

Pottsgrove SD

District Level Plan

07/01/2017 - 06/30/2020

District Profile

Demographics

1301 Kauffman Rd
Pottstown, PA 19464
(610)327-2277
Acting Superintendent: William Shirk, Jr., Ed.D.
Director of Special Education: Kathryn Pacitto

Planning Process

Timeline- Pottsgrove School District Comprehensive Plan

As a Phase 2 District, Pottsgrove School District will be submitting their Comprehensive Plan to PDE on or before November 30, 2016.

Summer 2015 – Members of the leadership team attended an Initial meeting for updates to the planning process.

September 2015 to May 2016 - Work sessions with administrators commenced. Administrators collected data, assessed needs, and evaluated various programs and processes to address identified needs.

May 2016- The Special Education Plan is completed and submitted electronically to PDE.

June 2016 – The District engaged ECRA Group to assist in developing a data dashboard and reporting system. ECRA representatives met with the administrative team to help assess data and prioritize needs.

August 2016 - ECRA interviewed members of the Board of School Directors to gain insight from the governing body regarding District strengths, needs, and accountability measures. The Board, leadership team, and ECRA met to discuss a District mission, vision, and values in the form of a "portrait of a Pottsgrove graduate." Preliminary work on goals and strategies began.

September/October 2016 - The school principals worked with school leadership teams and teachers to analyze student performance in a variety of areas, particularly the most recent state assessments.

October 5, 2016 - The Steering Committee comprised of numerous District stakeholders (parents, teachers, non-teaching staff, administrators, and business/community members met to update and refine goal/strategy areas.

October 6 - 14, 2016 - The Action Plans were written.

October 18, 2016 - The proposed Comprehensive Plan was presented to the Board Curriculum, Technology, and Student Affairs Committee and posted for public review.

November 3, 2016 – The Steering Committee reconvenes to review the plan and provide additional feedback.

November 15, 2016 – The Comprehensive Plan is approved by Pottsgrove Board of School Directors.

November 30, 2016 – The Comprehensive Plan is submitted electronically to PDE.

Mission Statement

The mission of the Pottsgrove School District is to educate and inspire all students to excel as productive, responsible citizens, and lifelong learners.

Vision Statement

- Our students will attain their fullest potential while exhibiting a love of learning, a passion for excellence, and respect for humanity.
- Our students will demonstrate proficiency relative to state and district standards.
- Our graduates will be productive contributors to a changing global society.

Shared Values

Pottsgrove School District - Shared Values

- Learning is a lifelong process.
- Effective communication is vital.
- All people deserve to be physically and emotionally safe.
- All people have value and deserve respect.
- People are ultimately responsible for their own actions.
- Higher expectations yield better results.

- The responsibilities and benefits of education are shared by families, students, school, and community.
- Planning and collaboration are essential.
- Adapting to change is essential to meeting the challenges of life.
- Positive self-esteem improves the quality of life.
- All people can learn.
- All people have a right to equal access to educational opportunities.

Educational Community

The Pottsgrove School District is a suburban school district that is located in western Montgomery County, Pennsylvania. The district is comprised of three townships surrounding the Borough of Pottstown. They form a "horseshoe," starting with Lower Pottsgrove Township in the east and northeast, Upper Pottsgrove Township to the northwest, and West Pottsgrove Township to the west. The Schuylkill River, which flows from west to east toward the Delaware River, comprises two boundaries of the District, one to the west of Pottstown and the other to the east. The Pottsgrove School District consists of five schools. Two elementary schools grades K-2, one elementary school grades 3-5, one middle school grades 6-8, and one high school grades 9-12. The strengths of the District are strong community support for the schools, a dedicated staff, and an active student body. There is a high level of participation in a wide variety of co-curricular and extracurricular activities.

Planning Committee

Name	Role
Tony Bickert	Administrator : Professional Education Special Education
Jeff Cardwell	Administrator
Dave Nester	Administrator
William Shirk	Administrator : Professional Education Special Education
Ashley Custer	Board Member
Jim Lapic	Board Member : Professional Education

Al Leach	Board Member : Professional Education
Rick Rabinowitz	Board Member : Professional Education
Lisa Jones	Building Principal : Professional Education
Terri Koehler	Building Principal : Professional Education
Dave Ramage	Building Principal : Professional Education
Yolanda Williams	Building Principal : Professional Education Special Education
William Ziegler	Building Principal : Professional Education
Bill Parker	Business Representative : Professional Education
Joe Zlomek	Business Representative : Professional Education
Charles Nippert	Community Representative : Professional Education
Fred Remelius	Community Representative : Professional Education
Robert Land	Ed Specialist - Other : Professional Education Special Education
Meganlynn Norris	Ed Specialist - Other : Professional Education Special Education
Kari Klaus	Elementary School Teacher - Regular Education : Professional Education
Crystal Lloyd	Elementary School Teacher - Regular Education : Professional Education
Brenda Novak	Elementary School Teacher - Regular Education : Professional Education
Kristen Rambo	Elementary School Teacher - Regular Education : Professional Education
Brianna Robinson	Elementary School Teacher - Regular Education : Professional Education
Pat Carroll	High School Teacher - Regular Education : Professional Education Special Education
Joanna Hayden	High School Teacher - Regular Education : Professional Education
Maggie Scott	High School Teacher - Regular Education : Professional Education
Michael Wagman	Instructional Technology Director/Specialist : Professional Education Special Education
Rose Bilinski	Middle School Teacher - Regular Education : Professional Education
Marilyn Eaton	Middle School Teacher - Regular Education : Professional Education

Julie Davis	Middle School Teacher - Special Education : Special Education
Maureen Bleam	Parent
Stephanie Bricker	Parent
Lori Keefer	Parent
Jeanne Lockey	Parent
Chrissy Long	Parent : Professional Education
Marisa Neeson	Parent : Professional Education Special Education
Holly Parker	Parent
Melissa Spadt	Parent
Tara Sundermier	Parent
Darryle Tillman	Parent
Erin Van Guilder	Parent
Daniel Vorhis	Student Curriculum Director/Specialist : Professional Education Special Education
Kate Pacitto	Student Services Director/Specialist : Special Education

Action Plans

Goal #1: Student Success: Maximize individual student learning through differentiated programming, to ensure all students have the opportunity and support to grow academically in an environment that promotes resiliency, leadership, citizenship, and social and personal responsibility.

Related Challenges:

- Establish a district system that fully ensures students who are academically at risk are identified early and are supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness.
- Establish a district system that fully ensures individual student learning is maximized through differentiated programming, fully ensuring that all students have the opportunity and support to grow academically in an environment that promotes resiliency, citizenship, and social responsibility.
- Establish a district system that fully ensures the community is in support of educating and inspiring all students to excel as productive, responsible citizens, and lifelong learners.

Indicators of Effectiveness:

Type: Annual

Data Source: PVAAS growth data for all students, Measures of Academic Progress data, particularly historically underperforming subgroups

Specific Targets: standards proficiency, growth at the individual student level

Type: Annual

Data Source: Child study data, RTII/MTSS progress monitoring data

Specific Targets: Increased effectiveness of intervention strategies, lower numbers of referrals for special education evaluation

Strategies:

Goal #1 - Strategy #1 - Provide all students an appropriate level of academic challenge.

Description:

Identify and implement consistent baseline data retrieval for new and incoming students. Further establish MTSS tiers of instruction coupled with research-based intervention methodology to target needs of struggling learners, grade-level learners, and advanced learners.

SAS Alignment: None selected

Goal #1 - Strategy #2 - Reduce achievement gaps, particularly among students from economically disadvantaged households.

Description:

Remove barriers to educational attainment through staff professional development targeting intervention methods and positive behavior supports. Increase efforts to involve the family in the school and surrounding community.

SAS Alignment: None selected

Goal #1 - Strategy #3 - Build student engagement through inquiry, collaboration, and pro-social participation in the school community.

Description:

Whole-school initiative to engage all students in their school and local community. Increased participation leads to increased levels of school engagement and higher levels of academic achievement.

SAS Alignment: None selected

Goal #1 - Strategy #4 - Monitor and communicate individual student academic growth.

Description:

Using standards-aligned systems, the district will regularly progress monitor student growth and develop a procedure for regular communication of data with families.

SAS Alignment: None selected

Implementation Steps:

Maintain the district identified rigorous curriculum design (RCD) process.

Description:

Refine the existing process to continuously refine units of study in all ELA, math, science, social studies, world language and encore courses in grades K-12: Published Units of Study. As content areas come up for review, and Understanding by Design framework will be used to design learning experiences for students.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #1 - Strategy #1 - Provide all students an appropriate level of academic challenge.

Design a plan to monitor the integration of identified literacy standards and/or practices into all courses.

Description:

Content area teachers will review literacy standards and embed learning experiences within curriculum design templates. All courses will include alignment with literacy standards and writing strategies will be taught and implemented by all teachers.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #1 - Strategy #2 - Reduce achievement gaps, particularly among students from economically disadvantaged households.

Identify a process to create and implement effective benchmark assessments aligned to standards for identified grades and/or courses.

Description:

The Measures of Academic Progress (MAP) will be implemented in grades 2-8. Teachers will use the results to plan targeted instruction based upon what students are ready to learn. Growth of students will be monitored throughout a grade level and across grade levels.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #1 - Strategy #3 - Build student engagement through inquiry, collaboration, and pro-social participation in the school community.

Identify research-based intervention methods to target higher levels of achievement among historically underperforming subgroups.

Description:

Implementation of standards-aligned curricula and research-based methodology during tier and remediation instructional blocks.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education, Special Education, Student Services

Supported Strategies:

- Goal #1 - Strategy #1 - Provide all students an appropriate level of academic challenge.

- Goal #1 - Strategy #2 - Reduce achievement gaps, particularly among students from economically disadvantaged households.

Increase awareness/communication efforts of supportive programs available within the district.

Description:

Increase parent information/education sessions, as evidenced by additional programs offered annually and increased attendance.

Improve communication efforts to families and community regarding intervention programs available in the district, as evidenced by website enhancements, parent mailings, and additional touchpoints.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Special Education, Student Services

Supported Strategies:

- Goal #1 - Strategy #4 - Monitor and communicate individual student academic growth.

Promote effective communication, advocacy, citizenship, and resiliency among students.

Description:

Further establish social emotional learning opportunities at all grade levels.

Refine and improve implementation of School-Wide Positive Behavior Support Programs with fidelity, as evidenced by decreased discipline and risk-taking behaviors and increased levels of school engagement on the PA Youth Survey.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Goal #1 - Strategy #3 - Build student engagement through inquiry, collaboration, and pro-social participation in the school community.

Development of practical, relevant course offerings for ALL students at the HS level.

Description:

Survey students and families about career interests and aptitudes.

Review high school course offerings for compatibility with student future planning.

If necessary, establish curricular opportunities to meet post-secondary planning needs.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Special Education, Student Services

Supported Strategies:

- Goal #1 - Strategy #1 - Provide all students an appropriate level of academic challenge.
- Goal #1 - Strategy #2 - Reduce achievement gaps, particularly among students from economically disadvantaged households.
- Goal #1 - Strategy #3 - Build student engagement through inquiry, collaboration, and pro-social participation in the school community.

Increase health literacy and wellness in student population.

Description:

Expand before, during, and after school health and wellness initiatives for students. Educate students about the impact of wellness on achievement and relationships. Completion of this activity will be evidenced by increased number of offerings and increased student participation.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Student Services

Supported Strategies:

- Goal #1 - Strategy #2 - Reduce achievement gaps, particularly among students from economically disadvantaged households.
- Goal #1 - Strategy #3 - Build student engagement through inquiry, collaboration, and pro-social participation in the school community.

*Mentor Program***Description:**

Establish opportunities for students to mentor other students in the building and/or district to increase achievement, social connectedness, resilience, and risk-taking behaviors. Completion of this will be evidenced by an established referral and screening/assignment process.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Student Services

Supported Strategies:

- Goal #1 - Strategy #2 - Reduce achievement gaps, particularly among students from economically disadvantaged households.
- Goal #1 - Strategy #3 - Build student engagement through inquiry, collaboration, and pro-social participation in the school community.

Goal #2: Teaching & Learning: Challenge all students to reach their unique potential in an environment conducive for learning.

Related Challenges:

- Establish a district system that fully ensures consistent implementation of standards aligned curricula across all schools for all students.
- Establish a district system that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school.
- Establish a district system that fully ensures students who are academically at risk are identified early and are supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness.

- Establish a district system that fully ensures each member of the district community promotes, enhances and sustains a shared vision of positive school climate and ensures family and community support of student participation in the learning process.

Indicators of Effectiveness:

Type: Annual

Data Source: PSSA, Benchmarks, Curriculum Based Formative Assessment, Differentiated Supervision Mid/End of Year Summary and ES ELA Aimsweb.

Specific Targets: Proficient or advanced rating, Meeting grade level expectations, Proficient or advanced rating, Standards proficiency, Progress/results on mid/end of year progress results.

Strategies:

Goal #2 - Strategy #1- Ensure a healthy, positive school climate for students and employees.

Description:

The district will collect and analyze feedback periodically from staff and students in order to make decisions about implementing procedures that lead to a positive environment.

SAS Alignment: Curriculum Framework, Instruction, Safe and Supportive Schools

Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Description:

The district will ensure protocols are in place to support staff in frequent meetings about student achievement data. This will include analyzing the data necessary for staff to make instructional decisions as well as

determine students in need of enrichment and remediation. A differentiated supervision plan will allow teachers options to expand and enhance their professional practice.

SAS Alignment: Standards, Instruction

Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Description:

A well-defined written curriculum will delineate the learning that students will engage in throughout their experience in Pottsgrove. This will include the use of technology to expand their learning and create new learning. All materials and resources will align with the written curriculum and with PA Core Standards. Multiple pathways and progressions of learning will be created and communicated as options to students and families.

SAS Alignment: Standards, Curriculum Framework, Instruction, Materials & Resources

Goal #2 - Strategy #4 - Develop a balanced assessment framework that aligns to our vision of a graduate.

Description:

The district will design and communicate a plan for assessment of student learning to define the purpose and need for used assessments. Teachers will regularly use established data points to craft lessons to meet the needs of students and identify students in need of enrichment and intervention. Report cards will provide families with how students are progressing relative to each standard at the elementary level.

SAS Alignment: Standards, Assessment

Goal # 2 - Strategy #5: Create a culture focused on the social-emotional growth that aligns with the vision of a Pottsgrove graduate and prepares individuals to be productive members of a global society.

Description:

The district will create and implement progressions of learning to help the social and emotional growth of students. The district will establish systems and progressions of learning to allow teachers to teach both social and emotional growth in the context of academic learning

SAS Alignment: None selected

Implementation Steps:

Examine student, family, and staff survey data to indicate needs across the system.

Description:

Surveys will be documented with determined needs for future implementation steps to increase a positive school climate.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #2 - Strategy #1- Ensure a healthy, positive school climate for students and employees.

Create a district-wide team to examine and improve district and school climate.

Description:

A district-wide team representative of teachers from various levels and content areas will be convened to create and analyze surveys regarding school climate.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #1- Ensure a healthy, positive school climate for students and employees.

Design and implement changes within schools to enhance a positive school climate.

Description:

Document changes made within a timeline and the intended result. Documentation will include changes to building practices, articulation of social-emotional learning, and revisions based upon survey data.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #2 - Strategy #1- Ensure a healthy, positive school climate for students and employees.

Design a system to appropriately monitor, sustain, and communicate the work of professional learning communities.

Description:

A district-wide resource will exist to identify the work that occurs within each professional learning community. Each professional learning community will establish and monitor work toward a SMART goal as determined from an analysis of available student achievement data. Teams will be provided with regular feedback to strengthen goals and implementation plans. The Measures of Academic Progress (MAP) will be used in grades 2-8. Teachers will use results to provide targeted instruction based upon what students are ready for.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Identify the data necessary to both inform instruction and determine interventions.

Description:

Benchmark assessments will be identified within a balanced assessment system. Benchmark assessments will occur periodically throughout the school year and will be analyzed by staff to determine next instructional steps as well as identify students in need of intervention or enrichment. The Measures of Academic Progress (MAP) will be implemented in grades 2-8. Teachers will use the data in professional learning communities to design targeted instruction for students. Building schedules will be adjusted to allow time for interventions to occur while limiting competing factors for the use of this time. Resources to support the interventions will be examined.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Regularly engage staff in the examination of learning standards to determine content, formatting, and expected level of rigor expected for students to be successful at each level.

Description:

Teachers within all grade levels and content areas will understand the expected performance of students for their respective area as well as grade levels and/or content areas before and beyond the identified class. The scope and sequence for the teaching of skills and concepts represented within the PA Core Standards will be mapped so that teachers and parents can see how and when students will learn various pieces.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Regularly survey staff to determine needs for professional learning and develop a committee for collaboration in planning professional learning experiences.

Description:

A committee comprised of teachers representative of each building, grade level span, and content areas will periodically review information. Surveys will follow each professional learning experience and will be used to plan future opportunities.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Continue use of differentiated supervision model to monitor ongoing staff learning.

Description:

Documented options for teachers will exist (Action Research, Peer Review, Portfolio, etc.) and teacher learning will be monitored and documented.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Communicate the expectations for implementation of the K-12 established differentiated supervision and evaluation plan.

Description:

The established differentiated supervision and evaluation plan will be communicated with all teachers. This will include dissemination of written plan and common talking points for administrators. In addition, teachers will have flexibility in which component for differentiate supervision to follow (clinical, action research, study group, etc.).

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Develop and implement a plan to provide opportunities for students to successfully experience rigorous hybrid and online learning opportunities for college and career readiness.

Description:

Design and use a plan that allows students to take advantage of hybrid and online learning opportunities. These opportunities will align with college and career readiness opportunities. This will include examining Advanced Placement courses and dual enrollment opportunities.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Determine and implement meaningful uses of digital resources to support student learning.

Description:

Digital resources will be regularly utilized in all K-12 classrooms. All teachers will have units of study that identify the use of technology during instruction. Units of study will identify how digital resources can be utilized to enhance meaningful student learning.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Refine existing written curriculum to ensure alignment with PA Core Standards.

Description:

All written curriculum will exist in electronic format and will be available to all staff. Documented timelines for revisions of units of study and textbook and/or resource review will be identified.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Analyze existing materials, resources, and programs to ensure each connect with the needs of students, parents, and teachers, and for alignment with the PA Core Standards.

Description:

Resources, materials, and programs used for K-12 Mathematics and K-12 Reading, English, and Language Arts will be evaluated using a common protocol. This will ensure the needs of each subgroup are met and materials are PA Core aligned. Documentation will include a clearly articulated scope and sequence to show when and how students will learn various skills within and across grade levels and/or courses.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Determine supplemental materials and/or instructional strategies necessary to help students achieve success.

Description:

All units of study will delineate resources to be utilized by skill within a projected time period. In addition, units of study will identify instructional strategies to be used, where appropriate. Materials will be selected through materials and resource review committee using student achievement data, research on best practice, examination of other schools and/or districts, and teacher-developed evaluation tools. The materials and resources will further articulate how and when skills will be taught within and across various grade levels and/or courses

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Determine all courses, and the sequence of those courses, to establish a system with multiple pathways to provide a well-rounded portrait of a Pottsgrove graduate.

Description:

Multiple sequences of courses will be delineated in an easy to read format. This will provide both students and families with greater understanding about the available options for each student.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Redesign science and social studies written curriculum at all levels using the established district curriculum review process.

Description:

Using the established process, the written curriculum in both science and social studies will be reviewed, refined, and rewritten. This will include a review of all instructional resources to ensure standards-alignment.

Start Date: 9/1/2018 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Maintain the district identified rigorous curriculum design (RCD) process.

Description:

Refine the existing process to continuously refine units of study in all ELA, math, science, social studies, world language and encore courses in grades K-12: Published Units of Study. As content areas come up for review, and Understanding by Design framework will be used to design learning experiences for students.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Design a plan to monitor the integration of identified literacy standards and/or practices into all courses.

Description:

Content area teachers will review literacy standards and embed learning experiences within curriculum design templates. All courses will include alignment with literacy standards and writing strategies will be taught and implemented by all teachers.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Determine the data necessary to assist staff in the instructional decision-making process within a balanced assessment system.

Description:

A documented, balanced assessment system will delineate when all assessments will be given and the purpose for which each assessment is given. This will be communicated with both staff and families. This will include both state standardized assessment results as well as the Measures of Academic Progress (MAP) to benchmark where students are in their understanding and readiness for the learning of various skills.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.
- Goal #2 - Strategy #4 - Develop a balanced assessment framework that aligns to our vision of a graduate.

Create and communicate guidelines for assessment procedures to clarify expectations.

Description:

Documented guidelines will exist for staff to provide ongoing feedback for parents and students regarding student achievement.

Start Date: 1/31/2017 **End Date:** 6/30/2018

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.
- Goal #2 - Strategy #4 - Develop a balanced assessment framework that aligns to our vision of a graduate.

Develop and implement a standards-based report card for the elementary schools.

Description:

A standards-based report card will be developed and implemented with staff and families.

Start Date: 1/31/2017 **End Date:** 8/31/2017

Program Area(s):

Supported Strategies:

- Goal #2 - Strategy #4 - Develop a balanced assessment framework that aligns to our vision of a graduate.
- Goal # 2 - Strategy #5: Create a culture focused on the social-emotional growth that aligns with the vision of a Pottsgrove graduate and prepares individuals to be productive members of a global society.

Identify a process to create and implement effective benchmark assessments aligned to standards for identified grades and/or courses.

Description:

The Measures of Academic Progress (MAP) will be implemented in grades 2-8. Teachers will use the results to plan targeted instruction based upon what students are ready to learn. Growth of students will be monitored throughout a grade level and across grade levels.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies: None selected

Determine social and emotional growth needed by all students and delineate a written curriculum to accomplish those needs.

Description:

An established, written curriculum will be documented to provide students with the necessary resources to grow as a learner.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal # 2 - Strategy #5: Create a culture focused on the social-emotional growth that aligns with the vision of a Pottsgrove graduate and prepares individuals to be productive members of a global society.

Design opportunities for students at all levels to explore careers and future work.

Description:

Student at all levels will have multiple opportunities to explore future work.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal # 2 - Strategy #5: Create a culture focused on the social-emotional growth that aligns with the vision of a Pottsgrove graduate and prepares individuals to be productive members of a global society.

Communicate the portrait of a Pottsgrove graduate and what that looks like at regular intervals throughout the education process.

Description:

Delineate how students will move closer to the portrait of a Pottsgrove graduate throughout various stages of education (K-2, 3-5, 6-8, and 9-12).

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal # 2 - Strategy #5: Create a culture focused on the social-emotional growth that aligns with the vision of a Pottsgrove graduate and prepares individuals to be productive members of a global society.

Examine survey data to evaluate the current needs that families within the Pottsgrove community identify as needed for establishing social and emotional growth.

Description:

Ongoing communication with Pottsgrove families.

Start Date: 1/31/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal # 2 - Strategy #5: Create a culture focused on the social-emotional growth that aligns with the vision of a Pottsgrove graduate and prepares individuals to be productive members of a global society.

Articulate how students will use a variety of resources when reading.

Description:

Units of study will identify when and how to instruct students on effective reading using a variety of resources. This will include instruction on reading on a digital device as opposed to a text.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education

Supported Strategies:

- Goal #2 - Strategy #3- Refine units of study and determine modifications for curriculum in both academic content areas and the arts.

Provide teachers will regular and ongoing professional learning on the meaningful implementation of digital resources for student learning.

Description:

Teachers will be provided with regular professional learning experiences that help them to design instruction for students. These learning experiences will be articulated within units of study as part of the professional learning.

Start Date: 7/1/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education

Supported Strategies:

- Goal #2 - Strategy #2 - Provide teachers with training and resources to meet the needs of learning standards.

Goal #3: Communication & Community Engagement: Engage the community in support of educating and inspiring all students to excel as productive, responsible citizens, and lifelong learners.

Related Challenges:

- Establish a district system that fully ensures each member of the district community promotes, enhances and sustains a shared vision of positive school climate and ensures family and community support of student participation in the learning process.

Indicators of Effectiveness:

Type: Interim

Data Source: Periodic surveys of parent and student engagement and community satisfaction

Focus groups and comprehensive planning team

Specific Targets: 90 percent or higher rates of satisfaction from respondents representing multiple constituencies

Increase participation in District programming designed for parents by 50 percent.

Strategies:

Goal #3- Strategy #1- Provide timely, relevant communication to each stakeholder group.

Description:

The District will support official notifications in with brief supplemental materials summarizing the documents in varied and accessible formats.

SAS Alignment: None selected

Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Description:

Expand the opportunities for a broader range of parents and guardians to learn about resources provided by the school district, including home visits and meetings held off campus in the community. In addition, provide opportunities for the majority of residents without children attending Pottsgrove Schools to learn about the District's educational, athletic and cultural programs.

SAS Alignment: None selected

Goal #3 - Strategy #3 - Expand community partnerships.

Description:

Expand the range of partnerships to include local businesses

SAS Alignment: None selected

Goal #3 - Strategy #4 - Engage district stakeholders in the review and revision of the District Comprehensive Plan in accordance with Pennsylvania Department of Education requirements.

Description:

The District will provide regular updates on plan progress and reconvene the planning committee periodically for feedback.

SAS Alignment: None selected

Goal # 3 - Strategy #5 - Regularly solicit stakeholder feedback.

Description:

The District will use various tools at its disposal to solicit ongoing feedback regarding programs and operations.

SAS Alignment: None selected

Implementation Steps:

The District will also develop a framework within which various stakeholder groups are identified and standards set for the number of "touch points" would be minimally expected annually.

Description:

The tool will be published and used as a guide and one measure of success in achieving the overall goal. The framework can be adjusted based on other indicators of success.

Start Date: 9/1/2017 **End Date:** 12/1/2017

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #1- Provide timely, relevant communication to each stakeholder group.
- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Disseminate informational materials and similar documents in a family's primary language.

Description:

The District will access records of primary language spoken at home and prepare certain materials in those languages, when possible and practical to do so. The District will also begin using the multiple language/translation options on its global messaging system and on the website.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #1- Provide timely, relevant communication to each stakeholder group.

On all complex communications including Title I notifications, technology use agreements and similar documents, the District will provide a summary of the important facts in plain language.

Description:

The District will develop cover letters, brochures, and similar materials and attach it to paper and electronic versions of the complex documentation, as well as provide a human point of contact for questions.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #1- Provide timely, relevant communication to each stakeholder group.
- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Use of video as a tool to communicate with District stakeholders.

Description:

The power of video messaging can be far greater than text alone. The District will leverage the tools at its disposal to send video messages, when appropriate, via email and in real time, inviting stakeholder to attend meetings remotely.

Start Date: 1/1/2018 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Re-invent the District's newsletter to be brief (read in under five minutes) but informative and financially self-supporting.

Description:

The newsletter, periodically mailed to every household in the district could be written by students and funded through the sale of ad space. It should have a layout conducive to a quick review of important upcoming events and dates.

Start Date: 1/1/2018 **End Date:** 6/30/2018

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Develop a periodic postcard campaign with information about an upcoming event.

Description:

Postcard campaigns are generally effective and can be conducted at a relatively low cost using the USPS Every Block Program. The ability to read a postcard quickly helps assure that it will be read and the portability of a postcard helps assure that it will be kept in view if needed for future reference.

Start Date: 1/1/2018 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #3- Strategy #1- Provide timely, relevant communication to each stakeholder group.
- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Provide outreach and support for grandparents providing primary care for students.

Description:

In our changing demographic, many families are being headed by grandparents who may need the support of the schools. The District will research proven programs held both on and off campus to support their efforts

Start Date: 9/1/2018 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.
- Goal #3 - Strategy #3 - Expand community partnerships.

Showcase the implementation of the comprehensive planning goals.

Description:

Bring planning team together no less than annually to report on goal progress and to gain feedback necessary to make adjustments, as needed.

Start Date: 9/3/2018 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.
- Goal #3 - Strategy #4 - Engage district stakeholders in the review and revision of the District Comprehensive Plan in accordance with Pennsylvania Department of Education requirements.
- Goal # 3 - Strategy #5 - Regularly solicit stakeholder feedback.

Partner with local employers to share the value of a Pottsgrove education to the economic health and quality of life of the community.

Description:

Identify businesses in the District employing Pottsgrove alumni and assist in providing venues and media such as company newsletters to communicate with customers and peers in the business community.

Start Date: 1/1/2018 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #3 - Strategy #3 - Expand community partnerships.

Provide outreach to senior communities in the District.

Description:

Invite seniors to games, shows, and dress rehearsals on a regular basis. Consider providing bus service and free passes. Send student ambassadors

to these communities to share their time and learning with seniors. Find additional ways to promote the Maroon and White discount card.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #3 - Strategy #4 - Engage district stakeholders in the review and revision of the District Comprehensive Plan in accordance with Pennsylvania Department of Education requirements.

Partner with parents and pre-schools in the District to assist in preparing children for kindergarten.

Description:

Work with pre-school administrators and teachers, as well as parents of pre-school children to assist them in the development of programs to prepare students for kindergarten

Start Date: 1/1/2018 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #1- Provide timely, relevant communication to each stakeholder group.
- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.
- Goal #3 - Strategy #3 - Expand community partnerships.

Engage a larger percentage of parents in school volunteer activities and parent education programs.

Description:

While only 28 percent of District residents have students attending Pottsgrove schools, a much smaller percentage of parents participate in school activities and programs. The District will bring programming to the

community, particularly portion of the community with higher rates of at-risk students.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.

Share STEAM initiatives with the community.

Description:

The District sponsors a K-12 Technology Expo and based on the success of this effort, expand the scope to involve community partners and provide regularly scheduled educational opportunities for parents and other community members to learn about the Digital Learning Initiative and the 1:1 program.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s): Educational Technology

Supported Strategies:

- Goal #3- Strategy #2 - Create opportunities for parents and other District residents to learn more about District programs and resources.
- Goal #3 - Strategy #3 - Expand community partnerships.

Survey community satisfaction annually.

Description:

Surveys specific to each stakeholder group will be administered annually, measuring levels of satisfaction with communication, programming, engagement, and school/workplace climate. Care will be taken to assure that surveys are available in multiple formats, as needed, to support wider participation.

Start Date: 5/1/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal # 3 - Strategy #5 - Regularly solicit stakeholder feedback.

Goal #4: Finance & Facilities: Provide financial and environmental resources necessary to support the mission of Pottsgrove School District.

Related Challenges:

- The identification of adequate funds to support the upkeep of facilities and the academic initiatives incorporated in the comprehensive plan in a period of limited revenue growth.
- Establish a district system that fully ensures effective standards are maintained to provide a clean and comfortable environment that is suitable for its intended purpose.

Indicators of Effectiveness:

Type: Interim

Data Source: Budget

Capital Reserves

Financial Audits

ASBO

APPA

PDE

Enrollment Study

ECRA Group

Specific Targets: A budget that incorporates the desired academic initiatives with a tax increase within the adjusted Act 1 Index for the district

Capital reserve fund balance equals or exceeds 75% of amount needed to fund the existing plan

Preventive maintenance database is fully developed and operational

Cleanliness in all buildings equals or exceeds guidelines for APPA level 2

Strategies:

Goal #4 - Strategy #1 - Align the budget to support the comprehensive plan.

Description:

The District has studied the Association of School Business Officials (ASBO) Meritorious Budget Award process and aligned its practices accordingly.

SAS Alignment: None selected

Goal #4 - Strategy #2 - Quantitatively evaluate the return on investment of programs and expenditures as related to student performance.

Description:

The District will use ECRA Group measures to determine if financial investment in specific programs yield desired student performance.

SAS Alignment: None selected

Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Description:

Use of Association of Physical Plant Administrators (APPA) standards and tools to measure effectiveness.

SAS Alignment: None selected

Goal #4 - Strategy #4 - Maintain and adequately fund a multi-year capital plan to ensure that our buildings and grounds are functioning at the high level expected by our stakeholders.

Description:

The District will be guided by ASBO and Department of Education guidance.

SAS Alignment: None selected

Goal #4, Strategy #5 - Develop a plan to evaluate the potential impact of housing growth on the district.

Description:

The District will use US Census, real estate, county and local government data as part of the evaluation process.

SAS Alignment: None selected

Implementation Steps:

Develop and maintain a list of academic goals to be addressed in each year's budget.

Description:

The business office will be engaged as full partners in the academic program planning. The list will include staffing, supplies, equipment and services required to implement the academic goals.

Start Date: 10/1/2017 **End Date:** 6/30/2020

Program Area(s): Professional Education, Teacher Induction, Special Education, Student Services, Gifted Education, Educational Technology

Supported Strategies:

- Goal #4 - Strategy #1 - Align the budget to support the comprehensive plan.

Develop a preliminary budget incorporating the programs and services currently offered and the proposed academic goals.

Description:

Once implemented, the Board will have the opportunity to discuss new initiatives and the associated costs and projected revenues to support the proposed budget.

Start Date: 1/1/2018 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #1 - Align the budget to support the comprehensive plan.

Evaluate the value of existing programs as compared to new initiatives to identify areas for reduction.

Description:

Implementation will result in an initial budget proposal within the Act I Index

Start Date: 2/1/2018 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #2 - Quantitatively evaluate the return on investment of programs and expenditures as related to student performance.

Work with the ECRA Group, the School Board and Administration to identify programs for evaluation.

Description:

Work with the ECRA Group, the School Board, and Administration to develop metrics to measure the academic return achieved by each

program being evaluated, define the financial data to be gathered for each program, establish benchmarks and collect data. This process will be ongoing. Each evaluation will culminate in a report for administrative and Board consideration.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #2 - Quantitatively evaluate the return on investment of programs and expenditures as related to student performance.

Improve the delivery of custodial services to ensure cleanliness.

Description:

Management will perform cleanliness audit on a quarterly basis. Cleanliness in all buildings will equal or exceeds guidelines for APPA level 2.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Improve grounds response and services to athletic fields and common spaces.

Description:

Continue to improve the implementation of our agronomic program and the scheduling of service for the athletic fields and common spaces. Implementation will include annual soil testing performed by the vendor.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Promote fiscal responsibility in the management of physical plants and grounds.

Description:

Effectively track and monitor expenditures to ensure funds/accounts remain within budgeted amounts so that the overall Facilities budget remains within budgeted amounts

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #4 - Strategy #1 - Align the budget to support the comprehensive plan.
- Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Develop, distribute and evaluate results from a customer satisfaction survey to continually improve customer service.

Description:

Measured annually, results of survey equal or exceed prior year results.

Start Date: 5/1/2018 **End Date:** 6/30/2020

Program Area(s):**Supported Strategies:**

- Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Continue to develop the district's preventive maintenance plan.

Description:

A preventive maintenance database is fully developed and operational

Start Date: 9/1/2017 **End Date:** 6/1/2018

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Improve maintenance and operations response and service to schools.

Description:

Checked quarterly, 85% of work orders will be completed within 30 days of request

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #3 - Maintain effective standards to provide a clean and comfortable environment that is suitable for its intended purpose.

Develop and maintain a 10-year capital plan and work with School Board to identify means of funding the plan.

Description:

Conduct meetings with building administrators and department directors to identify needs, document life cycle of capital equipment, and establish a fund balance that equals or exceeds 75% of the amount required to fund the plan.

Start Date: 9/1/2017 **End Date:** 6/30/2020

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #4 - Maintain and adequately fund a multi-year capital plan to ensure that our buildings and grounds are functioning at the high level expected by our stakeholders.

The District will commission a 10-year enrollment study factoring in Census data, housing trends, and the impact of proposed new development.

Description:

The District will obtain proposals from qualified vendors and award a contract based on criteria to be established. The study will separately disclose the potential impact of proposed housing development. The study will inform the development of the 10-year capital plan.

Start Date: 1/1/2018 **End Date:** 6/30/2018

Program Area(s):

Supported Strategies:

- Goal #4 - Strategy #4 - Maintain and adequately fund a multi-year capital plan to ensure that our buildings and grounds are functioning at the high level expected by our stakeholders.
- Goal #4, Strategy #5 - Develop a plan to evaluate the potential impact of housing growth on the district.

