

TUNKHANNOCK AREA SD

41 Philadelphia Ave

Comprehensive Plan | 2020 - 2023

MISSION STATEMENT

The mission of the Tunkhannock Area School District is "to maximize the potential of all students to become productive individuals in an ever-changing environment"

VISION STATEMENT

The vision of the Tunkhannock Area School District is to demonstrate a clear understanding of our goals which are focused on student learning, communication, transition and sustained improvement.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Students will participate fully in their education and apply themselves to demonstrate growth. They will accept responsibility for their learning and actively engage in the process of learning.

STAFF

Staff will actively engage in professional development and seek out best practices. They will collaborate together for the purpose of improving the practice of teaching. They will share responsibility for student growth and student achievement.

ADMINISTRATION

The Administration will continue to provide meaningful professional development and guidance. They will engage in mindset of continuous improvement. They will be accountable to each other, the staff, students and parents to focus on student growth and achievement.

PARENTS

Parents will support their children's academic growth and achievement by prioritizing learning and maintaining high expectations for learning in the home.

COMMUNITY

The Tunkhannock community will continue to support the TASD through the Tiger Fund for Excellence, volunteer activities and community athletic leagues. Local businesses support both our high school transition program and our internship program by hosting students in the workplace and providing mentors for the students.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Michelle Snyder	Principal	Tunkhannock Area Intermediate Center
Mary Gene Eagen	Administrator	Central Administration
Heather McPherson	Administrator	Central Administration
Summer Frisco	Administrator	Tunkhannock Area Primary Center
Todd Bosscher	Administrator	Tunkhannock Area High School
Debbie Johnson	Administrator	Tunkhannock Area STEM Academy
Mary Beatty	Administrator	Tunkhannock Area School District
Amy Baylor	Staff Member	Tunkhannock Area School District
Christine Brunn	Staff Member	Tunkhannock Area School District
Ellyn Harvey	Staff Member	Tunkhannock Area School District
Michelle Hetzel	Staff Member	Tunkhannock Area School District
Renee Jones	Staff Member	Tunkhannock Area School District
Laura Kalmanowicz	Staff Member	Tunkhannock Area School District

Name	Position	Building/Group
Karen Kutish	Staff Member	Tunkhannock Area School District
Melissa Michlowski	Staff Member	Tunkhannock Area School District
Ashley Napoli	Staff Member	Tunkhannock Area School District
Marion Parry	Staff Member	Tunkhannock Area School District
Ashley Pippenger	Staff Member	Tunkhannock Area School District
Annette Shreeve	Staff Member	Tunkhannock Area School District
Jennifer Zdaniewicz	Staff Member	Tunkhannock Area School District
Kammy Puza	Staff Member	Tunkhannock Area School District
Gregg Ellsworth	Administrator	Tunkhannock Area School District
Craig Keiser	Staff Member	Tunkhannock Area School District
Josh Pratt	Staff Member	Tunkhannock Area School District
Paul Grabowski	Staff Member	Tunkhannock Area School District
Sara Ergott	Staff Member	Tunkhannock Area School District
Howard Heise	Community Member	Wyoming County CYS
Jackie Simmons	Community Member	Wyoming County Special Needs

Name	Position	Building/Group
Holly Arnold	Board Member	Tunkhannock Area School District
John Burke	Parent	Tunkhannock Area School District
Phil Farr	Board Member	Tunkhannock Area School District
Laura Munley	Community Member	YAP
Charles Suppon	Administrator	Director of Special Education

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Implementation of Literacy Plan to include standardization of practice, flexible small group instruction, professional development of teachers and fidelity to evidence-based practice.	Early Literacy English Language Arts English Language Arts
Implementation of Literacy Plan to include standardization of practice, flexible small group instruction, professional development of teachers and fidelity to evidence-based practice.	Essential Practices 4: Implement Data-Driven Human Capital Strategies English Language Arts English Language Arts
Adoption Eureka Math series with significant professional development provided to teachers.	Mathematics Professional learning
Provide train the trainer PD for guidance counselors. Provide faculty and staff with training	Wellness Wellness

ACTION PLAN AND STEPS

Evidence-based Strategy

Benchmark Assessments in Reading K-8

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Raising Acadience Scores K-2	2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data.
PSSA ELA Score Increases in 3-8	Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021.
Assessment Plan	Develop an assessment plan that identifies screening, diagnostic, progress monitoring and summative literacy assessments that will adequately assess all students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Using data from benchmark assessments in grades K-6, MTSS TIER 2 and TIER 3 small group interventions will be implemented utilizing phonics based program	2021-09-01 - 2024-06-03	Literacy Leader Building Principals	iReady Data Acadience Data

Anticipated Outcome

Reading deficits will be address/remediated.

Monitoring/Evaluation

Continuous monitoring of data by teacher teams and administrators

Evidence-based Strategy

Benchmark Advance

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Raising Acadience Scores K-2

2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data.

PSSA ELA Score Increases in 3-8

Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Implement Benchmark Advance in 5th grade ELA as the core instructional resource

2021-07-05 -
2024-06-10

Assistant to the Superintendent

Professional Development in Benchmark Advance for 5th grade ELA and Special Education Teachers

Purchase Benchmark Advance 5th grade materials

2021-06-24 -
2021-08-30

Assistant to the Superintendent
School Board

Benchmark Materials purchased

Anticipated Outcome

Fifth grade will have curriculum and resource alignment with grades K-4.

Monitoring/Evaluation

The district will monitor scores for improvement.

Evidence-based Strategy

Keys to Literacy Vocabulary Routine

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Vocabulary Instruction	Establish common expectations for Tier 1 vocabulary instruction for all students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Professional Development from Keys to Literacy trainers on vocabulary routines K-12	2021-08-23 - 2023-06-09	Assistant to the Superintendent Literacy Leader Building Principals	Trainers from Keys to Literacy Keys to Literacy materials to support training
Create a comprehensive strategy and plan of assessment using the Keys to Literacy template and guiding questions	2021-09-02 - 2024-06-30	Assistant to the Superintendent Literacy Leader Principals	KTL Template

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Anticipated Outcome
Evidence based best practices in teaching vocabulary will be implemented throughout all subject areas K-12

Monitoring/Evaluation
Principals will observe through walk throughs, PLS, and observations

Evidence-based Strategy
Keys to Literacy Comprehension Routine

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
PSSA ELA Score Increases in 3-8	Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide K-2 teachers with professional development on effective comprehension instruction and routines.	2021-08-23 - 2024-06-07	Assistant to the Superintendent Building Principals Literacy	Keys to Literacy Comprehension materials

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Leader	and resources

Anticipated Outcome

Robust evidence of comprehension growth in student writing and spoken word.

Monitoring/Evaluation

Walkthrough data will be collected by building principals.

Evidence-based Strategy

Professional development on Text Dependent Analysis

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Writing Expectations	Establish common expectations for meeting specific Common Core Writing Standards across all grade levels and content areas.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will extend knowledge of TDA best	2021-09-02 -	Assistant to the	KTL Summary Resources

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
instructional practices and implement these practice in their classrooms.	2023-05-30	Superintendent Building Principals Literacy Leader	

Anticipated Outcome
PSSA ELA scores will improve.

Monitoring/Evaluation
Teaching teams will evaluate PSSA data from year to year, and make instructional adjustments as deemed necessary.

Evidence-based Strategy
Trauma and Mental Health First Aid Professional Developmet

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
School counselor training	7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train the trainer professional development provided by outside	2022-07-01 -	Assistant to the	Trainers for guidance

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
provider to all school counselors	2022-10-05	Superintendent	counselors (LIU)

Anticipated Outcome

7 school counselors will attend train the trainer professional development

Monitoring/Evaluation

Presentation created by school counselors for in-service

Evidence-based Strategy

Trauma and Mental Health First Aid Professional Development

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
School counselor training	7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Train the trainer professional development provided by outside provider to all school counselors	2022-07-01 - 2022-10-05	Assistant to the Superintendent	Trainers for guidance counselors (LIU)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Anticipated Outcome

7 school counselors will attend train the trainer professional development

Monitoring/Evaluation

Presentation created by school counselors for in-service

Evidence-based Strategy

Train the Trainer

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Trauma informed professional development for faculty and staff	90% of faculty and staff will receive professional development on trauma informed classrooms and mental health first aid

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
School counselors and school psychologists present professional development to all faculty and staff during an in-service at the start of the school year.	2022-08-22 - 2024-08-14	Principals	Trauma informed and mental health first aid materials

Anticipated Outcome
 All faculty and staff receive training

Monitoring/Evaluation
 Agenda and Sign in sheets from in-service



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p> <p>Develop an assessment plan that identifies screening, diagnostic, progress monitoring and summative literacy assessments that will adequately assess all students. (Assessment Plan)</p>	<p>Benchmark Assessments in Reading K-8</p>	<p>Using data from benchmark assessments in grades K-6, MTSS TIER 2 and TIER 3 small group interventions will be implemented utilizing phonics based program</p>	<p>09/01/2021 - 06/03/2024</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)	Benchmark Advance	Implement Benchmark Advance in 5th grade ELA as the core instructional resource	07/05/2021 - 06/10/2024
Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)	Keys to Literacy Vocabulary Routine	Create a comprehensive strategy and plan of assessment using the Keys to Literacy template and guiding questions	09/02/2021 - 06/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)	Keys to Literacy Vocabulary Routine	Professional Development from Keys to Literacy trainers on vocabulary routines K-12	08/23/2021 - 06/09/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)	Keys to Literacy Comprehension Routine	Provide K-2 teachers with professional development on effective comprehension instruction and routines.	08/23/2021 - 06/07/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish common expectations for meeting specific Common Core Writing Standards across all grade levels and content areas. (Writing Expectations)	Professional development on Text Dependent Analysis	Teachers will extend knowledge of TDA best instructional practices and implement these practice in their classrooms.	09/02/2021 - 05/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid Professional Development	Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of faculty and staff will receive professional development on trauma informed classrooms and mental health first aid (Trauma informed professional development for faculty and staff)	Train the Trainer	School counselors and school psychologists present professional development to all faculty and staff during an in-service at the start of the school year.	08/22/2022 - 08/14/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p> <p>Develop an assessment plan that identifies screening, diagnostic, progress monitoring and summative literacy assessments that will adequately assess all students. (Assessment Plan)</p>	<p>Benchmark Assessments in Reading K-8</p>	<p>Using data from benchmark assessments in grades K-6, MTSS TIER 2 and TIER 3 small group interventions will be implemented utilizing phonics based program</p>	<p>09/01/2021 - 06/03/2024</p>

COMMUNICATION PLAN - STEPS AND TIMELINES:

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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)			

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)	Keys to Literacy Vocabulary Routine	Create a comprehensive strategy and plan of assessment using the Keys to Literacy template and guiding questions	09/02/2021 - 06/30/2024

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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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COMMUNICATION PLAN - STEPS AND TIMELINES:

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Establish common expectations for meeting specific Common Core Writing Standards across all grade levels and content areas. (Writing Expectations)	Professional development on Text Dependent Analysis	Teachers will extend knowledge of TDA best instructional practices and implement these practice in their classrooms.	09/02/2021 - 05/30/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid Professional Development	Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid Professional Development	Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
90% of faculty and staff will receive professional development on trauma informed classrooms and mental health first aid (Trauma informed professional development for faculty and staff)	Train the Trainer	School counselors and school psychologists present professional development to all faculty and staff during an in-service at the start of the school year.	08/22/2022 - 08/14/2024

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 placed for public inspection and comment in the LEA offices and in the nearest public library before the next regularly scheduled meeting of the board and for a minimum of 28 days prior to approval by the board or governing body 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

Career and College planning standards are above the 2030 statewide goal.

TASD is above the statewide goal in Industry Based Learning for the All Student Group, Economically Disadvantaged Group, and the Students with Disabilities group.

Increase in standards certified courses.

PSSA science scores remained relatively consistent in 2019 and 2021.

Ability to offer in person instruction during the 2020/2021 school year for all students in grades K-6.

Support services provided to our students.

Professional development in differentiating instruction.

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

Challenges

The low number of completers for industry certification.

Funding to continue to offer industry certifications within the comprehensive high school.

All student group did not meet the Interim Goal/Improvement target for Mathematics/Algebra.

Ten percent of students with disabilities did not meet the ELA achievement measure.

Attendance among students with disabilities subgroup has not met State expectations.

Students in grades 3-8 scored significantly less on the ELA PSSA in 2021 than in 2019.

The percentage of students proficient or advanced on the Literature Keystone Exam has decreased 14% since 2017

The average of correct letters named reduced from 19.8 in 2019 to 14 in 2021.

The percentage of students that achieved BOY benchmark in

Strengths

across the district

Ensure effective, standards-aligned curriculum and assessment
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 Partner with local businesses, community organizations, and other agencies to meet the needs of the district

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities

Tier 2 and Tier 3 intervention times are built into schedules in grades K-6

2 full time reading specialists at each building K-6

Complete alignment of math curriculum and power standards K-8 during the 2020/2021 school year.

Challenges

phoneme segmentation dropped from 70% in 2019 to 51% in 2021.

The percentage of students that scored INTENSIVE in whole words read increased from 16% in 2019 to 31% in 2021.

An annual increase in the number of students identified with disabilities.

The lack of preschool opportunities in the district catchment area.

Consistent best practices in differentiating instruction across grades.

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

Ensure effective, standards-aligned curriculum and assessment

Significant need for professional development in trauma informed classroom and mental health first aid.

Improving data driven instruction in the core.

Professional development in foundational reading.

Professional development in vocabulary and comprehension instructional strategies.

Strengths

Purchase of new math resource K-8 that aligns with PA Standards including standards for mathematical practice

Science curriculum has rewritten to include more of the NGSS standards in grades 4-8

Professional development in new science resource

Challenges

Implementation of new math resource that is more rigorous than previous math resource.

Closing the foundational math skill gaps in grades K-6

Changing instructional practices to include more rigor and hands on science

Most Notable Observations/Patterns

Challenges

Discussion Point

Priority for Planning

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

Ensure effective, standards-aligned

Challenges**Discussion Point****Priority for Planning**

curriculum and assessment

Students in grades 3-8 scored significantly less on the ELA PSSA in 2021 than in 2019.

The pandemic's disruptions have resulted in significant interruptions in learning. The district had implemented a Literacy Plan in SY 19/20. The closing of schools in March 2020, was an impediment to implementing strategies that will boost literacy achievement.

The percentage of students proficient or advanced on the Literature Keystone Exam has decreased 14% since 2017

The pandemic's disruptions have resulted in significant interruptions in learning. The district had implemented a Literacy Plan in SY 19/20. The closing of schools in March 2020, was an impediment to implementing strategies that will boost literacy achievement.

The average of correct letters named reduced from 19.8 in 2019 to 14 in 2021.

The percentage of students that achieved BOY benchmark in phoneme segmentation dropped from 70% in 2019 to 51% in 2021.

The percentage of students that scored INTENSIVE in whole words read increased from 16% in 2019 to 31% in 2021.

The pandemic's disruptions have resulted in significant interruptions in learning. The district had implemented a Literacy Plan in SY 19/20. The closing of schools in March 2020, was an impediment to implementing strategies that will boost literacy achievement.

Improving data driven instruction in the core.

Professional development in foundational

Challenges**Discussion Point****Priority for Planning**

reading.

Professional development in vocabulary and comprehension instructional strategies.

Implementation of new math resource that is more rigorous than previous math resource.

Closing the foundational math skill gaps in grades K-6

Math curriculum was due for revision and realignment. Continued PD in math resources and best instructional practices.

Consistent best practices in differentiating instruction across grades.

Significant need for professional development in trauma informed classroom and mental health first aid.

Professional Development

ADDENDUM B: ACTION PLAN

Action Plan: Benchmark Assessments in Reading K-8

Action Steps	Anticipated Start/Completion Date
Using data from benchmark assessments in grades K-6, MTSS TIER 2 and TIER 3 small group interventions will be implemented utilizing phonics based program	09/01/2021 - 06/03/2024

Monitoring/Evaluation	Anticipated Output
Continuous monitoring of data by teacher teams and administrators	Reading deficits will be address/remediated.

Material/Resources/Supports Needed	PD Step	Comm Step
iReady Data Acadience Data	yes	yes

Action Plan: Benchmark Advance

Action Steps**Anticipated Start/Completion Date**

Implement Benchmark Advance in 5th grade ELA as the core instructional resource

07/05/2021 - 06/10/2024

Monitoring/Evaluation**Anticipated Output**

The district will monitor scores for improvement.

Fifth grade will have curriculum and resource alignment with grades K-4.

Material/Resources/Supports Needed**PD Step****Comm Step**

Professional Development in Benchmark Advance for 5th grade ELA and Special Education Teachers

yes

yes



Action Steps

Anticipated Start/Completion Date

Purchase Benchmark Advance 5th grade materials

06/24/2021 - 08/30/2021

Monitoring/Evaluation

Anticipated Output

The district will monitor scores for improvement.

Fifth grade will have curriculum and resource alignment with grades K-4.

Material/Resources/Supports Needed

PD Step

Comm Step

Benchmark Materials purchased

no

yes

Action Plan: Keys to Literacy Vocabulary Routine

Action Steps**Anticipated Start/Completion Date**

Professional Development from Keys to Literacy trainers on vocabulary routines K-12

08/23/2021 - 06/09/2023

Monitoring/Evaluation**Anticipated Output**

Principals will observe through walk throughs, PLS, and observations

Evidence based best practices in teaching vocabulary will be implemented throughout all subject areas K-12

Material/Resources/Supports Needed**PD Step****Comm Step**

Trainers from Keys to Literacy Keys to Literacy materials to support training

yes

yes



Action Steps**Anticipated Start/Completion Date**

Create a comprehensive strategy and plan of assessment using the Keys to Literacy template and guiding questions

09/02/2021 - 06/30/2024

Monitoring/Evaluation**Anticipated Output**

Principals will observe through walk throughs, PLS, and observations

Evidence based best practices in teaching vocabulary will be implemented throughout all subject areas K-12

Material/Resources/Supports Needed**PD Step****Comm Step**

KTL Template

yes

yes



Action Plan: Keys to Literacy Comprehension Routine

Action Steps

Anticipated Start/Completion Date

Provide K-2 teachers with professional development on effective comprehension instruction and routines.

08/23/2021 - 06/07/2024

Monitoring/Evaluation

Anticipated Output

Walkthrough data will be collected by building principals.

Robust evidence of comprehension growth in student writing and spoken word.

Material/Resources/Supports Needed

PD Step

Comm Step

Keys to Literacy Comprehension materials and resources

yes

yes



Action Plan: Professional development on Text Dependent Analysis

Action Steps	Anticipated Start/Completion Date
Teachers will extend knowledge of TDA best instructional practices and implement these practice in their classrooms.	09/02/2021 - 05/30/2023

Monitoring/Evaluation	Anticipated Output
Teaching teams will evaluate PSSA data from year to year, and make instructional adjustments as deemed necessary.	PSSA ELA scores will improve.

Material/Resources/Supports Needed	PD Step	Comm Step
KTL Summary Resources	yes	yes



Action Plan: Trauma and Mental Health First Aid Professional Developmet

Action Steps	Anticipated Start/Completion Date
Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022

Monitoring/Evaluation	Anticipated Output
Presentation created by school counselors for in-service	7 school counselors will attend train the trainer professional development

Material/Resources/Supports Needed	PD Step	Comm Step
Trainers for guidance counselors (LIU)	yes	yes

Action Plan: Trauma and Mental Health First Aid Professional Developmet

Action Steps	Anticipated Start/Completion Date
Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022

Monitoring/Evaluation	Anticipated Output
Presentation created by school counselors for in-service	7 school counselors will attend train the trainer professional development

Material/Resources/Supports Needed	PD Step	Comm Step
Trainers for guidance counselors (LIU)	yes	yes

Action Plan: Train the Trainer

Action Steps

Anticipated Start/Completion Date

School counselors and school psychologists present professional development to all faculty and staff during an in-service at the start of the school year.

08/22/2022 - 08/14/2024

Monitoring/Evaluation

Anticipated Output

Agenda and Sign in sheets from in-service

All faculty and staff receive training

Material/Resources/Supports Needed

PD Step

Comm Step

Trauma informed and mental health first aid materials

yes

yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p> <p>Develop an assessment plan that identifies screening, diagnostic, progress monitoring and summative literacy assessments that will adequately assess all students. (Assessment Plan)</p>	<p>Benchmark Assessments in Reading K-8</p>	<p>Using data from benchmark assessments in grades K-6, MTSS TIER 2 and TIER 3 small group interventions will be implemented utilizing phonics based program</p>	<p>09/01/2021 - 06/03/2024</p>
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p>	<p>Benchmark Advance</p>	<p>Implement Benchmark Advance in 5th grade ELA as the core instructional resource</p>	<p>07/05/2021 - 06/10/2024</p>
<p>Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)</p>	<p>Keys to Literacy Vocabulary</p>	<p>Create a comprehensive</p>	<p>09/02/2021 -</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Routine	strategy and plan of assessment using the Keys to Literacy template and guiding questions	06/30/2024
Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)	Keys to Literacy Vocabulary Routine	Professional Development from Keys to Literacy trainers on vocabulary routines K-12	08/23/2021 - 06/09/2023
Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)	Keys to Literacy Comprehension Routine	Provide K-2 teachers with professional development on effective comprehension instruction and routines.	08/23/2021 - 06/07/2024
Establish common expectations for meeting specific Common Core Writing Standards across all grade levels and content areas. (Writing Expectations)	Professional development on Text	Teachers will extend knowledge of	09/02/2021 - 05/30/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Dependent Analysis	TDA best instructional practices and implement these practice in their classrooms.	
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid Professional Developmet	Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid Professional Developmet	Train the trainer professional development provided by outside provider to all school counselors	07/01/2022 - 10/05/2022
90% of faculty and staff will receive professional development on trauma informed classrooms and mental health first aid (Trauma informed professional development for faculty and staff)	Train the Trainer	School counselors and school psychologists	08/22/2022 - 08/14/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		present professional development to all faculty and staff during an in-service at the start of the school year.	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Training by Benchmark Advance Trainers	Grade 5 teachers	Best practices in using the Benchmark Advance ELA resource

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers implement Behchmark Advance utilizing best practices and materials identified by trainers and Literacy Supervisor. Observed through walk throughs	08/23/2021 - 06/05/2022	Principal Literacy Leader

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1e: Designing Coherent Instruction
- 1c: Setting Instructional Outcomes
- 1e: Designing Coherent Instruction
- 4a: Reflecting on Teaching
- 1f: Designing Student Assessments
- 1b: Demonstrating Knowledge of Students
- 4a: Reflecting on Teaching
- 1f: Designing Student Assessments
- 1e: Designing Coherent Instruction

- Language and Literacy Acquisition for All Students
- Teaching Diverse Learners in an Inclusive Setting
- Teaching Diverse Learners in an Inclusive Setting

Professional Development Step

Audience

Topics of Prof. Dev

Keys to Literacy Vocabulary Training

K-12 Teachers

Best practices and strategies for vocabulary instruction

Evidence of Learning**Anticipated Timeframe****Lead Person/Position**

Implementation of the Keys to Literacy Vocabulary Routine in all classrooms. Classroom walkthroughs

08/23/2021 - 06/07/2024

Assistant to the Superintendent Literacy
Leader Principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1d: Demonstrating Knowledge of Resources

Language and Literacy Acquisition for All Students

1e: Designing Coherent Instruction

Language and Literacy Acquisition for All Students

1c: Setting Instructional Outcomes

Language and Literacy Acquisition for All Students

1e: Designing Coherent Instruction

1c: Setting Instructional Outcomes

1b: Demonstrating Knowledge of Students

4a: Reflecting on Teaching

1f: Designing Student Assessments

1a: Demonstrating Knowledge of Content and Pedagogy

1e: Designing Coherent Instruction

1c: Setting Instructional Outcomes

4a: Reflecting on Teaching

1b: Demonstrating Knowledge of Students

1f: Designing Student Assessments

1d: Demonstrating Knowledge of Resources

3d: Using Assessment in Instruction

Professional Development Step	Audience	Topics of Prof. Dev
Keys to Literacy Comprehension Routine	K-2 teachers	Best practices and strategies for comprehension instruction

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of the Keys to Literacy Comprehension Routine in all classrooms. Classroom walkthroughs	08/23/2021 - 06/07/2024	Assistant to the Superintendent Literacy Leader Principals

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1d: Demonstrating Knowledge of Resources	Language and Literacy Acquisition for All Students
1e: Designing Coherent Instruction	Language and Literacy Acquisition for All Students
1c: Setting Instructional Outcomes	Language and Literacy Acquisition for All Students
1a: Demonstrating Knowledge of Content and Pedagogy	Teaching Diverse Learners in an Inclusive Setting
1f: Designing Student Assessments	
4a: Reflecting on Teaching	
1e: Designing Coherent Instruction	
1c: Setting Instructional Outcomes	
4a: Reflecting on Teaching	

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1d: Demonstrating Knowledge of Resources

1b: Demonstrating Knowledge of Students

1f: Designing Student Assessments

1d: Demonstrating Knowledge of Resources

1a: Demonstrating Knowledge of Content and Pedagogy

1e: Designing Coherent Instruction

1c: Setting Instructional Outcomes

1b: Demonstrating Knowledge of Students

1f: Designing Student Assessments

Professional Development Step

Audience

Topics of Prof. Dev

TDA

3-8 teachers

TDA instructional best practices Analyzing and scoring TDA Peer review of TDA

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation in the classroom of TDA best practices. TDA scoring rubrics. Classroom observation	08/23/2021 - 06/06/2025	Literacy Leader Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1e: Designing Coherent Instruction	Language and Literacy Acquisition for All Students
1f: Designing Student Assessments	Teaching Diverse Learners in an Inclusive Setting
1c: Setting Instructional Outcomes	Language and Literacy Acquisition for All Students
1a: Demonstrating Knowledge of Content and Pedagogy	
4a: Reflecting on Teaching	
1d: Demonstrating Knowledge of Resources	
1c: Setting Instructional Outcomes	
1a: Demonstrating Knowledge of Content and Pedagogy	
1e: Designing Coherent Instruction	
1b: Demonstrating Knowledge of Students	
4a: Reflecting on Teaching	
1b: Demonstrating Knowledge of Students	
1f: Designing Student Assessments	
1a: Demonstrating Knowledge of Content and Pedagogy	

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1e: Designing Coherent Instruction

1d: Demonstrating Knowledge of Resources

1c: Setting Instructional Outcomes

4a: Reflecting on Teaching

Professional Development Step

Audience

Topics of Prof. Dev

Mental Health First Aid

School Counselors

Train the trainer on Mental Health First Aid

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

School counselors train faculty and staff

08/22/2022 - 06/09/2023

Assistant to the Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1b: Demonstrating Knowledge of Students

Trauma Informed Training (Act 18)

Professional Development Step	Audience	Topics of Prof. Dev
Mental Health First Aid	All faculty/staff K-12	Mental Health First Aid

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Agenda/sign in	08/22/2022 - 06/09/2023	Assistant to the Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1b: Demonstrating Knowledge of Students	Trauma Informed Training (Act 18)



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p> <p>Develop an assessment plan that identifies screening, diagnostic, progress monitoring and summative literacy assessments that will adequately assess all students. (Assessment Plan)</p>	Benchmark Assessments in Reading K-8	Using data from benchmark assessments in grades K-6, MTSS TIER 2 and TIER 3 small group interventions will be implemented utilizing phonics based program	2021-09-01 - 2024-06-03
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p>	Benchmark Advance	Implement Benchmark Advance in 5th grade ELA as the core instructional resource	2021-07-05 - 2024-06-10
<p>2023-24 Acadience EOY mid-year data for grades K-2 will show an increase of 30 percent over the number of students that benchmark in foundational reading skills</p>	Benchmark Advance	Purchase Benchmark	2021-06-24 - 2021-08-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>when compared with 2019 Acadience BOY data. (Raising Acadience Scores K-2)</p> <p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p>		<p>Advance 5th grade materials</p>	<p>30</p>
<p>Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)</p>	<p>Keys to Literacy Vocabulary Routine</p>	<p>Create a comprehensive strategy and plan of assessment using the Keys to Literacy template and guiding questions</p>	<p>2021-09-02 - 2024-06-30</p>
<p>Establish common expectations for Tier 1 vocabulary instruction for all students. (Vocabulary Instruction)</p>	<p>Keys to Literacy Vocabulary Routine</p>	<p>Professional Development from Keys to Literacy trainers on vocabulary routines K-12</p>	<p>2021-08-23 - 2023-06-09</p>
<p>Students in grades 3-8 scoring proficient or advanced on the ELA PSSA will increase by 20% in 2024 over the number scoring proficient/advanced in 2021. (PSSA ELA Score Increases in 3-8)</p>	<p>Keys to Literacy Comprehension Routine</p>	<p>Provide K-2 teachers with professional development on</p>	<p>2021-08-23 - 2024-06-07</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		effective comprehension instruction and routines.	
Establish common expectations for meeting specific Common Core Writing Standards across all grade levels and content areas. (Writing Expectations)	Professional development on Text Dependent Analysis	Teachers will extend knowledge of TDA best instructional practices and implement these practice in their classrooms.	2021-09-02 - 2023-05-30
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid Professional Developmet	Train the trainer professional development provided by outside provider to all school counselors	2022-07-01 - 2022-10-05
7 school counselors will attend train the trainer PD on Trauma informed classrooms and Mental Health First Aid (School counselor training)	Trauma and Mental Health First Aid	Train the trainer professional development	2022-07-01 - 2022-10-05

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
90% of faculty and staff will receive professional development on trauma informed classrooms and mental health first aid (Trauma informed professional development for faculty and staff)	Professional Development	provided by outside provider to all school counselors	
	Train the Trainer	School counselors and school psychologists present professional development to all faculty and staff during an in-service at the start of the school year.	2022-08-22 - 2024-08-14

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Grade 5 Benchmark Advance Implementation	Grade 5 teachers	Benchmark Advance implementation

Anticipated Timeframe**Frequency****Delivery Method**

08/23/2021 - 06/06/2024

2 times by Benchmark Advance
trainersPresentation
Other**Lead Person/Position**

Literacy Leader

Communication Step**Audience****Topics/Message of Communication**

Keys to Vocabulary

K-12 teachers

Best practices in vocabulary instruction

Anticipated Timeframe**Frequency****Delivery Method**

08/23/2021 - 06/06/2024

Minimum of 2 times by Keys to Literacy
trainersPresentation
Other
Other**Lead Person/Position**

Literacy Leader Assistant to the Superintendent

Communication Step	Audience	Topics/Message of Communication
K-2 Comprehension Instructional Best Practices	K-2 teachers	Best practices in comprehension instructional strategies

Anticipated Timeframe	Frequency	Delivery Method
08/23/2021 - 06/07/2024	2 in person trainings by Keys to Literacy trainers	Presentation Presentation Other

Lead Person/Position
Literacy Leader Assistant to the Superintendent

Communication Step	Audience	Topics/Message of Communication
Text Dependent Analysis Professional Development	Teachers grades 3-7	Teaching and scoring TDA

Anticipated Timeframe	Frequency	Delivery Method
08/23/2021 - 06/07/2024	PLS every 7 days as needed	Presentation

Lead Person/Position

Literacy Leader

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step

Topics of Message

Mode

Audience

Anticipated Timeline

