

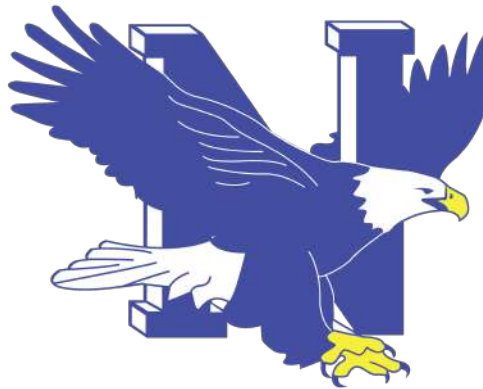
Nazareth Area School District

Professional Development Plan

Unlock the Instructional Powerhouse Within Every School.

PASSION, PURPOSE, PRIORITY

2024-2025



Education Program Department

Curriculum • Technology • Special Education • Pupil Services

One Education Plaza

Nazareth, PA 18064

Nazareth Area School District Mission

The mission of the NASD, a catalyst for excellence in education, is to develop students through rigorous educational and co-curricular programs into critical, reflective thinkers with the knowledge and skills to communicate effectively, to integrate technology for learning, and to contribute to an ever-changing, diverse community.

Welcome to the 2024-2025 School Year!

Unleashing the Instructional Powerhouse within Every School Together

Dear NASD T.E.A.M. ❤️🦅

I'm filled with #NASDPride as we reflect on the prospect of another remarkable year of collaboration and achievement. Your unwavering dedication to our students with *Passion, Purpose, and Priority* and your ability to work together as a cohesive T.E.A.M. ❤️🦅 (Together Everyone Achieves More) have been nothing short of inspiring. From supporting new colleagues to overcoming challenges, your teamwork has been the cornerstone of our success. Thank you for your incredible contributions!

As we embark on the 2024-2025 school year, our focus will be on *Unleashing the Instructional Powerhouse in Every School* with *Passion, Purpose, and Priority*! This theme embodies our commitment to working together as a T.E.A.M. ❤️🦅 to elevate teaching and learning across our district.

To achieve this, we will:

- Prioritize safety and create welcoming classroom environments
- Implement effective behavior management strategies
- Tailor instruction to meet the diverse needs of our learners
- Continuously evaluate and refine our programs and practices
- Deepen our expertise in structured literacy, math, and science

To kickstart the year, at the District Welcome Back on August 22, 2024, we're excited to announce that we will have a keynote speaker, Sarah Johnson, author of the book: *Balance Like a Pirate: Going beyond Work-Life Balance to Ignite Passion and Thrive as an Educator*. I'm looking forward to joining all of you that day as we start this year's adventure together!

I am incredibly grateful for each member of our NASD T.E.A.M. ❤️🦅. Your talent, passion, and dedication are the driving force behind our district's success. Together, we will create an extraordinary learning environment for every student.

Let's make this year our most impactful yet!

Go Blue Eagles! ❤️🦅

With gratitude,

Isabel

Established Priorities in the 2023-2025 Comprehensive Plan

1. Address and meet students' needs by coordinating support services.
2. Address student readiness for the next level in math, focusing on improvements in curriculum, instruction, assessment, placement, and remediation/intervention.
3. Address the instruction model for the integration of technology, progressing into the "Transformation" stage of the SAMR Model (Modification and Redefinition).

Professional Learning Objectives 2023-2025

Provide district professional learning opportunities for staff that:

- cultivates ongoing learning and professional dialogue among staff to continue the development of highly skilled professional staff.
- supports staff in the implementation and continuous improvement of evidence-based student programming and the delivery of such programs using evidence-based instructional practices in the pursuit of high levels of academic achievement.
- supports staff in coordinating the support for the intellectual, emotional, physical, and social needs of students to support their learning.

INDUCTION PROGRAM: SUMMER ACADEMY 2024-2025

INDUCTION PROGRAM

The goals of the Nazareth Area School District Induction Program are to provide each inductee with a general orientation to the Nazareth Area School District and to increase his/her knowledge and improve his/her teaching skills.

The Educator Induction Program begins with a summer academy on the following days:

- August 12
- August 13
- August 14
- August 15

A copy of the Induction onboarding agenda is linked [here](#).

TEACHER PROFESSIONAL DEVELOPMENT FRAMEWORK

2024-2025

The Collective Bargaining Agreement (CBA) breaks down professional development into different categories, totaling **45 hours of professional development**.

Category	Number of hours
Professional Development Days (Inservice Days: August 20th, August 21st, November 11th)	18
After School Meetings (ASMs)	9
Faculty Meetings	9
Professional Learning Opportunities (PLO)	9

❖ **Three 6-Hour Professional Development Days (18 Hours)**

Three 6-hour in-service days will be held on **August 20, 2024, August 21, 2024, and November 11, 2024**. All professional staff will be pre-registered in Frontline(MLP) for their sessions. Session information will become available in Frontline(MLP) after **August 8, 2024**.

❖ **Electronic District Faculty Meeting (1 Hour)**

An electronic District faculty meeting will be distributed by **September 3, 2024** not to exceed one hour. All professional staff will be pre-registered in Frontline(MLP).

❖ **Building Faculty Meetings (8 Hours)**

Eight 1-hour faculty meetings will be scheduled by the Building Principal once per month October through May. All professional staff will be pre-registered in Frontline(MLP).

❖ **After-School Meetings (9 Hours)**

Attendance by Professional Staff at the After School Meetings (ASMs) is expected unless other arrangements have been made with the Program Director prior to the meeting date. If a make-up session is required for an After School Meeting, Program Directors will provide professional staff with thirty calendar days' notice. After School Meetings occur outside the contractual day and conclude within 90 minutes of the end of the teacher contracted day, and will not occur on a Friday. All professional staff will be pre-registered in Frontline(MLP).

❖ **District Approved Professional Learning Opportunities (9 Hours)**

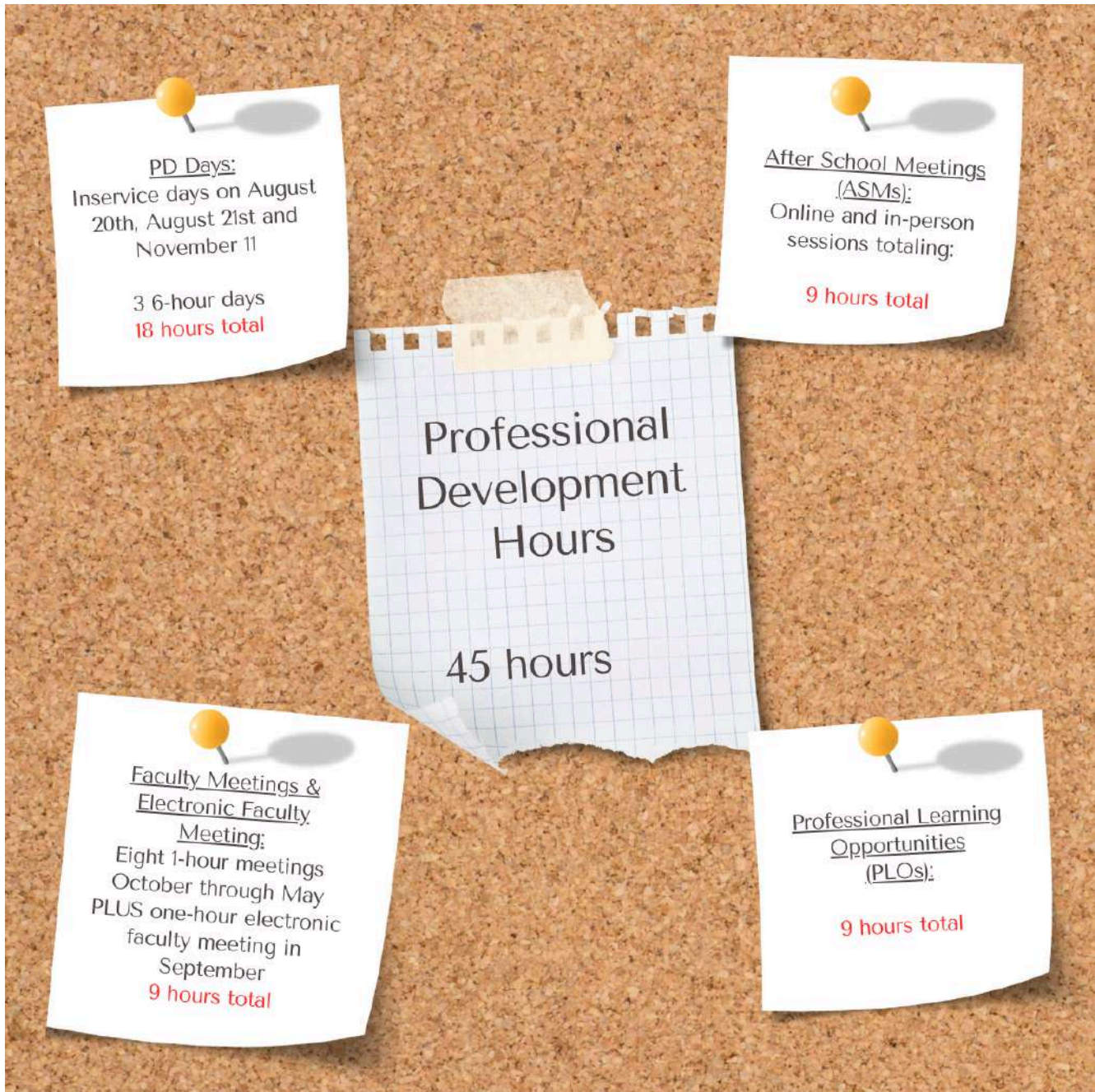
According to the CBA, Professional staff are required to obtain 9 hours of Professional Learning Opportunities (PLO). For the 2024-2025 school year, the district will offer a wide variety of sessions for staff on topics ranging from math curriculum to ELA instructional strategies to technology topics. Staff can browse for session topics in Frontline (MLP).

All District Approved Professional Learning Opportunity hours must be completed by **May 1st**.

Professional Staff *must register* for District Approved Professional Learning Opportunities through Frontline(MLP).

Make-up sessions will be offered for District Approved Professional Learning Opportunities *after* the last teacher day of the current school year. During these days, make-up sessions will be designed to run for a minimum of 1.5 hours each and will not exceed two (2) hours.

- Day 1: six (6) hour day
- Day 2: three (3) hour day



LONG TERM SUBSTITUTES

A teacher or professional staff member who joins the district will be required to fulfill professional development requirements based upon the number of days associated with his or her employment. For example, Long Term Substitute teachers (LTS) hired for the first half of the year would be required to participate in professional development activities as they are planned within that given time span. For further information on the professional development pro-ration process, please refer to this [Pro-rated Professional Development FAQs](#). Please email Ms. Jennifer Allen, jallen@nazarethasd.org, with any questions about LTS professional development requirements. Please email Dr. Stuart Whiteleather, with any questions related to pay adjustments related to your pay.

PROFESSIONAL STAFF ON LEAVE

A professional staff member who takes a leave of absence during the school year will be required to fulfill a pro-rated number of professional development hours based upon the number of days associated with his or her leave. For further information on the professional development pro-ration process, please refer to this [Pro-rated Professional Development FAQs](#). Please email Ms. Jennifer Allen, jallen@nazarethasd.org, with any questions about pro-rated professional development hours. Please email Dr. Stuart Whiteleather, with any questions related to your pay.

ASSOCIATE TEACHERS, LIBRARY ASSOCIATES, NURSE ASSOCIATES, DATA ASSOCIATES, AND AQUATICS ASSOCIATE

The Collective Bargaining Agreement (CBA) for the Support Professionals Association includes four (4) professional development days and twelve (12) hours of professional development during the work year. Professional development in-service days for Associate staff will be held:

- ***August 20, 2024 (6 hours)**
- ***August 21, 2024 (6 hours)**
- **October 14, 2024 (6 hours)**
- **November 11, 2024 (6 hours)**
- ***January 20, 2025 (6 hours)**
- ***February 17, 2025 (6 hours)**

Associate staff who have opted to attend both professional development days on **August 20, 2024, and **August 21, 2024**, are not required to attend the **January 20, 2025**, and **February 17, 2025** professional development days.*

FRONTLINE/MY LEARNING PLAN QUICK REFERENCE

If you need assistance with registering for a session or creating a workshop in My Learning Plan, please visit the district website (www.nazarethasd.org) and click on the Programs heading in the top dark gray ribbon. Click on the Teaching & Learning link in the list. Then select Professional Development in the pane on the left-hand side of the screen to access the Frontline(MLP) quick reference guides.

SCHEDULE OF ASMs AND FACULTY MEETINGS

Electronic Faculty Meeting: Complete online on your own time between September 3, 2024 - October 3, 2024.

Building Faculty Meetings:

- Monday, October 7, 2024
- Monday, November 4, 2024
- Monday, December 9, 2024
- Monday, January 6, 2025
- Monday, February 3, 2025
- Monday, March 3, 2025
- Monday, April 7, 2025
- Monday, May 5, 2025

After School Meeting Sessions:

Session Topic	Date
THREE ONLINE AFTER SCHOOL MEETINGS:	
ALICE online recertification - 1.5 hours	Complete online via Navigate online training system on your own time by October 31, 2024
Understanding Suicide Awareness Prevention - 1.5 hours	Complete four modules online via Navigate online training system on your own time by November 30, 2024
PDE SAS System and Opioid Awareness - 3 hours	Complete a video providing an overview of the PDE SAS system and then complete the online PDE SAS Opioid Awareness session on your own time by January 31, 2025
TWO IN-PERSON BUILDING-BASED AFTER SCHOOL MEETINGS:	
Sheltered Instruction Observation Protocol Model (SIOP) for ESOL students - 1.5 hours	K-4 buildings: March 31, 2025 Intermediate School: April 1, 2025 Middle School: April 2, 2025 High School: April 3, 2025
Departmental ASM - 1.5 hours	<u>Digital Technology & Innovation</u> K-12 Technology Coaches & K-6 STEAM/Computer Teachers: January 14, 2025 <u>Elementary Teaching & Learning:</u> K-6 ELA Committee, 5-6 ELA Teachers: February 11, 2025 K-2 Teachers (not on ELA Comm.): February 12, 2025 3-4 Teachers (not on ELA Comm.), 5-6 Math/Science Teachers, K-6 Math Specialists: February 18, 2025 K-6 Special Area Teachers: February 25, 2025 <u>Pupil Services Staff:</u> K-12 ESOL: September 17, 2024 K-12 School Psychologists: November 6, 2024 K-12 School Nurses: March 18, 2025 K-8 School Counselors: February 26, 2025 NAHS School Counselors: November 21, 2024 K-12 Teachers of the Gifted: October 29, 2024 K-6 RtII: October 17, 2024 K-12 School Social Worker: March 5, 2025 <u>Secondary Teaching & Learning:</u> NAHS Teachers: January 16, 2025 NAMS Teachers: January 16, 2025 <u>Special Education:</u> K-4 Special Education: February 11, 2025 NAIS Special Education: February 12, 2025 7-12 Special Education: February 13, 2025