

WAYNE HIGHLANDS SD

474 Grove St

Comprehensive Plan | 2020 - 2023

MISSION STATEMENT

The mission of the Wayne Highlands School District is to promote a school and community partnership dedicated to an educational culture of excellence that is dynamic and progressive, where all students strive for personal growth and develop mutual respect for themselves and society.

VISION STATEMENT

The Wayne Highlands School District staff will collaborate with parents, families and community institutions in attending to students' intellectual and developmental needs, and preparing students to become self-directed, life-long learners and respectful, responsible and involved citizens. The district will provide opportunities for students to: 1. Acquire knowledge and skills 2. Develop integrity 3. Process information 4. Think critically 5. Work independently 6. Collaborate with others 7. Adapt to change The Wayne Highlands School District program will provide planned instruction so that students have the opportunity to develop knowledge and skills, and attain academic standards, in the following areas: 1. Literacy: Reading, Writing, Speaking and Listening 2. Mathematics 3. Science and Technology 4. Environment and Ecology 5. Social Studies 6. Arts and Humanities 7. Career Education 8. Health, Safety and Physical Education 9. Family and Consumer Science 10. World Languages The District will engage in planned activities to promote the achievement of the following organizational goals: 1. Planned courses aligned with PA Core Standards and instructional requirements for primary, intermediate, middle level and high school programs. 2. Develop a plan to improve students' achievement. 3. Ongoing and progressive staff development 4. Continue to grow the use of technology in learning activities. 5. Implement the 339 Plan to expose and educate students/parents to career pathways 6. Improve plans for safety and security, sensitivity to diversity and addressing the needs of at-risk students. 7. Continue to nurture the strong community-parent-school partnerships at all grade levels.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

For the purposes of self betterment, personal growth and preparation for future vocation, students will contribute to the success of the Wayne Highlands School District through their strong work ethic, regular attendance at school, committing to excellence in their academic, extra-curricular and personal lives.

STAFF

For the purposes of cultivating a strong academic culture that is student-centered where relationships are valued, maintaining high expectations, committing to a growth mindset and supporting grit, the faculty/staff of the Wayne Highlands School District will contribute to the District's success through their commitment to the "Wayne Highlands Way," driven by excellence, professionalism, integrity and strong work ethic. The "Wayne Highland's Way" is centered on a student-centered approach, relationships, strong culture, high expectations, the growth mindset and grit achieved through best instructional practices, rigorous/rich curriculum, exposure and use of technology, supportive policy/procedures and effective assessment (formative and summative).

ADMINISTRATION

For the purposes of cultivating a strong academic culture that is student-centered where relationships are valued, maintaining high expectations, committing to a growth mindset and supporting grit, the administration of the Wayne Highlands School District will contribute to the District's success through their commitment to the "Wayne Highlands Way," driven by excellence, professionalism, integrity, fiscal responsibility and strong work ethic. The "Wayne Highland's Way" is centered on a student-centered approach, relationships, strong culture, high expectations, the growth mindset and grit achieved through best instructional practices, rigorous/rich curriculum, exposure and use of technology, supportive policy/procedures and effective assessment (formative and summative).

PARENTS

Parents will contribute the success of the Wayne Highlands School District through their academic, social, extra-curricular and co-curricular support. Parents too will commit to the "Wayne Highlands Way" by supporting the District in its drive for excellence comprehensively across all sectors of the organization. The "Wayne Highland's Way" is centered on a student-centered approach, relationships, strong culture, high expectations, the growth mindset and grit achieved through best instructional practices, rigorous/rich curriculum, exposure and use of technology, supportive policy/procedures and effective assessment (formative and summative).

COMMUNITY

Community members will contribute the success of the Wayne Highlands School District through their academic, social, extra-curricular and co-curricular support. Community Members too will commit to the "Wayne Highlands Way" by supporting the District in its drive for excellence comprehensively across all sectors of the organization. Additionally, community members may be specifically supportive in providing vocational experiences and opportunities to Wayne Highlands' students and sharing knowledge within their area of expertise., The "Wayne Highland's Way" is centered on a student-centered approach, relationships, strong culture, high expectations, the growth mindset and grit achieved through best instructional practices, rigorous/rich curriculum, exposure and use of technology, supportive policy/procedures and effective assessment (formative and summative).

STEERING COMMITTEE

Name	Position	Building/Group
Patrick Blaskiewicz	Administrator - Asst Spec. Ed. Director	WHSD
Ryan Chulada	Teacher - Middle Level	WHSD - Damascus
Lisa Corcoran	Guidance Counselor	WHSD - SPC
Stacey Diehl	Teacher - Middle Level	WHSD- WHMS
Ryan Dressler	Teacher - High School	WHSD - HHS
Gregory Frigoletto	Administrator - Superintendent	WHSD
Gary Kopesky	Parent	Private Practice
Jaqueline Kopesky	Parent	Parent
George Korb	Community Member/Board President	Woodloch
Heather Kretschmer	Teacher - Primary Level	WHSD - SPC
Trish LeClere	Parent	Parent
Jennifer Meagher	Parent	Wayne County Courthouse
Timothy Morgan	Administrator - Asst. Superintendent	WHSD
Rudy Schemitz	Business Representative	New Wave Woodworking
Lori Sheldon	WHSD - Educational Specialist	WHSD
Wayne Stephens	Business Representative	Stephens Pharmacy
Alisha Thompson	Teacher - Elementary	WHSD - Preston
Michelle Tonkin	Teacher - High School	WHSD - HHS
Brian Weist	Community Member	Wayne County Ford

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
<p>The subcommittee believes that consistent implementation of effective instructional practices across ALL classrooms in every school would benefit students.</p>	<p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p> <p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p> <p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p>
<p>The subcommittee believes that consistent implementation of effective instructional practices across ALL classrooms in every school would benefit students.</p>	<p>Community Engagement</p> <p>Career Standards Benchmark</p> <p>Career Standards Benchmark</p>
<p>The subcommittee believes that consistent implementation of effective instructional practices across ALL classrooms in every school would benefit students.</p>	<p>Career Standards Benchmark</p> <p>Career Standards Benchmark</p> <p>Career Standards Benchmark</p>
<p>The group as a whole believed that the district and school community, while mutually supportive, could benefit from greater and more open dialogue.</p>	<p>Career Standards Benchmark</p> <p>Career Standards Benchmark</p> <p>Career Standards Benchmark</p>
<p>The group as a whole believed that the district and school community, while mutually supportive, could benefit from</p>	<p>Career Standards Benchmark</p>

Priority Statement

greater and more open dialogue.

Outcome Category

Career Standards
Benchmark

Career Standards
Benchmark

ACTION PLAN AND STEPS**Evidence-based Strategy**

Great Minds

Measurable Goals**Goal Nickname****Measurable Goal Statement (Smart Goal)**

K-2 Literacy

The District will focus intently on K-2 literacy in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. The District will measure success through the use of the DIBELS Next assessment, aiming for a 9% increase in student scoring. Additionally, the District will measure the percentage of students reading at the grade level benchmarks and work toward an increase commiserate with the literacy skills increase of 9% by the conclusion of the 2023 school year.

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

Teachers and Administrators will participate in the professional development sessions provided by Great Minds, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.

2020-08-26 -
2023-05-31

Tim Morgan -
Asst.
Superintendent
and building
principals

Financial resources will be required and will be fulfilled through a District/School budgets dedicated to professional development.

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

1. Teachers will implement the researched-based curriculum with fidelity/integrity. 2. Student progress will be monitored and evaluated on a formative basis, therefore guiding instruction. 3. Student scores in growth/performance will grow by 3% each year over a three year period.

Monitoring/Evaluation

Teacher observations will focus on the implementation of Wit & Wisdom with integrity/fidelity. Observations will also give specific focus to Using Assessment in Instruction (3D) from the Danielson Tool.

Evidence-based Strategy

Wilson Reading

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
K-2 Literacy	The District will focus intently on K-2 literacy in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. The District will measure success through the use of the DIBELS Next assessment, aiming for a 9% increase in student scoring. Additionally, the District will measure the percentage of students reading at the grade level benchmarks and work toward an increase commiserate with the literacy skills increase of 9% by the conclusion of the 2023 school year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers and Administrators will participate in the professional development sessions provided by Wilson	2020-08-25 - 2023-05-31	Tim Morgan - Asst. Superintendent and building principals	Financial resources will be required and will be fulfilled through a District/School budgets dedicated to professional development.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Reading Company, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.			

Anticipated Outcome

1. Teachers and Administrators will receive a "booster shot" with regard to the implementation of Foundations with fidelity. 2. Student progress will be monitored and evaluated on a formative basis, therefore guiding instruction. 3. Student scores in growth/performance will grow by 3% each year over a three year period.

Monitoring/Evaluation

Teacher observations will focus on the implementation of Foundations with integrity/fidelity. Observations will also give specific focus to Engaging Students in Learning (3C) from the Danielson Tool.

Evidence-based Strategy

Envision Mathematics

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Algebra Readiness	The District will focus intently on mathematics, specifically in grades 7, 8 and through Algebra 1, in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. This overarching goal will be to prepare students to be more Algebra ready and successful. The District will measure success through the Pennsylvania Value Added Assessment System (PVAAS) and the Pennsylvania System of School Assessment (PSSA), aiming for a increase of 6% of students meeting the growth expectation and a 6% increase in students scoring proficient or higher on the PSSA by the conclusion of the 2023 school year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Professionally Develop faculty and administration in best instructional practices and the EnVision Mathematics curriculum, Additionally, faculty/staff will work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	2020-06-15 - 2023-05-31	Tim Morgan - Asst. Superintendent and building principals	Financial resources will be required and will be fulfilled through a District/School budgets dedicated to professional development.

Anticipated Outcome

Teachers and Administrators will participate in the professional development sessions provided by Pearson specific to EnVision Mathematics. 2. Student scores in both growth and performance (proficiency) will grow by 2% each year over a three year period.

Monitoring/Evaluation

Teacher observations will focus on the implementation of EnVision with integrity/fidelity. Observations will also give specific focus to Engaging Students in Learning (3C) and Using Assessment in Instruction (3D) from the Danielson Tool. Administration will monitor growth and performance (proficiency).

Evidence-based Strategy

One Call

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Community Engagement	The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023

Goal Nickname**Measurable Goal Statement (Smart Goal)**

school year.

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

The District will utilize the One Call communication tool to effectively, accurately and concisely deliver important information to a wide scope of stakeholders (students, parents, faculty/staff, emergency management, etc).

2020-07-01 -
2023-06-30

Gregory
Frigoletto -
Superintendent

Software/application to logistical facilitate the communication tool. The cost of this tool will be funded through district the budget.

Anticipated Outcome

1. Increased safety and security 2. More timely communication to support stakeholders logistically

Monitoring/Evaluation

The superintendent and principals will control the flow of information to insure accuracy.

Evidence-based Strategy

Everyday Mathematics

Measurable Goals**Goal Nickname****Measurable Goal Statement (Smart Goal)**

K-6 Math

The District will focus intently on mathematics, specifically in grades K-6 in an effort to build rigor and establish a more cohesive approach with regard to instruction/student success at that grade band. The District will measure success through the Pennsylvania Value Added Assessment System (PVAAS) in grades 4-6 and the Pennsylvania System of School Assessment (PSSA) in grades 3-6, aiming for an increase of 6% of students

Goal Nickname**Measurable Goal Statement (Smart Goal)**

meeting the growth expectation and a 6% increase in students scoring proficient or higher on the PSSA. For K-2 students, effort will be made to achieve a 6% growth as measured by newly created/or adopted standardized classroom assessments by the conclusion of the 2023 school year.

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

Everyday Mathematics Collaboration: Faculty and Staff will complete study groups to plan, prepare and focus on best instructional practices/ Specific attention will be placed on Domain 3 of the Danielson Tool: Instruction. Additionally, faculty/staff will work collaboratively via workshops and through grade levels/departments to achieve success in this area.

2020-08-25 -
2023-05-31

Tim Morgan -
Asst.
Superintendent
and building
principals

Financial resources will be required and will be fulfilled through a District/School budgets dedicated to Wayne Highlands courses/study groups.

Anticipated Outcome

1. Teachers will demonstrate strong understanding and implement the Everyday Math program with fidelity and integrity. 2. Student scores in both growth and performance (proficiency) will grow by 2% each year over a three year period.

Monitoring/Evaluation

During teacher observations, administrators will focus on fidelity and integrity to the Everyday math curriculum. 3C and 3d D of the Danielson Tool will be given specific attention. Administration with monitor growth and performance (proficiency).

Evidence-based Strategy

PROSPER: Strengthening Families

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Community Engagement	The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The District will work in cooperation with the Penn State Extension to implement the PROSPER program twice a year, once in the fall and once in the spring. Each session will be a 7 week session that meets one time per week with families and students.	2020-10-01 - 2023-05-31	Peter Jordan (building principal)	A large portion of this program will be financially supported through the Penn State Extension and grants they have retained. For costs that go beyond the funds provided by the Penn State Extension, the Wayne Highlands School District will cover remaining costs.

Anticipated Outcome

1. Families of the Wayne Highlands School District will benefit from the PROSPER: Strengthening Families program. It is anticipated that 12 families per session will participate.
2. Behavioral issues will decrease and the 4-year cohort graduation rate will increase.

Monitoring/Evaluation

In coordination with the Penn State Extension, the PROSPER committee, comprised of diverse community stakeholders, will meet monthly throughout the school year to monitor progress and make adjustments where necessary. Building principals will monitor disciplinary instance and the high school administration will evaluate graduation rates.

Evidence-based Strategy

PA Dept. of Education Online School Climate Surveys

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Community Engagement

The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

The Wayne Highlands School District will encourage and invite students and parents to participate in the online PDE School Climate Surveys. These Survey will be conducted once every two years.

2020-08-31 -
2023-05-31

Tim Morgan -
Asst.
Superintendent,
building
principals and
the Director of
Safety and
Security (Joe
Lobasso).

PDE provides the survey resource free of charge. Those participating will need access to a device that can connect to the Internet.

Anticipated Outcome

1. The District will garner information from both students and parents regarding school safety and climate. This information will be helpful in building the Safe Schools Resource and establishing policy/procedure in each school building. 2. The district, schools and school police will build policy, procedure and course of action based on student and parent feedback.

Monitoring/Evaluation

Tim Morgan and Joe Lobasso

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The District will focus intently on K-2 literacy in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. The District will measure success through the use of the DIBELS Next assessment, aiming for a 9% increase in student scoring. Additionally, the District will measure the percentage of students reading at the grade level benchmarks and work toward an increase commiserate with the literacy skills increase of 9% by the conclusion of the 2023 school year. (K-2 Literacy)	Great Minds	Teachers and Administrators will participate in the professional development sessions provided by Great Minds, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	08/26/2020 - 05/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The District will focus intently on K-2 literacy in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. The District will measure success through the use of the DIBELS Next assessment, aiming for a 9% increase in student scoring. Additionally, the District will measure the percentage of students reading at the grade level benchmarks and work toward an increase commiserate with the literacy skills increase of 9% by the conclusion of the 2023 school year. (K-2 Literacy)	Wilson Reading	Teachers and Administrators will participate in the professional development sessions provided by Wilson Reading Company, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	08/25/2020 - 05/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The District will focus intently on mathematics, specifically in grades 7, 8 and through Algebra 1, in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. This overarching goal will be to prepare students to be more Algebra ready and successful. The District will measure success through the Pennsylvania Value Added Assessment System (PVAAS) and the Pennsylvania System of School Assessment (PSSA), aiming for a increase of 6% of students meeting the growth expectation and a 6% increase in students scoring proficient or higher on the PSSA by the conclusion of the 2023 school year. (Algebra Readiness)</p>	<p>Envision Mathematics</p>	<p>Professionally Develop faculty and administration in best instructional practices and the EnVision Mathematics curriculum, Additionally, faculty/staff will work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.</p>	<p>06/15/2020 - 05/31/2023</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The District will focus intently on mathematics, specifically in grades K-6 in an effort to build rigor and establish a more cohesive approach with regard to instruction/student success at that grade band. The District will measure success through the Pennsylvania Value Added Assessment System (PVAAS) in grades 4-6 and the Pennsylvania System of School Assessment (PSSA) in grades 3-6, aiming for a increase of 6% of students meeting the growth expectation and a 6% increase in students scoring proficient or higher on the PSSA. For K-2 students, effort will be made to achieve a 6% growth as measured by newly created/or adopted standardized classroom assessments by the conclusion of the 2023 school year. (K-6 Math)</p>	<p>Everyday Mathematics</p>	<p>Everyday Mathematics Collaboration: Faculty and Staff will complete study groups to plan, prepare and focus on best instructional practices/ Specific attention will be placed on Domain 3 of the Danielson Tool: Instruction. Additionally, faculty/staff will work collaboratively via workshops and through grade levels/departments to achieve success in this area.</p>	<p>08/25/2020 - 05/31/2023</p>

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year. (Community Engagement)	One Call	The District will utilize the One Call communication tool to effectively, accurately and concisely deliver important information to a wide scope of stakeholders (students, parents, faculty/staff, emergency management, etc).	07/01/2020 - 06/30/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year. (Community Engagement)	PROSPER: Strengthening Families	The District will work in cooperation with the Penn State Extension to implement the PROSPER program twice a year, once in the fall and once in the spring. Each session will be a 7 week session that meets one time per week with families and students.	10/01/2020 - 05/31/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year. (Community Engagement)</p>	<p>PA Dept. of Education Online School Climate Surveys</p>	<p>The Wayne Highlands School District will encourage and invite students and parents to participate in the online PDE School Climate Surveys. These Survey will be conducted once every two years.</p>	<p>08/31/2020 - 05/31/2023</p>

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

All Student Group Meets 2030 Statewide Goal at HHS, WHMS, Lakeside and Damascus schools in ELA/Literature, Mathematics/Algebra and Science/Biology

All Student Group Meets or Exceeds the Standard Demonstrating Growth at HHS, Preston and WHMS in ELA/Literature, Mathematics/Algebra and Science/Biology. Damascus and Lakeside met/exceeded the growth benchmark in ELA/Literature and Science/Biology.

Regular Attendance All Student Group Meets Performance Standard at the WHMS, Lakeside, Stourbridge, Preston and Damascus Schools meet state benchmark.

ELA - Standard Demonstrating Growth (Lakeside)

Math - Standard Demonstrating Growth (Lakeside)

HHS - ELA - All Student Group at 86.2% (proficiency)

HHS - ELA - All Student Group Meets the Standard Demonstrating Growth

WHMS - ELA - All Student Group Exceeds the Standard Demonstrating Growth

Lakeside - ELA - All Student Group Meets Interim Goal/Improvement Target

HHS - Math - All Student Group Meets 2030 Statewide Goal - 82.8%

WHMS - Math - All Student Group Meets

Challenges

Regular Attendance - All Student Group Did Not Meet Performance Standard at HHS

All Student Group at Preston - Did Not Meet Interim Goal/Improvement Target in ELA/Literature

All Student Group at Preston - Did Not Meet Interim Goal/Improvement Target in Math/Algebra

ELA - Statewide Goal & Demonstrating Growth (HHS) - Students with Disabilities

Math - Standard Demonstrating Growth (HHS) - Students with Disabilities

Preston - ELA - All Student Group Meets the Standard Demonstrating Growth (60.6%)

Preston - ELA - All Student Group Did Not Meet Interim Goal/Improvement Target

HHS - ELA - Students with Disabilities - 36.1% (Proficiency)

HHS - ELA - Students with Disabilities - Standard Demonstrating Growth (55%)

HHS - Math - Students with Disabilities - Standard Demonstrating Growth - 64%

Lakeside - Math All Student Group Did Not Meet the Standard Demonstrating Growth - 50%

Damascus - Math - All Student Group Did Not Meet the Standard Demonstrating

Strengths

Interim Goal/Improvement Target - 51.4%

Lakeside - Math - All Student Group Meets Interim Goal/Improvement Target - 62%

Preston - MATH - All Student Group Meets the Standard Demonstrating Growth - 79%

HHS - Science - All Student Group Meets 2030 Statewide Goal - 85.4

WHMS - Science - All Student Group Meets 2030 Statewide Goal - 76.9

Lakeside - Science - All Student Group Meets 2030 Statewide Goal - 90%

Damascus - Science - All Student Group Meets 2030 Statewide Goal - 83.7%

Career Standards Benchmark All Student Group Exceeds Performance Standard - 100%

Rigorous Courses of Study All Student Group - HHS - 64.5%. This exceeds the state average by 7%

Five-Year Cohort All Student Group - HHS - 94.5%. This exceeds the state average by 6%.

HHS - English Language Arts/Literature - Economically Disadvantaged - Meets 2030 Statewide Goal - 78.3% meet the state goal

HHS - Mathematics/Algebra - Economically Disadvantaged - Meets 2030 Statewide Goal - 75.4% meet the state goal

HHS - Science/Biology Students with disabilities- Exceeds the Standard Demonstrating Growth - 100% exceeded state growth expectations

Challenges

Growth - 69%

Preston - Math - All Student Group Did Not Meet Interim Goal/Improvement Target - 37.2%

HHS - Science - Economically Disadvantaged students trending downward with regard to growth

WHMS - Science - Economically Disadvantaged students trending downward with regard to growth

Lakeside - Science - Economically Disadvantaged students trending downward with regard to growth

Lakeside - Science - Disabled students trending downward with regard to growth

Four-Year Cohort All Student Group Meets Interim Goal/Improvement Target - HHS - 89.5%. This exceeds the state average by 3.7%.

Industry-Based Learning All Student Group - HHS - 27.3%. This falls below the state performance average by 3.4%.

HHS - English Language Arts/Literature Students with Disabilities - Meets 2030 Statewide Goal - 36.1% and do not meet growth expectations

HHS - Mathematics/Algebra Students with Disabilities- 2030 Statewide Goal - 31.4% and do not meet growth expectations

Lakeside - Mathematics/Algebra - Economically Disadvantaged - Did Not Meet the Standard Demonstrating Growth - 65%

Strengths

HHS - Science/Biology - Students with Disabilities - Meets 2030 Statewide Goal - 50% meet state expectations and trending upward

HHS - Science/Biology - Economically Disadvantaged - Exceeds the Standard Demonstrating Growth - 89% exceed the state growth expectation

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

Allocate resources, including money, staff, professional learning, materials, and support to schools based on the analysis of a variety of data *

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

Challenges

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

Partner with local businesses, community organizations, and other agencies to meet the needs of the district *

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

Most Notable Observations/Patterns

The team, while complimentary believed improvement in the following areas would benefit the organization in its effectiveness and more specifically, students directly. 1. Create a system that ensures consistent implementation of effective instructional practices across ALL classrooms in each school. 2. Create a 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.

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

Challenges	Discussion Point	Priority for Planning
All Student Group at Preston - Did Not Meet Interim Goal/Improvement Target in ELA/Literature		
All Student Group at Preston - Did Not Meet Interim Goal/Improvement Target in Math/Algebra		
ELA - Statewide Goal & Demonstrating Growth (HHS) - Students with Disabilities	The subcommittee believes that consistent implementation of effective instructional practices across ALL classrooms in evry school would benefit students.	✓
Math - Standard Demonstrating Growth (HHS) - Students with Disabilities	The subcommittee believes that consistent implementation of effective instructional practices across ALL classrooms in evry school would benefit students.	✓
HHS - ELA - Students with Disabilities - 36.1% (Proficiency)		
HHS - ELA - Students with Disabilities - Standard Demonstrating Growth (55%)		
HHS - Math - Students with Disabilities - Standard Demonstrating Growth - 64%		
Lakeside - Math All Student Group Did Not Meet the Standard Demonstrating Growth - 50%		
Preston - Math - All Student Group Did Not Meet Interim Goal/Improvement Target - 37,2%		
HHS - English Language		

Challenges	Discussion Point	Priority for Planning
Arts/Literature Students with Disabilities - Meets 2030 Statewide Goal - 36.1% and do not meet growth expectations		
HHS - Mathematics/Algebra Students with Disabilities- 2030 Statewide Goal - 31.4% and do not meet growth expectations		
Lakeside - Mathematics/Algebra - Economically Disadvantaged - Did Not Meet the Standard Demonstrating Growth - 65%	The subcommittee believes that consistent implementation of effective instructional practices across ALL classrooms in every school would benefit students.	✓
Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district *	The group as a whole believed that the district and school community, while mutually supportive, could benefit from greater and more open dialogue.	✓
Partner with local businesses, community organizations, and other agencies to meet the needs of the district *	The group as a whole believed that the district and school community, while mutually supportive, could benefit from greater and more open dialogue.	✓
Coordinate and monitor supports aligned with students' and families' needs		

ADDENDUM B: ACTION PLAN

Action Plan: Great Minds

Action Steps	Anticipated Start/Completion Date
Teachers and Administrators will participate in the professional development sessions provided by Great Minds, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	08/26/2020 - 05/31/2023

Monitoring/Evaluation	Anticipated Output
Teacher observations will focus on the implementation of Wit & Wisdom with integrity/fidelity. Observations will also give specific focus to Using Assessment in Instruction (3D) from the Danielson Tool.	1. Teachers will implement the researched-based curriculum with fidelity/integrity. 2. Student progress will be monitored and evaluated on a formative basis, therefore guiding instruction. 3. Student scores in growth/performance will grow by 3% each year over a three year period.

Material/Resources/Supports Needed	PD Step	Comm Step
Financial resources will be required and will be fulfilled through a District/School budgets dedicated to professional development.	yes	no

Action Plan: Wilson Reading

Action Steps	Anticipated Start/Completion Date
Teachers and Administrators will participate in the professional development sessions provided by Wilson Reading Company, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	08/25/2020 - 05/31/2023

Monitoring/Evaluation	Anticipated Output
Teacher observations will focus on the implementation of Foundations with integrity/fidelity. Observations will also give specific focus to Engaging Students in Learning (3C) from the Danielson Tool.	1. Teachers and Administrators will receive a "booster shot" with regard to the implementation of Foundations with fidelity. 2. Student progress will be monitored and evaluated on a formative basis, therefore guiding instruction. 3. Student scores in growth/performance will grow by 3% each year over a three year period.

Material/Resources/Supports Needed	PD Step	Comm Step
Financial resources will be required and will be fulfilled through a District/School budgets dedicated to professional development.	yes	no

Action Plan: Envision Mathematics

Action Steps	Anticipated Start/Completion Date
<p>Professionally Develop faculty and administration in best instructional practices and the EnVision Mathematics curriculum, Additionally, faculty/staff will work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.</p>	<p>06/15/2020 - 05/31/2023</p>

Monitoring/Evaluation	Anticipated Output
<p>Teacher observations will focus on the implementation of EnVision with integrity/fidelity. Observations will also give specific focus to Engaging Students in Learning (3C) and Using Assessment in Instruction (3D) from the Danielson Tool. Administration will monitor growth and performance (proficiency).</p>	<p>Teachers and Administrators will participate in the professional development sessions provided by Pearson specific to EnVision Mathematics. 2. Student scores in both growth and performance (proficiency) will grow by 2% each year over a three year period.</p>

Material/Resources/Supports Needed	PD Step	Comm Step
<p>Financial resources will be required and will be fulfilled through a District/School budgets dedicated to professional development.</p>	<p>yes</p>	<p>no</p>

Action Plan: One Call

Action Steps	Anticipated Start/Completion Date
The District will utilize the One Call communication tool to effectively, accurately and concisely deliver important information to a wide scope of stakeholders (students, parents, faculty/staff, emergency management, etc).	07/01/2020 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
The superintendent and principals will control the flow of information to insure accuracy.	1. Increased safety and security 2. More timely communication to support stakeholders logistically

Material/Resources/Supports Needed	PD Step	Comm Step
Software/application to logistical facilitate the communication tool. The cost of this tool will be funded through district the budget.	no	yes

Action Plan: Everyday Mathematics

Action Steps	Anticipated Start/Completion Date
<p>Everyday Mathematics Collaboration: Faculty and Staff will complete study groups to plan, prepare and focus on best instructional practices/ Specific attention will be placed on Domain 3 of the Danielson Tool: Instruction. Additionally, faculty/staff will work collaboratively via workshops and through grade levels/departments to achieve success in this area.</p>	<p>08/25/2020 - 05/31/2023</p>

Monitoring/Evaluation	Anticipated Output
<p>During teacher observations, administrators will focus on fidelity and integrity to the Everyday math curriculum. 3C and 3d D of the Danielson Tool will be given specific attention. Administration with monitor growth and performance (proficiency).</p>	<p>1. Teachers will demonstrate strong understanding and implement the Everyday Math program with fidelity and integrity. 2. Student scores in both growth and performance (proficiency) will grow by 2% each year over a three year period.</p>

Material/Resources/Supports Needed	PD Step	Comm Step
<p>Financial resources will be required and will be fulfilled through a District/School budgets dedicated to Wayne Highlands courses/study groups.</p>	<p>yes</p>	<p>no</p>

Action Plan: PROSPER: Strengthening Families

Action Steps	Anticipated Start/Completion Date
<p>The District will work in cooperation with the Penn State Extension to implement the PROSPER program twice a year, once in the fall and once in the spring. Each session will be a 7 week session that meets one time per week with families and students.</p>	<p>10/01/2020 - 05/31/2023</p>

Monitoring/Evaluation	Anticipated Output
<p>In coordination with the Penn State Extension, the PROSPER committee, comprised of diverse community stakeholders, will meet monthly throughout the school year to monitor progress and make adjustments where necessary. Building principals will monitor disciplinary instance and the high school administration will evaluate graduation rates.</p>	<p>1. Families of the Wayne Highlands School District will benefit from the PROSPER: Strengthening Families program. It is anticipated that 12 families per session will participate. 2. Behavioral issues will decrease and the 4-year cohort graduation rate will increase.</p>

Material/Resources/Supports Needed	PD Step	Comm Step
<p>A large portion of this program will be financially supported through the Penn State Extension and grants they have retained. For costs that go beyond the funds provided by the Penn State Extension, the Wayne Highlands School District will cover remaining costs.</p>	<p>no</p>	<p>yes</p>

Action Plan: PA Dept. of Education Online School Climate Surveys

Action Steps	Anticipated Start/Completion Date
The Wayne Highlands School District will encourage and invite students and parents to participate in the online PDE School Climate Surveys. These Survey will be conducted once every two years.	08/31/2020 - 05/31/2023

Monitoring/Evaluation	Anticipated Output
Tim Morgan and Joe Lobasso	1. The District will garner information from both students and parents regarding school safety and climate. This information will being helpful in building the Safe Schools Resource and establishing policy/procedure in each school building. 2. The district, schools and school police will build policy, procedure and course of action based on student and parent feedback.

Material/Resources/Supports Needed	PD Step	Comm Step
PDE provides the survey resource free of charge. Those participating will need access to a device that can connect to the Internet.	no	yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The District will focus intently on K-2 literacy in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. The District will measure success through the use of the DIBELS Next assessment, aiming for a 9% increase in student scoring. Additionally, the District will measure the percentage of students reading at the grade level benchmarks and work toward an increase commiserate with the literacy skills increase of 9% by the conclusion of the 2023 school year. (K-2 Literacy)	Great Minds	Teachers and Administrators will participate in the professional development sessions provided by Great Minds, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	08/26/2020 - 05/31/2023
The District will focus intently on K-2 literacy in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at that grade band. The District will measure success through the use of the DIBELS Next assessment, aiming for a 9% increase in student scoring. Additionally, the District will measure the percentage of students reading at the grade level benchmarks and work toward an increase commiserate with the literacy skills increase of 9% by the conclusion of the 2023 school year. (K-2 Literacy)	Wilson Reading	Teachers and Administrators will participate in the professional development sessions provided by Wilson Reading Company, work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.	08/25/2020 - 05/31/2023
The District will focus intently on mathematics, specifically in grades 7, 8 and through Algebra 1, in an effort to ramp up rigor and build a more cohesive approach with regard to instruction at	Envision Mathematics	Professionally Develop faculty and administration in best instructional	06/15/2020 - 05/31/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>that grade band. This overarching goal will be to prepare students to be more Algebra ready and successful. The District will measure success through the Pennsylvania Value Added Assessment System (PVAAS) and the Pennsylvania System of School Assessment (PSSA), aiming for a increase of 6% of students meeting the growth expectation and a 6% increase in students scoring proficient or higher on the PSSA by the conclusion of the 2023 school year. (Algebra Readiness)</p>		<p>practices and the EnVision Mathematics curriculum, Additionally, faculty/staff will work collaboratively via workshops, study groups and through grade levels/departments to achieve success in this area.</p>	
<p>The District will focus intently on mathematics, specifically in grades K-6 in an effort to build rigor and establish a more cohesive approach with regard to instruction/student success at that grade band. The District will measure success through the Pennsylvania Value Added Assessment System (PVAAS) in grades 4-6 and the Pennsylvania System of School Assessment (PSSA) in grades 3-6, aiming for a increase of 6% of students meeting the growth expectation and a 6% increase in students scoring proficient or higher on the PSSA. For K-2 students, effort will be made to achieve a 6% growth as measured by newly created/or adopted standardized classroom assessments by the conclusion of the 2023 school year. (K-6 Math)</p>	<p>Everyday Mathematics</p>	<p>Everyday Mathematics Collaboration: Faculty and Staff will complete study groups to plan, prepare and focus on best instructional practices/ Specific attention will be placed on Domain 3 of the Danielson Tool: Instruction. Additionally, faculty/staff will work collaboratively via workshops and through grade levels/departments to achieve success in this area.</p>	<p>08/25/2020 - 05/31/2023</p>



PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Great Minds PD: LAUNCH, LESSON PLANNING & MODIFICATION and WRITING	K-2 Faculty (regular education, special education, Title I teachers and administration.	Wit & Wisdom and Geodes as the reading and writing portions in the overall literacy program.
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Student growth and proficiency will increase by 9% over a three year period	06/15/2020 - 05/31/2023	Tim Morgan - Asst. Superintendent and building principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

-
- 3d: Using Assessment in Instruction
 - 1a: Demonstrating Knowledge of Content and Pedagogy
 - 1d: Demonstrating Knowledge of Resources
 - 2c: Managing Classroom Procedures
 - 2e: Organizing Physical Space
 - 3b: Using Questioning and Discussion Techniques
 - 3c: Engaging Students in Learning
 - 4a: Reflecting on Teaching
 - 4d: Participating in a Professional Community
 - 4e: Growing and Developing Professionally
 - 1b: Demonstrating Knowledge of Students
 - 1c: Setting Instructional Outcomes
 - 1e: Designing Coherent Instruction
 - 2b: Establishing a Culture for Learning
 - 3a: Communicating with Students
 - 3e: Demonstrating Flexibility and Responsiveness
-

Professional Development Step	Audience	Topics of Prof. Dev
Wilson Reading: Foundations PD	All K-2 Teachers, IST teachers, Title I teachers, K-2 Administrators	Foundations curriculum

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
9% growth over a three year period	06/15/2020 - 05/31/2023	Tim Morgan and building principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 3c: Engaging Students in Learning
- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1b: Demonstrating Knowledge of Students
- 1d: Demonstrating Knowledge of Resources
- 2a: Creating and Environment of Respect and Rapport
- 2b: Establishing a Culture for Learning
- 2c: Managing Classroom Procedures
- 2d: Managing Student Behavior
- 2e: Organizing Physical Space
- 3a: Communicating with Students
- 3b: Using Questioning and Discussion Techniques
- 3d: Using Assessment in Instruction
- 3e: Demonstrating Flexibility and Responsiveness
- 4a: Reflecting on Teaching
- 4d: Participating in a Professional Community
- 4e: Growing and Developing Professionally

Language and Literacy Acquisition for All Students

Professional Development Step

Audience

Topics of Prof. Dev

EnVision Mathematics

All teachers (Regular and Special education) who teach students in grade 7, 8 and Algebra math courses. All mid- level and high school administrators.

Best practices and implementation of the EnVision Math curriculum

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Academic growth and proficiency of 2% each year and totaling 6% over three years.	06/15/2020 - 05/31/2023	Tim Morgan - Asst. Superintendent and building principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 3c: Engaging Students in Learning
- 3d: Using Assessment in Instruction
- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1b: Demonstrating Knowledge of Students
- 1c: Setting Instructional Outcomes
- 1d: Demonstrating Knowledge of Resources
- 1e: Designing Coherent Instruction
- 2b: Establishing a Culture for Learning
- 3a: Communicating with Students
- 3b: Using Questioning and Discussion Techniques
- 3e: Demonstrating Flexibility and Responsiveness
- 4d: Participating in a Professional Community
- 4e: Growing and Developing Professionally
- 4f: Showing Professionalism

Teaching Diverse Learners in an Inclusive Setting

Professional Development Step

Audience

Topics of Prof. Dev

Everyday Math

All k-6 Math teachers and administration

Everyday Math implementation with fidelity and best instructional practices

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

2% gain in growth and proficiency yearly and 6% growth over three years

08/25/2020 - 05/31/2023

Tim Morgan - Asst. Superintendent and building principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 3c: Engaging Students in Learning
- 3d: Using Assessment in Instruction
- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1c: Setting Instructional Outcomes
- 1d: Demonstrating Knowledge of Resources
- 1f: Designing Student Assessments
- 2b: Establishing a Culture for Learning
- 2c: Managing Classroom Procedures
- 3a: Communicating with Students
- 3b: Using Questioning and Discussion Techniques
- 4a: Reflecting on Teaching
- 4d: Participating in a Professional Community
- 4e: Growing and Developing Professionally
- 4f: Showing Professionalism

Teaching Diverse Learners in an Inclusive Setting



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year. (Community Engagement)	One Call	The District will utilize the One Call communication tool to effectively, accurately and concisely deliver important information to a wide scope of stakeholders (students, parents, faculty/staff, emergency management, etc).	2020-07-01 - 2023-06-30
The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school year. (Community Engagement)	PROSPER: Strengthening Families	The District will work in cooperation with the Penn State Extension to implement the PROSPER program twice a year, once in the fall and once in the spring. Each session will be a 7 week session that meets one time per week with families and students.	2020-10-01 - 2023-05-31
The District will make multiple efforts to strengthen and engage community stakeholders with the District. The District will implement three strategies by the conclusion of the 2023 school	PA Dept. of Education Online School Climate Surveys	The Wayne Highlands School District will encourage and invite students	2020-08-31 - 2023-05-31

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
year. (Community Engagement)		and parents to participate in the online PDE School Climate Surveys. These Survey will be conducted once every two years.	

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
PROSPER	6th Grade students, their parents and staff trained in PROPSEER implementation	Strengthening families

Anticipated Timeframe	Frequency	Delivery Method
10/01/2020 - 05/31/2023	2x year	Presentation

Lead Person/Position
Peter Jordan

Communication Step	Audience	Topics/Message of Communication
School Climate Surveys	3-12 Students and their parents	School Climate matters

Anticipated Timeframe

08/31/2020 - 05/31/2023

Frequency

1x every two years

Delivery MethodPosting on district website
Letter**Lead Person/Position**

Tim Morgan and building principals

Communication Step

One Call

Audience

All Stakeholders living within the Wayne Highland School District (Specifically targeting students, faculty/staff, parents, emergency response) will have near immediate (if not immediate) clear and concise communication from the District.

Topics/Message of Communication

The One Call system will be used to communicate efficiently and concisely, important information to a wide diversity of district stakeholders in a effort to keep those stakeholders informed with accurate information. This information will be distributed via text, email and phone class, dependent on user registration.

Anticipated Timeframe

07/01/2020 - 06/30/2023

Frequency

Intermittently as needed. Anticipated multiple times throughout the year.

Delivery Method

Public service announcement

Lead Person/Position

Greg Frigoletto - Superintendent

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
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