WEST BRANCH AREA SD

516 Allport Cutoff

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

Growing Today . . . Improving Tomorrow . . . Inspiring Always

VISION STATEMENT

The West Branch Area School District, in partnership with the community, is committed to a safe and secure learning environment which will develop each student to his/her full potential, talents, and self-understanding. As a result of high-quality instruction, all students will be expected to become life-long learners and productive citizens while developing the skills to thrive in an ever-changing and increasingly diverse world.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

The West Branch Area School District has the expectation that our students will access educational opportunities understanding that: 1. A safe and secure environment is the right of every student and staff member. 2. All students can learn and succeed. 3. Every student has a unique set of attributes that will be nurtured, challenged and respected. 4. Lifelong learning for students and staff is valued. 5. Technology is an integral part of the learning experience. 6. Knowledge and interpersonal skills are critical for lifelong success.

STAFF

The West Branch Area School District has the expectation that our Staff shall provide a strong program around the following core beliefs: 1. A safe and secure environment is the right of every student and staff member. 2. All students can learn and succeed. 3. Every student has a unique set of attributes that will be nurtured, challenged and respected. 4. Lifelong learning for students and staff is valued. 5. Technology is an integral part of the learning experience. 6. Knowledge and interpersonal skills are critical for lifelong success. 7. Family and community involvement are essential to each student's educational success. 8. High ethical standards and a code of conduct will define our interactions. 9. Our investment in early childhood education creates the foundation for future success. 10. Our community prospers from the educational experiences of its children.

ADMINISTRATION

The West Branch Area School District has the expectation that our Administration shall lead a strong program around the following core beliefs: 1. A safe and secure environment is the right of every student and staff member. 2. All students can learn and succeed. 3. Every student has a unique set of attributes that will be nurtured, challenged and respected. 4. Lifelong learning for students and staff is valued. 5. Technology is an integral part of the learning experience. 6. Knowledge and interpersonal skills are critical for lifelong success. 7. Family and community involvement are essential to each student's educational success. 8. High ethical standards and a code of conduct will define our interactions. 9. Our investment in early childhood education creates the foundation for future success. 10. Our community prospers from the educational experiences of its children.

PARENTS

The West Branch Area School District has the expectation that our Parents will support a strong program around the following core beliefs: 1. A safe and secure environment is the right of every student and staff member. 2. All students can learn and succeed. 3. Every student has a unique set of attributes that will be nurtured, challenged and respected. 4. Lifelong learning for students and staff is valued. 5. Technology is an integral part of the learning experience. 6. Knowledge and interpersonal skills are critical for lifelong success. 7. Family and community involvement are essential to each student's educational success. 8. High ethical standards and a code of conduct will define our interactions. 9. Our investment in early childhood education creates the foundation for future success. 10. Our community prospers from the educational experiences of its children.

COMMUNITY

The West Branch Area School District has the expectation that our Community will support a strong program around the following core beliefs: 1. A safe and secure environment is the right of every student and staff member. 2. All students can learn and succeed. 3. Every student has a unique set of attributes that will be nurtured, challenged and respected. 4. Lifelong learning for students and staff is valued. 5. Technology is an integral part of the learning experience. 6. Knowledge and interpersonal skills are critical for lifelong success. 7. Family and community involvement are essential to each student's educational success. 8. High ethical standards and a code of conduct will define our interactions. 9. Our investment in early childhood education creates the foundation for future success. 10. Our community prospers from the educational experiences of its children.

OTHER (OPTIONAL)

The West Branch Area School District has the expectation that our that our School Board shall govern a strong program around the following core beliefs: 1. A safe and secure environment is the right of every student and staff member. 2. All students can learn and succeed. 3. Every student has a unique set of attributes that will be nurtured, challenged and respected. 4. Lifelong learning for students and staff is valued. 5. Technology is an integral part of the learning experience. 6. Knowledge and interpersonal skills are critical for lifelong success. 7. Family and community involvement are essential to each student's educational success. 8. High ethical standards and a code of conduct will define our interactions. 9. Our investment in early childhood education creates the foundation for future success. 10. Our community prospers from the educational experiences of its children.

STEERING COMMITTEE

Name	Position	Building/Group
Michelle Dutrow	Administrator	West Branch SD
Mark Mitchell	Administrator	West Branch SD
Joseph Holenchik	Administrator	West Branch SD
Brandy O'Hare	Administrator	West Branch SD
Nicole Petriskey	Staff Member	West Branch SD
Ashley Nines	Staff Member	West Branch SD
Mary Beth Moslak	Staff Member	West Branch SD
Lance Jones	Staff Member	West Branch SD
Angela Lucas	Administrator	West Branch SD
Stacy Ricciotti	Staff Member	West Branch SD
Jen Porter	Staff Member	West Branch SD
Kim Hubler	Staff Member	West Branch SD
Branden Evans	Student	West Branch SD

Name	Position	Building/Group
Tabytha Carr	Parent	West Branch SD
Adam Gibson	Parent	West Branch SD
Dawn Fetteroff	Community Member	West Branch SD
Don Yontosh	Board Member	West Branch SD
Colleen Dixon	Other	Cen Clear Family Services

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
The district needs to increase safety and security measures as it relates to equipment and upgrades and program improvements.	School Safety
The district needs to improve instructional programming in the area of ELA while increasing intervention opportunities in the area of math.	English Language Arts
The academic intervention model needs revised/restructured in the areas of scheduling, staffing, professional learning, and resources.	English Language Arts Mathematics
The district needs to build continuity among the three educational levels with a focus on the high school and attention to the impact of COVID over the past 2.5 years.	School climate and culture

ACTION PLAN AND STEPS

Evidence-based Strategy
ELA/Math Intervention

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)

ELA/Math Intervention	To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Restructure Elementary Master Schedule	2022-07-01 - 2022-08-25	Principal	Subject Time Allocations Lunch Schedule Recess Schedule Title I - Teacher/Para Assignments Spec. Ed. - Teacher Assignments
Increase Staffing for Intervention Block	2022-07-01 - 2022-08-25	Superintendent/Building Principal	Master Schedules - all levels Teacher Assignments
Restore Math Intervention Specialist	2022-07-01 - 2022-08-25	Principal	Master Schedule - Middle School
Paraprofessional Professional Development - ELA/Math Tiered Programs	2022-07-01 - 2023-06-02	Principal/Instructional Coaches	ELA/Math Tiered Program Material PD Schedule
Increase in Intervention Resources - Math (all levels)	2022-07-01 - 2024-06-07	Superintendent/Principal	Finances

Anticipated Outcome

1. Ability to work with students in smaller groups 2. Paraprofessionals able to implement tiered interventions 3. Increased student benchmark data/state assessment data

Monitoring/Evaluation

1. Teacher / Paraprofessional Observations - Principals 2. Student Assessment Data (State/Benchmark/Diagnostic) - Principals / Teachers

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Evidence-based Strategy

School Climate and Culture

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
School Climate/Culture	To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Increase Middle School Outings and Whole Group Events	2022-07-01 - 2024-06-07	Principal	PTO Support/Finances District Finances
Creation of After-School Program (w/ eSports focus) - High School Level	2022-07-01 - 2024-06-07	Principal/HS After-School Coordinator	Student Instructional Needs eSports Equipment Transportation Snacks
Wellness Initiatives (for Employees)	2022-07-01 - 2025-06-06	Superintendent/Health Advocate	Employee Interest Surveys Wellness Funds Inservice Schedules
Revisit Clubs - High School	2022-07-01 -	Principal/Department	Advisors District Funds -

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2024-06-07	Chairs	Stipends/Materials
Instructional Delivery Balance (Google Classroom vs. Traditional Instruction) - High School Level	2022-07-01 - 2023-06-02	Principal/Department Chairs	None

Anticipated Outcome

1. Improved Attendance (Students and Staff) 2. Increased Student Participation in Clubs/Programs - High School

Monitoring/Evaluation

1, Student Surveys - Principals/Climate Team 2. Student Attendance Data - Principals/Climate Team 3. Employee Surveys - Superintendent/Wellness Advocate 4. Employee Attendance Data - Superintendent/Health Advocate 5. Club/Program Participation Data - Principals

Evidence-based Strategy

Safe Schools - Safety & Security

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
School Safety	To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Increase District Exterior Cameras / Replace Elementary Interior Cameras	2022-07-01 - 2023-06-02	Technology Department	Cameras Funding
Install Exterior Door Security System	2022-07-01 - 2023-06-02	Technology Department/Physical Plant Department	Door System Funding
Combine Safety & Security Teams - Crisis / Threat Assessment / Flight / Restorative Practices	2022-07-01 - 2023-06-02	Superintendent	None
Continue Social Worker Services / School Based Programs (All Levels)	2022-07-01 - 2023-06-02	Superintendent	Qualified Candidate Funding
Trauma-Sensitive Classrooms (Employee Training) / Resilient Children (Parent Training)	2022-07-01 - 2024-06-07	Educational Consultant Restorative Practices Team	Training Materials Funding
Emergency Reunification Plan	2022-07-01 - 2023-06-02	Administration/School Police	Alternate Sites (2) Sample Plans Local Maps

Anticipated Outcome

1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Monitoring/Evaluation

1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team

Evidence-based Strategy

Achievement - ELA (Reading & Writing)

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA Achievement	To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%.
ELA/Math Intervention	To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Expand the STAR Assessment (Lexile) - Middle School	2022-07-01 - 2023-06-02	Principal	Star Assessment
Implement ECRI Framework Study - Grade 1	2022-07-01 - 2023-06-02	Principal / Title I Teachers	Framework Materials Teacher PD
Restructure Writing Program (Kid Writing/Collins Writing/Portfolios/Scope & Sequence) - All Levels	2022-07-01 - 2023-06-02	Principals/Educational Consultant/Instructional Coaches	Portfolios Manuals Focus Correction Scope/Sequence

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Revisit Student Conferences	2022-07-01 - 2023-06-02	Principal/Title I Teachers/Instructional Coaches	Training Materials
Revise Master Schedule (ELA) - Elementary	2022-07-01 - 2022-08-25	Principal	Revised Schedule

Anticipated Outcome

1. Increased ELA Assessment Scores 2. Smaller ELA Intervention Groups

Monitoring/Evaluation

1. PSSA Data (ELA) - Principals 2. Keystone Data (Literature) - Principals

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Paraprofessional Professional Development - ELA/Math Tiered Programs	07/01/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Creation of After-School Program (w/ eSports focus) - High School Level	07/01/2022 - 06/07/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Trauma-Sensitive Classrooms (Employee Training) / Resilient Children (Parent Training)	07/01/2022 - 06/07/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Implement ECRI Framework Study - Grade 1	07/01/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Restructure Writing Program (Kid Writing/Collins Writing/Portfolios/Scope & Sequence) - All Levels	07/01/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Revisit Student Conferences	07/01/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Restructure Elementary Master Schedule	07/01/2022 - 08/25/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Increase Staffing for Intervention Block	07/01/2022 - 08/25/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Restore Math Intervention Specialist	07/01/2022 - 08/25/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Increase in Intervention Resources - Math (all levels)	07/01/2022 - 06/07/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Creation of After-School Program (w/ eSports focus) - High School Level	07/01/2022 - 06/07/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Wellness Initiatives (for Employees)	07/01/2022 - 06/06/2025

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Revisit Clubs - High School	07/01/2022 - 06/07/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Install Exterior Door Security System	07/01/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Combine Safety & Security Teams - Crisis / Threat Assessment / Flight / Restorative Practices	07/01/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Trauma-Sensitive Classrooms (Employee Training) / Resilient Children (Parent Training)	07/01/2022 - 06/07/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Emergency Reunification Plan	07/01/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Revise Master Schedule (ELA) - Elementary	07/01/2022 - 08/25/2022

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

School Board Minutes or Affirmation Statement

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

CTE careers represent a privileged pathway for our students and families.

CTE students score above the state and county average on the NOCTI Exam.

Foster a vision and culture of high expectations for success for all students, educators, and families

Establish and maintain a focused system for continuous improvement and ensure organizational coherence

Support schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction

Build the capacity of central office and school administrators as instructional leaders to effectively monitor, supervise, and support high quality teaching and learning

Coordinate and monitor supports aligned with students' and families' needs

The District has made tremendous gains in its preparedness and

Challenges

The District needs to continue its effort to better align academic opportunities with CTE career pathways at the high school level.

Ensure effective, standards-aligned curriculum and assessment

Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district

School Safety & Security - Needed Equipment / Program Improvements

School Climate/Culture - Student/Staff Improvements

Phonics growth is below expectations at the primary level.

PSSA and Keystone achievement scores remain below the state average at all grade levels.

PSSA and Keystone achievement scores remain below the state average at all grade levels.

Biology Keystone achievement scores remain below the state average.

Strengths	Challenges
prevention improvements.	PSSA/Keystone achievement is below the state average for all subgroups.
The District has a strong state-recognized PBIS model at the Elementary level.	Intervention
The District has a growing PBIS model at the Middle School level.	
ELA PSSA Growth scores are above the state average.	
ELA iXL benchmark assessment data shows growth across all grade levels over the course of a school year.	
Math PSSA Growth scores are above the state average.	
Math iXL benchmark assessment data shows growth across all grade levels over the course of a school year.	
Biology Keystone achievement scores have increased from previous years. Growth scores remain in the positive range.	
ELA subgroup progress has been noted at the Elementary level in the area of sound fluency, letter naming fluency, phoneme segmentation, nonsense words, oral reading fluency, comprehension,	

Most Notable Observations/Patterns

Student achievement performance, professional learning, instructional practices and intervention remain critical to the district's success in the areas of ELA and mathematics. Further, the district has some important work to accomplish in the area of school safety & security as well as school climate/culture.

Challenges	Discussion Point	Priority for Planning
Intervention	Issues with scheduling, staffing, professional learning, and resources	
PSSA and Keystone achievement scores remain below the state average at all grade levels.	ELA - weak writing program, program fidelity	
PSSA and Keystone achievement scores remain below the state average at all grade levels.	Math - intervention improvements needed	
School Safety & Security - Needed Equipment / Program Improvements	Finances, time, changing recommendations	
School Climate/Culture - Student/Staff Improvements	Lack of continuity between levels; High School teacher buy-in; COVID impact	
PSSA/Keystone achievement is below the state average for all subgroups.	Alignment with regular education lacking	

ADDENDUM B: ACTION PLAN

Action Plan: ELA/Math Intervention

Action Steps	Anticipated Start/Completion Date
Restructure Elementary Master Schedule	07/01/2022 - 08/25/2022

Monitoring/Evaluation	Anticipated Output
1. Teacher / Paraprofessional Observations - Principals 2. Student Assessment Data (State/Benchmark/Diagnostic) - Principals / Teachers	1. Ability to work with students in smaller groups 2. Paraprofessionals able to implement tiered interventions 3. Increased student benchmark data/state assessment data

Material/Resources/Supports Needed	PD Step	Comm Step
Subject Time Allocations Lunch Schedule Recess Schedule Title I - Teacher/Para Assignments Spec. Ed. - Teacher Assignments	no	yes

Action Steps	Anticipated Start/Completion Date
Increase Staffing for Intervention Block	07/01/2022 - 08/25/2022

Monitoring/Evaluation	Anticipated Output
1. Teacher / Paraprofessional Observations - Principals 2. Student Assessment Data (State/Benchmark/Diagnostic) - Principals / Teachers	1. Ability to work with students in smaller groups 2. Paraprofessionals able to implement tiered interventions 3. Increased student benchmark data/state assessment data

Material/Resources/Supports Needed	PD Step	Comm Step
Master Schedules - all levels Teacher Assignments	no	yes

Action Steps	Anticipated Start/Completion Date
Restore Math Intervention Specialist	07/01/2022 - 08/25/2022

Monitoring/Evaluation	Anticipated Output
1. Teacher / Paraprofessional Observations - Principals 2. Student Assessment Data (State/Benchmark/Diagnostic) - Principals / Teachers	1. Ability to work with students in smaller groups 2. Paraprofessionals able to implement tiered interventions 3. Increased student benchmark data/state assessment data

Material/Resources/Supports Needed		PD Step	Comm Step
Master Schedule - Middle School		no	yes

Action Steps	Anticipated Start/Completion Date
Paraprofessional Professional Development - ELA/Math Tiered Programs	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. Teacher / Paraprofessional Observations - Principals 2. Student Assessment Data (State/Benchmark/Diagnostic) - Principals / Teachers	1. Ability to work with students in smaller groups 2. Paraprofessionals able to implement tiered interventions 3. Increased student benchmark data/state assessment data

Material/Resources/Supports Needed		PD Step	Comm Step
ELA/Math Tiered Program Material PD Schedule		yes	no

Action Steps	Anticipated Start/Completion Date
Increase in Intervention Resources - Math (all levels)	07/01/2022 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
1. Teacher / Paraprofessional Observations - Principals 2. Student Assessment Data (State/Benchmark/Diagnostic) - Principals / Teachers	1. Ability to work with students in smaller groups 2. Paraprofessionals able to implement tiered interventions 3. Increased student benchmark data/state assessment data

Material/Resources/Supports Needed	PD Step	Comm Step
Finances	no	yes

Action Plan: School Climate and Culture

Action Steps	Anticipated Start/Completion Date
Increase Middle School Outings and Whole Group Events	07/01/2022 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
1, Student Surveys - Principals/Climate Team 2. Student Attendance Data - Principals/Climate Team 3. Employee Surveys - Superintendent/Wellness Advocate 4. Employee Attendance Data - Superintendent/Health Advocate 5. Club/Program Participation Data - Principals	1. Improved Attendance (Students and Staff) 2. Increased Student Participation in Clubs/Programs - High School

Material/Resources/Supports Needed	PD Step	Comm Step
PTO Support/Finances District Finances	no	no

Action Steps	Anticipated Start/Completion Date
Creation of After-School Program (w/ eSports focus) - High School Level	07/01/2022 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
1, Student Surveys - Principals/Climate Team 2. Student Attendance Data - Principals/Climate Team 3. Employee Surveys - Superintendent/Wellness Advocate 4. Employee Attendance Data - Superintendent/Health Advocate 5. Club/Program Participation Data - Principals	1. Improved Attendance (Students and Staff) 2. Increased Student Participation in Clubs/Programs - High School

Material/Resources/Supports Needed	PD Step	Comm Step
Student Instructional Needs eSports Equipment Transportation Snacks	yes	yes

Action Steps	Anticipated Start/Completion Date
Wellness Initiatives (for Employees)	07/01/2022 - 06/06/2025

Monitoring/Evaluation	Anticipated Output
1, Student Surveys - Principals/Climate Team 2. Student Attendance Data - Principals/Climate Team 3. Employee Surveys - Superintendent/Wellness Advocate 4. Employee Attendance Data - Superintendent/Health Advocate 5. Club/Program Participation Data - Principals	1. Improved Attendance (Students and Staff) 2. Increased Student Participation in Clubs/Programs - High School

Material/Resources/Supports Needed	PD Step	Comm Step
Employee Interest Surveys Wellness Funds Inservice Schedules	no	yes

Action Steps	Anticipated Start/Completion Date
Revisit Clubs - High School	07/01/2022 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
1, Student Surveys - Principals/Climate Team 2. Student Attendance Data - Principals/Climate Team 3. Employee Surveys - Superintendent/Wellness Advocate 4. Employee Attendance Data - Superintendent/Health Advocate 5. Club/Program Participation Data - Principals	1. Improved Attendance (Students and Staff) 2. Increased Student Participation in Clubs/Programs - High School

Material/Resources/Supports Needed	PD Step	Comm Step
Advisors District Funds - Stipends/Materials	no	yes

Action Steps	Anticipated Start/Completion Date
Instructional Delivery Balance (Google Classroom vs. Traditional Instruction) - High School Level	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1, Student Surveys - Principals/Climate Team 2. Student Attendance Data - Principals/Climate Team 3. Employee Surveys - Superintendent/Wellness Advocate 4. Employee Attendance Data - Superintendent/Health Advocate 5. Club/Program Participation Data - Principals	1. Improved Attendance (Students and Staff) 2. Increased Student Participation in Clubs/Programs - High School

Material/Resources/Supports Needed	PD Step	Comm Step
None	no	no

Action Plan: Safe Schools - Safety & Security

Action Steps	Anticipated Start/Completion Date
Increase District Exterior Cameras / Replace Elementary Interior Cameras	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team	1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Material/Resources/Supports Needed		PD Step	Comm Step
Cameras Funding		no	no

Action Steps	Anticipated Start/Completion Date
Install Exterior Door Security System	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team	1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Material/Resources/Supports Needed	PD Step	Comm Step
Door System Funding	no	yes

Action Steps	Anticipated Start/Completion Date
Combine Safety & Security Teams - Crisis / Threat Assessment / Flight / Restorative Practices	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team	1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Material/Resources/Supports Needed	PD Step	Comm Step
None	no	yes

Action Steps	Anticipated Start/Completion Date
Continue Social Worker Services / School Based Programs (All Levels)	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team	1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Material/Resources/Supports Needed	PD Step	Comm Step
Qualified Candidate Funding	no	no

Action Steps	Anticipated Start/Completion Date
Trauma-Sensitive Classrooms (Employee Training) / Resilient Children (Parent Training)	07/01/2022 - 06/07/2024

Monitoring/Evaluation	Anticipated Output
1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team	1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Material/Resources/Supports Needed		PD Step	Comm Step
Training Materials Funding		yes	yes

Action Steps	Anticipated Start/Completion Date
Emergency Reunification Plan	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. Risk Vulnerability Assessment - Police Review 2. Student Discipline/Attendance Data - Administration/Crisis Team	1. Increased Exterior Security 2. Decrease in Student Behavior Issues 3. Improved Attendance (Students)

Material/Resources/Supports Needed		PD Step	Comm Step
Alternate Sites (2) Sample Plans Local Maps		no	yes

Action Plan: Achievement - ELA (Reading & Writing)

Action Steps	Anticipated Start/Completion Date
Expand the STAR Assessment (Lexile) - Middle School	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. PSSA Data (ELA) - Principals 2. Keystone Data (Literature) - Principals	1. Increased ELA Assessment Scores 2. Smaller ELA Intervention Groups

Material/Resources/Supports Needed		PD Step	Comm Step
Star Assessment		no	no

Action Steps	Anticipated Start/Completion Date
Implement ECRI Framework Study - Grade 1	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. PSSA Data (ELA) - Principals 2. Keystone Data (Literature) - Principals	1. Increased ELA Assessment Scores 2. Smaller ELA Intervention Groups

Material/Resources/Supports Needed	PD Step	Comm Step
Framework Materials Teacher PD	yes	no

Action Steps	Anticipated Start/Completion Date
Restructure Writing Program (Kid Writing/Collins Writing/Portfolios/Scope & Sequence) - All Levels	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. PSSA Data (ELA) - Principals 2. Keystone Data (Literature) - Principals	1. Increased ELA Assessment Scores 2. Smaller ELA Intervention Groups

Material/Resources/Supports Needed		PD Step	Comm Step
Portfolios Manuals Focus Correction Scope/Sequence		yes	no

Action Steps	Anticipated Start/Completion Date
Revisit Student Conferences	07/01/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
1. PSSA Data (ELA) - Principals 2. Keystone Data (Literature) - Principals	1. Increased ELA Assessment Scores 2. Smaller ELA Intervention Groups

Material/Resources/Supports Needed		PD Step	Comm Step
Training Materials		yes	no

Action Steps	Anticipated Start/Completion Date
Revise Master Schedule (ELA) - Elementary	07/01/2022 - 08/25/2022

Monitoring/Evaluation	Anticipated Output
1. PSSA Data (ELA) - Principals 2. Keystone Data (Literature) - Principals	1. Increased ELA Assessment Scores 2. Smaller ELA Intervention Groups

Material/Resources/Supports Needed		PD Step	Comm Step
Revised Schedule		no	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Paraprofessional Professional Development - ELA/Math Tiered Programs	07/01/2022 - 06/02/2023
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Creation of After-School Program (w/ eSports focus) - High School Level	07/01/2022 - 06/07/2024
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Trauma-Sensitive Classrooms (Employee Training) / Resilient Children (Parent Training)	07/01/2022 - 06/07/2024
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Implement ECRI Framework Study - Grade 1	07/01/2022 - 06/02/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Restructure Writing Program (Kid Writing/Collins Writing/Portfolios/Scope & Sequence) - All Levels	07/01/2022 - 06/02/2023
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Revisit Student Conferences	07/01/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
ELA/Math Tiered Programs (Intervention)	Paraprofessionals	ELA/Math Tiered Intervention Tools

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Paraprofessionals successful implementation of tiered ELA/Math tools	08/22/2022 - 06/09/2023	Principal/Special Education Supervisor/Title I Teachers

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
eSports Basics	Principal/ After School Coordinator/Technology Department	eSports - Basics

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students successfully competing in eSports events	08/22/2022 - 10/03/2022	After School Coordinator

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Tiered PBIS Training - Middle School	Middle School Teachers	ELA/Math Intervention Tools

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Tier II and Tier III Implementation	08/22/2022 - 06/02/2023	Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Teaching Diverse Learners in an Inclusive Setting

Professional Development Step	Audience	Topics of Prof. Dev
Trauma-Sensitive Classrooms	Professional Faculty / Instructional Support Staff	Trauma Types / Learning Impact / Strategies

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Improved Student behavior/Performance	08/22/2022 - 06/07/2024	Principal/Educational Consultant

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Trauma Informed Training (Act 18)

Professional Development Step	Audience	Topics of Prof. Dev
ECRI Framework Study	Teachers (Grade 1)	Framework Overview

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of Framework	08/01/2022 - 01/31/2023	Principal/Study Investigator

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Writing Instruction	Teachers/Paraprofessionals (All Levels)	Kid Writing (Grades PreK - 1) Collins Writing (Grades 2-6) Collins Writing (Grades 7-12)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Portfolio - Writing Samples	08/22/2022 - 06/02/2023	Principals/Educational Consultant

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Student Conferences	Teachers (All Levels)	Conference Types / Process

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Increased Student Performance (All ELA/Math Assessments)	08/21/2023 - 06/07/2024	Principals/Instructional Coaches

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Restructure Elementary Master Schedule	2022-07-01 - 2022-08-25
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Increase Staffing for Intervention Block	2022-07-01 - 2022-08-25
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Restore Math Intervention Specialist	2022-07-01 - 2022-08-25
To improve the intervention model for math at all levels (elementary, middle and high school) with a positive growth at all grade levels on state assessments. (ELA/Math Intervention)	ELA/Math Intervention	Increase in Intervention Resources - Math (all levels)	2022-07-01 - 2024-06-07
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Creation of After-School Program (w/ eSports focus) - High School	2022-07-01 - 2024-06-07

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		Level	
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Wellness Initiatives (for Employees)	2022-07-01 - 2025-06-06
To improve school climate/culture at the middle and high school levels as demonstrated by improved attendance (students and staff), behavior (students), and performance data (students). (School Climate/Culture)	School Climate and Culture	Revisit Clubs - High School	2022-07-01 - 2024-06-07
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Install Exterior Door Security System	2022-07-01 - 2023-06-02
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Combine Safety & Security Teams - Crisis / Threat Assessment / Flight / Restorative Practices	2022-07-01 - 2023-06-02
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Trauma-Sensitive Classrooms (Employee	2022-07-01 - 2024-06-07

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		Training) / Resilient Children (Parent Training)	
To implement 6-12 recommended safety and security measures as it relates to equipment upgrades and program improvements. (School Safety)	Safe Schools - Safety & Security	Emergency Reunification Plan	2022-07-01 - 2023-06-02
To increase student performance on ELA state assessments at all levels (elementary, middle and high school) by 6-15%. (ELA Achievement) To improve the intervention model for ELA at all levels (elementary, middle and high school) with a positive growth of 6-15% at all grade levels on state assessments. (ELA/Math Intervention)	Achievement - ELA (Reading & Writing)	Revise Master Schedule (ELA) - Elementary	2022-07-01 - 2022-08-25

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Elementary Master Schedule	Teachers/Paraprofessionals	Review Master Schedule

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 08/22/2022	1x	Presentation

Lead Person/Position
Principal/Special Education Supervisor

Communication Step	Audience	Topics/Message of Communication
Intervention Staffing	Teachers - Elementary and Middle School	ELA/Math Staffing Assignments

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 08/22/2022	1x	Presentation

Lead Person/Position
Principals/Special Education Supervisor

Communication Step	Audience	Topics/Message of Communication
Math Intervention Specialist	Teachers - Middle School	Intervention Specialist Schedule

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 08/22/2022	1x	Email

Lead Person/Position		
Principal		

Communication Step	Audience	Topics/Message of Communication
Math Intervention Resources	Teachers - Elementary and Middle School	Math Intervention Tools

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 06/02/2023	3x's (1-2 hours per session)	Presentation

Lead Person/Position		
Principals		

Communication Step	Audience	Topics/Message of Communication
After-School Program (High School)	Students - High School	Academic Support Activity - eSports

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 10/31/2022	1x (30 minute visit)	Presentation

Lead Person/Position		
After-School Coordinator		

Communication Step	Audience	Topics/Message of Communication
Employee Wellness Initiatives	Employees	Fitness Nutrition Mindfulness

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 06/07/2024	3x's per year (1 hour per session)	Presentation

Lead Person/Position

Superintendent/Health Advocate

Communication Step	Audience	Topics/Message of Communication
High School Clubs	Students - High School	Club Offerings/Purpose Time/Frequency

Anticipated Timeframe	Frequency	Delivery Method
10/03/2022 - 09/30/2024	2x's per year	Email

Lead Person/Position

Principal

Communication Step	Audience	Topics/Message of Communication
Exterior Door Security System	Employees	System Features

Anticipated Timeframe	Frequency	Delivery Method
08/21/2023 - 08/21/2023	1x	Email

Lead Person/Position
Technology Department

Communication Step	Audience	Topics/Message of Communication
Tiered PBIS - Middle School	Teachers - Middle School	Tiered Intervention Tools (ELA/Math)

Anticipated Timeframe	Frequency	Delivery Method
01/01/0001 - 01/01/0001		Blog

Lead Person/Position
Principal/Instructional Coaches

Communication Step	Audience	Topics/Message of Communication
Combined Safety & Security Teams	Crisis Team Members	Framework

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 12/23/2022	1x	Presentation

Lead Person/Position
Superintendent

Communication Step	Audience	Topics/Message of Communication
Trauma-Sensitive Classrooms / Resilient Children	Teachers - All Levels / Parents - All Levels	Trauma - Types / Impact / Strategies Resiliency - Background / Impact / Strategies

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 06/07/2024	3x's per year	Presentation

Lead Person/Position
Principals

Communication Step	Audience	Topics/Message of Communication
Elementary Master Schedule	Teachers/Paraprofessionals	Review Master Schedule

Anticipated Timeframe	Frequency	Delivery Method
08/22/2022 - 08/22/2022	1x	Presentation

Lead Person/Position
Principal/Special Education Supervisor

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline