aligned with the current and applicable Pennsylvania Core Standards or Pennsylvania Academic Standards? (22 Pa Code, Chapter 4)	Yes
Are the effectiveness of offerings evaluated through multiple measures of student achievement within the context of educator effectiveness to determine impact on student learning, educator effectiveness, and/or school performance? (Act 82 of 2012) aka (22 Pa Code, 19)	Yes
Are the professional development activities aligned to at least one component of one domain within the Observation and Practice Framework for Teaching?	Yes
Does the professional education plan contain a committee consisting of teacher representatives divided equally among elementary, middle and high school teachers chosen by the teachers, educational specialist representatives chosen by educational specialists and administrative representatives chosen by the administrative personnel? (Act 48, Section 1205.1)	Yes
Does the committee include parents of children attending a school in the district, local business representatives and other individuals representing the community appointed by the board of directors? (Act 48, Section 1205.1)	Yes
Was the professional education plan approved by the professional education committee and the board of the school entity? (22 pa Code, 49.16)	Yes
Does the professional development plan align with educator needs? (Act 48, Section 2)	Yes
Do the implementation steps cover at least a three-year implementation horizon?	Yes
When is the first year the LEA will offer Structured Literacy Training to the staff?	2024-2025
Who will receive the Structured Literacy Training in addition to the five required certifications (early childhood, elementary-middle level, special education, ESL, and reading specialist)? CTE Teacher	
Is the LEA using or planning to implement Structured Literacy (Select One)? Hybrid, Structured Literacy components integrated into reading program.	

Evaluation and Review

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

The Administration meets 6-8 times annually to review cyclical training programs and any further professional development opportunities identified through administrative review and continuous improvement goals. This review assist in the preparation of the professional development goals, plans, calendar, and ongoing job imbedded activities. We utilize the TAP services through the Bureau of Career and Technical Education, IU services, and outside specialists to meet each individual learners needs as well address the necessary items we are required to cover in school safety, literacy, common ground, and more. The administration coordinates with the Joint Operative Committee, Member SD leadership, the Professional Advisory Committee, the Local Advisory Committee, the Occupational Advisory Committees, and the Perkins Stakeholder Committees to review our programs, staff development, and goals for continuous improvement.

Professional Education Plan Assurances

We affirm that this Professional Education Plan focuses on the learning needs of each staff member to ensure all staff members meet or exceed high academic standards in each of the core subject areas.

Matthew LaVerde

Professional Education Committee Chairperson:

12/16/2025

Date

I affirm that this Professional Education Plan provides staff learning that improves the learning of all students as outlined in the National Staff Development Council's Standards for Staff Learning.

Matthew LaVerde

Superintendent or Chief Administrative Officer:

12/16/2025

Date