INNOVATIVE ARTS ACADEMY CS

330 Howertown Rd.

Comprehensive Plan | 2022 - 2025

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MISSION STATEMENT

Educate. Motivate. Create. Innovate.

VISION STATEMENT

Innovative Arts Academy promotes diversity and instructional integrity so that all students achieve their maximum potential in an arts-centered, innovative and challenging learning environment. To foster lifelong learning and ensure personal success for all students, IAA creates respect for community, excellence in education, and a commitment to service.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

One male and one female students from each grade level will participate in the comprehensive planning steering committee to ensure the student voice is present in our planning. Additionally, students are completing a survey designed by IAA to share what is helping them find success and what needs to change in order for them to be more successful. IAA is also using PAYS data to determine student need. The digital morning announcements will begin everyday with our mission, vision, and core values. When students need to reflect on their actions, the mission, vision and core values will be reviewed. Attendance is an expectation that will help IAA attain the mission and vision as well.

STAFF

At Innovative Arts Academy, we... believe all students can learn and become productive citizens. believe the arts are central to learning, culture, and society. believe creative teaching fosters innovative thinkers and learners. encourage independence and growth by celebrating achievements and successes one student at a time. encourage teamwork by celebrating diversity, promoting equality and demonstrating respect for all. These are the core values we agreed upon during the comprehensive planning process. This took us about two months to settle on. However, all teachers and administrators had a voice in these values. These are reviewed and present on the agenda of each steering committee meeting. They are on our website and present in the hallways. The mission, vision, and core values were also placed in the newly created parent/student handbook which is board approved. Teachers have to live these values in all interactions with students from discipline to grades to parent interaction.

ADMINISTRATION

At Innovative Arts Academy, we... believe all students can learn and become productive citizens. believe the arts are central to learning, culture, and society. believe creative teaching fosters innovative thinkers and learners. encourage independence and growth by celebrating achievements and successes one student at a time. encourage teamwork by celebrating diversity, promoting equality and demonstrating respect for all. These are the core values we agreed upon during the comprehensive planning process. This took us about two months to settle on. However, all teachers and administrators had a voice in these values. These are reviewed and present on the agenda of each

steering committee meeting. They are on our website and present in the hallways. The mission, vision, and core values were also placed in the newly created parent/student handbook which is board approved. Administrators need to communicate these values often and make all decisions based on these core values in order for them to be the driving force in our school.

PARENTS

Parents are required to sign off that they read and understand the parent/student handbook which is where these values can be found. Through parent meetings and events, IAA will continue to remind parents of the important role they play in this process: making sure students come to school, help with work ethic, discipline issues, and even just planning for the future. We have also surveyed the parents to see what they needed from IAA. Communication is a big area we can improve.

COMMUNITY

Through community partnerships like CONCERN, the Mayor's office, and other local agencies, we can achieve our mission and vision. Our students are asked to show their talents by decorating the municipal building multiple times throughout the year. Local businesses can come and offer internships to our students.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Keri Ramsay	Administrator	Innovative Arts Academy
Rakesh Patel	Administrator	Innovative Arts Academy
Emily Fulmer	Administrator	Innovative Arts Academy
Ernest Batha	Administrator	Innovative Arts Academy
Brad Schifko	Administrator	Innovative Arts Academy
Karen Otruba	Teacher	Innovative Arts Academy
Scott Weinberger	Teacher	Innovative Arts Academy
James Pedone	Teacher	Innovative Arts Academy
Brooke Hillegass	Teacher	Innovative Arts Academy
Daniel Starr	Teacher	Innovative Arts Academy
Dianne Frana	Community Member	Innovative Arts Academy
Rebecca MacDonald	Teacher	Innovative Arts Academy
Abigail Robinson	Teacher	Innovative Arts Academy

Name	Position	Building/Group
Glendalis Morris	Staff Member	Innovative Arts Academy
Erik Malmberg	Staff Member	Innovative Arts Academy
Michele Hunsicker	Staff Member	Innovative Arts Academy
Jack Grogan	Teacher	Innovative Arts Academy
Ashley Thomsen	Teacher	Innovative Arts Academy
Greg Brown	Parent	Innovative Arts Academy

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Administrators need to continue to utilize consultants as they develop.	Essential Practices 2: Empower Leadership
Students need to take more ownership of their learning and behavior by understanding the purpose of assessment and speaking regularly to their teachers and parents regarding their progress.	Regular Attendance Essential Practices 3: Provide Student-Centered Support Systems Essential Practices 3: Provide Student-Centered Support Systems
In order to fully implement SWPBS, teachers need to buy-in. This will require training and proper planning.	Essential Practices 4: Foster Quality Professional Learning Essential Practices 4: Foster Quality Professional Learning
When we improve teacher retention, students will receive better instruction and teachers will genuinely care for students and give them more opportunities for voice & choice through professional development.	Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy
Check and Connect

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Improved Attendance Goal	90% of students in grades 6 through 12 will have fewer than 10 absences in the school year.
MTSS Behavior Goal	MTSS will be established and fully implemented focusing on behavior.
Behavior Goal	All teachers will utilize evidence based strategies when students require discipline.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create a team for Check and Connect.	2022-08-22 - 2022-09-30	Ernest Batha - Dean of Students	Guidance on who should be on the team
Team attends Planning and Implementation training.	2022-10-03 - 2022-12-01	Ernest Batha - Dean of Students	Check and Connect Manuals
Train Check and Connect	2022-01-04 -	Ernest Batha -	Check and Connect Manuals

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Mentors	2022-03-07	Dean of Students	
Pair a 6th grader with a 12th grader	2022-08-29 - 2023-06-02	Ernest Batha - Dean of Students	Time for students to meet, schedules for students, age appropriate rewards to incentivize meetings, older students use a log for community service hours.
Expand pairings to grades and 11.	2023-08-28 - 2024-07-05	Ernest Batha - Dean of Students	Time for students to meet, schedules for students, age appropriate rewards to incentivize meetings, older students use a log for community service hours.
Expand pairings to 8th and 10th graders.	2024-08-26 - 2025-06-06	Ernest Batha - Dean of Students	Time for students to meet, schedules for students, age appropriate rewards to incentivize meetings, older students use a log for community service hours.

Anticipated Outcome

All teachers will be trained by Check and Connect trainers.

Monitoring/Evaluation

Check student attendance records and student discipline records for improvement.

Evidence-based Strategy

Positive Behavioral Interventions and Supports

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Teacher Retention Goal	95% of teachers will be retained for the following year.
MTSS Behavior Goal	MTSS will be established and fully implemented focusing on behavior.
Behavior Goal	All teachers will utilize evidence based strategies when students require discipline.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create a committee	2022-08-24 - 2022-08-29	Batha/Patel	Interest survey
Training	2022-08-31 - 2023-06-02	Batha/Patel	Robust PD program (ToT)
Educate students and guardians	2022-08-31 - 2022-09-28	PBIS Committee	Website, One call, posters
Progress Monitor	2023-01-05 - 2023-06-02	PBIS Committee	Surveys, Kickboard data
Assess Resources	2022-08-16 - 2023-06-02	PBIS Committee	Needs Survey

Anticipated Outcome

Fewer discipline issues and greater teacher retention

Monitoring/Evaluation

Monthly discipline reports Teacher retention rates

Evidence-based Strategy

Multi-Tiered Systems of Support

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
MTSS Academic Goal	MTSS will be established and fully implemented focusing on academics.
MTSS Behavior Goal	MTSS will be established and fully implemented focusing on behavior.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Define school-wide MTSS and framework components	2022-07-01 - 2022-08-31	Fulmer, Leadership Team,	Training from the IU or Pattan
Develop a unified improvement plan	2022-09-01 - 2022-12-30	Leadership Team	Sample action plans, Local LEA action plans for review
Develop Core Teams: Universal Leadership Team, Targeted Level Team, Intensive Level Team	2022-07-01 - 2022-09-30	Fulmer, Leadership Team	Stakeholder representation
Develop MTSS process and procedures for each team, timeline for action steps and intervention trial ties.	2022-12-01 - 2023-02-28	MtSS Team/Leadership	Sample process and procedures, templates

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Team	
Teacher/Teams - Training on Tier differentiation and MTSS implementation	2022-09-01 - 2023-06-09	IU/Leadership Team	Documents for tiered support
Develop universal, targeted, intensive meetings calendar: Universal - monthly, Targeted - 2xs/month, Intensive - Weekly	2023-06-01 - 2023-08-31	Fulmer - MTSS Team	Academic School Calendar
Determine Universal Screeners and data points for all students with an assessment calendar	2022-07-01 - 2022-08-31	Leadership Team/Fulmer	Academic, Behavioral, and SEL screener
Determine current and needed supports for Tiers 1, 2, and 3. Procure resources to support as identified.	2022-07-01 - 2022-10-31	Fulmer/Leadership Team	Inventory of human/physical capital to support levels of intervention, MTSS needs assessment
Implement universal screeners to all students and progress monitor students in tiers 2 and 3.	2023-09-01 - 2023-06-16	Fulmer/Teachers	Student access to screening tools
MTSS evaluation either through MTSS teams or through the creation of a data review team	2022-07-01 - 2023-06-30	MTSS Team	MTSS evaluation forms and guiding documents

Anticipated Outcome

Decreased behavioral issues and increased PSSA and Keystone scores

Monitoring/Evaluation

View test results and refer to guidance referrals.

Evidence-based Strategy

PLN12C - The Social Emotional Brain (PD through UPenn for staff)

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Leadership Goal	Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards.
Trauma Informed Goal	All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement.
Teacher Retention Goal	95% of teachers will be retained for the following year.
Behavior Goal	All teachers will utilize evidence based strategies when students require discipline.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Schedule social emotion focused PD	2022-08-29 - 2023-06-02	Fulmer	PLN
Grades 6-12 students complete SEL screener	2022-09-19 -	Fulmer	PASS Screener

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2022-10-01		
Develop SEL curriculum for grades 6-12	2022-06-01 - 2022-08-29	Fulmer	Written curriculum, Thrively accounts for 6-12 students
Implement SEL curriculum for Grades 6-12	2022-08-29 - 2023-06-02	Fulmer	Written, board approved curriculum, Thrively accounts
Develop random acts of kindness for student body/community led by Cougar Studio/Schoolwide assemblies	2022-08-29 - 2023-06-23	Patel	Outside speakers, Coordination within Cougar Studio

Anticipated Outcome

Teachers and Students will become more aware of SEL.

Monitoring/Evaluation

Surveys

Evidence-based Strategy

Teacher Wellness Program

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Leadership Goal	Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards.
Teacher Retention Goal	95% of teachers will be retained for the following year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establish a teacher pay scale	2022-08-01 - 2023-05-31	Schifko	Board approval
Establish tuition reimbursement procedure	2022-09-01 - 2023-01-01	Fulmer/Seiler	Written Policy, funds and budget
Determine professional development needs through surveys	2022-08-01 - 2023-06-16	Fulmer	Survey to determine teacher PD needs, review survey results to plan PD
Develop a tiered approach to provide additional support for teachers	2023-01-01 - 2023-09-30	Fulmer/Patel	Plan for determining which teachers need additional supports and how much support
Implement the teacher induction plan	2022-08-01 - 2023-06-09	Fulmer	Additional mentors fo the induction plan

Anticipated Outcome

Teacher retention rate improves

Monitoring/Evaluation

Check numbers from year to year

Evidence-based Strategy

Leadership Coaching - UPenn partnership

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Leadership Goal	Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards.
MTSS Academic Goal	MTSS will be established and fully implemented focusing on academics.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establish dates for coaching	2022-08-01 - 2023-06-30	Fulmer	Board approval
Set goals for evaluation for 2022-2023	2022-08-01 - 2023-06-30	Schifko	Goals document
Administrative walkthroughs with coach	2022-09-01 - 2023-02-28	Admin team	N/A
Debriefs with PLN coaches	2022-09-01 - 2023-02-28	Admin team and coaches	Note-taker

Anticipated Outcome

Retain admin team

Monitoring/Evaluation

Survey

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Team attends Planning and Implementation training.	10/03/2022 - 12/01/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Train Check and Connect Mentors	01/04/2022 - 03/07/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Pair a 6th grader with a 12th grader	08/29/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Expand pairings to grades and 11.	08/28/2023 - 07/05/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Expand pairings to 8th and 10th graders.	08/26/2024 - 06/06/2025

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Create a committee	08/24/2022 - 08/29/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Training	08/31/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Educate students and guardians	08/31/2022 - 09/28/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Progress Monitor	01/05/2023 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Assess Resources	08/16/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Define school-wide MTSS and framework components	07/01/2022 - 08/31/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop a unified improvement plan	09/01/2022 - 12/30/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop Core Teams: Universal Leadership Team, Targeted Level Team, Intensive Level Team	07/01/2022 - 09/30/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop MTSS process and procedures for each team, timeline for action steps and intervention trial ties.	12/01/2022 - 02/28/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Teacher/Teams - Training on Tier differentiation and MTSS implementation	09/01/2022 - 06/09/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop universal, targeted, intensive meetings calendar: Universal - monthly, Targeted - 2xs/month, Intensive - Weekly	06/01/2023 - 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Determine Universal Screeners and data points for all students with an assessment calendar	07/01/2022 - 08/31/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Determine current and needed supports for Tiers 1, 2, and 3. Procure resources to support as identified.	07/01/2022 - 10/31/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Implement universal screeners to all students and progress monitor students in tiers 2 and 3.	09/01/2023 - 06/16/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	MTSS evaluation either through MTSS teams or through the creation of a data review team	07/01/2022 - 06/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Schedule social emotion focused PD	08/29/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Grades 6-12 students complete SEL screener	09/19/2022 - 10/01/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Develop SEL curriculum for grades 6-12	06/01/2022 - 08/29/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Implement SEL curriculum for Grades 6-12	08/29/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Develop random acts of kindness for student body/community led by Cougar Studio/Schoolwide assemblies	08/29/2022 - 06/23/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Establish a teacher pay scale	08/01/2022 - 05/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Establish tuition reimbursement procedure	09/01/2022 - 01/01/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Determine professional development needs through surveys	08/01/2022 - 06/16/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Develop a tiered approach to provide additional support for teachers	01/01/2023 - 09/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Implement the teacher induction plan	08/01/2022 - 06/09/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Establish dates for coaching	08/01/2022 - 06/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Set goals for evaluation for 2022-2023	08/01/2022 - 06/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Administrative walkthroughs with coach	09/01/2022 - 02/28/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Debriefs with PLN coaches	09/01/2022 - 02/28/2023

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we request the Pennsylvania Department of Education grant formal approval to implement this plan.

School Board Minutes or Affirmation Statement

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

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Our hispanic population met and increased their performance on the science/biology assessments.

90% of students participated in the ELA/Literature assessments

100% of students met the career standards benchmark.

The graduation rate for our hispanic population is almost equal to the statewide average.

We have a written curriculum.

We have engaged in professional development with UPenn through the Penn Literacy Network to improve literacy instruction.

We have added decoding instruction for grades 6 through 8 to help with skill gaps that could be preventing success.

Students who are black, economically disadvantaged and/or have a disability are starting to show some growth overall even though we are not meeting the growth standard yet.

PA's Statewide growth standard is 70.0. We are at 64.5.

Challenges

Overall student population did not meet the growth measure in ELA/Literature.

Overall student population did not meet the growth measure in Math/Algebra.

Overall students population did not meet the growth measure in Science/Biology.

Statewide avg is 55% proficient/advanced and we only have 15.7%. (Economically Disadvantaged)

We need to improve the 4 year cohort graduation rate. This will allow us to send more students out of IAA with college and/or career readiness skills.

We need to improve our post secondary transition numbers so that all students leave IAA moving to post secondary education, military, or entering the workforce in PA.

Students need to make growth. As a result, we need to find a way to engage the students in the process so they are aware of their growth areas.

Strengths

Our hispanic students are meeting the growth measure.

Our hispanic population is showing growth in areas and we have a large hispanic population so this will help our school's overall success.

Our students who are economically disadvantaged almost met the growth standard for mathematics/algebra. The standard is 70.0 and we had 68.7.

REWARDS will have a big impact on student achievement and confidence in reading.

Students have the technology needed to be successful.

Our professional development plan focuses on improving teaching strategies as well as engaging students.

As a whole school, we created our vision and mission so hopefully everyone owns it.

Challenges

We do not have a solid screener or progress monitoring tool in place to measure growth and have data conferences with students.

The statewide average is 37.3% proficient/advanced. We are only at 1.5%.

The statewide academic growth standard is 70.0 and we are only at 50.0.

Only 8.0% of students are proficient or advanced on the PSSA/Biology keystone.

We have not hit the growth standard for all student groups yet.

Attendance for students with disabilities was only 51.0%. The statewide average was 85.8%. We need to improve this overall for all students but especially this group.

A consistent screener/progress monitoring tool is needed to measure growth of students with disabilities as well as all students.

Need to have a better plan for tracking the progress and well being of each student. SAP and the addition of an SEL screener should help.

We need an MTSS plan for academics and behavior.

Challenges

We need a school wide positive behavior support plan.

We need to continue to support our administrative team as they develop their leadership skills.

Most Notable Observations/Patterns

MTSS and all of its components could make a huge difference. It's related to many of our challenges.

Challenges	Discussion Point	Priority for Planning
Students need to make growth. As a result, we need to find a way to engage the students in the process so they are aware of their growth areas.	We have very inexperienced staff. They are still seeking certification and/or very new to the profession. We need to figure out a way to train staff and also retain staff so we can build some consistency.	
We do not have a solid screener or progress monitoring tool in place to measure growth and have data conferences with students.		
Overall student population did not meet the growth		

Challenges	Discussion Point	Priority for Planning
measure in ELA/Literature.		
Overall student population did not meet the growth measure in Math/Algebra.		
Overall students population did not meet the growth measure in Science/Biology.		
We have not hit the growth standard for all student groups yet.		
Attendance for students with disabilities was only 51.0%. The statewide average was 85.8%. We need to improve this overall for all students but especially this group.		
A consistent screener/progress monitoring tool is needed to measure growth of students with disabilities as well as all students.		
Need to have a better plan for tracking the progress and well being of each student. SAP and the addition of an SEL screener should help.		
We need an MTSS plan for academics and behavior.	We don't have a screener, progress monitoring plan, or a general process for data analysis and instructional planning. We need a plan for tracking behavior progress as well.	

Challenges	Discussion Point	Priority for Planning
We need a school wide positive behavior support plan.	There is a lack of understanding about SWPBS and also our staff needs training and we need a structured system put in place and followed through.	
We need to continue to support our administrative team as they develop their leadership skills.	We have a young administrative team as well with little experience beyond IAA.	

ADDENDUM B: ACTION PLAN

Action Plan: Check and Connect

Action Steps	Anticipated Start/Completion Date
Create a team for Check and Connect.	08/22/2022 - 09/30/2022

Monitoring/Evaluation	Anticipated Output
Check student attendance records and student discipline records for improvement.	All teachers will be trained by Check and Connect trainers.

Material/Resources/Supports Needed		PD Step	Comm Step
Guidance on who should be on the team		no	no

Action Steps	Anticipated Start/Completion Date
Team attends Planning and Implementation training.	10/03/2022 - 12/01/2022

Monitoring/Evaluation	Anticipated Output
Check student attendance records and student discipline records for improvement.	All teachers will be trained by Check and Connect trainers.

Material/Resources/Supports Needed		PD Step	Comm Step
Check and Connect Manuals		yes	yes

Action Steps	Anticipated Start/Completion Date
Train Check and Connect Mentors	01/04/2022 - 03/07/2022

Monitoring/Evaluation	Anticipated Output
Check student attendance records and student discipline records for improvement.	All teachers will be trained by Check and Connect trainers.

Material/Resources/Supports Needed	PD Step	Comm Step
Check and Connect Manuals	yes	yes

Action Steps	Anticipated Start/Completion Date
Pair a 6th grader with a 12th grader	08/29/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Check student attendance records and student discipline records for improvement.	All teachers will be trained by Check and Connect trainers.

Material/Resources/Supports Needed		PD Step	Comm Step
Time for students to meet, schedules for students, age appropriate rewards to incentivize meetings, older students use a log for community service hours.		yes	yes

Action Steps	Anticipated Start/Completion Date
Expand pairings to grades and 11.	08/28/2023 - 07/05/2024

Monitoring/Evaluation	Anticipated Output
Check student attendance records and student discipline records for improvement.	All teachers will be trained by Check and Connect trainers.

Material/Resources/Supports Needed	PD Step	Comm Step
Time for students to meet, schedules for students, age appropriate rewards to incentivize meetings, older students use a log for community service hours.	yes	yes

Action Steps	Anticipated Start/Completion Date
Expand pairings to 8th and 10th graders.	08/26/2024 - 06/06/2025

Monitoring/Evaluation	Anticipated Output
Check student attendance records and student discipline records for improvement.	All teachers will be trained by Check and Connect trainers.

Material/Resources/Supports Needed		PD Step	Comm Step
Time for students to meet, schedules for students, age appropriate rewards to incentivize meetings, older students use a log for community service hours.		yes	yes

Action Plan: Positive Behavioral Interventions and Supports

Action Steps	Anticipated Start/Completion Date		
Create a committee	08/24/2022 - 08/29/2022		

Monitoring/Evaluation	Anticipated Output		
Monthly discipline reports Teacher retention rates	Fewer discipline issues and greater teacher retention		

Material/Resources/Supports Needed		PD Step	Comm Step
Interest survey		yes	yes

Action Steps	Anticipated Start/Completion Date
Training	08/31/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Monthly discipline reports Teacher retention rates	Fewer discipline issues and greater teacher retention

Material/Resources/Supports Needed		PD Step	Comm Step
Robust PD program (ToT)		yes	yes

Action Steps	Anticipated Start/Completion Date
Educate students and guardians	08/31/2022 - 09/28/2022

Monitoring/Evaluation	Anticipated Output
Monthly discipline reports Teacher retention rates	Fewer discipline issues and greater teacher retention

Material/Resources/Supports Needed		PD Step	Comm Step
Website, One call, posters		yes	yes

Action Steps	Anticipated Start/Completion Date
Progress Monitor	01/05/2023 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Monthly discipline reports Teacher retention rates	Fewer discipline issues and greater teacher retention

Material/Resources/Supports Needed		PD Step	Comm Step
Surveys, Kickboard data		yes	yes

Action Steps	Anticipated Start/Completion Date
Assess Resources	08/16/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Monthly discipline reports Teacher retention rates	Fewer discipline issues and greater teacher retention

Material/Resources/Supports Needed		PD Step	Comm Step
Needs Survey		yes	yes

Action Plan: Multi-Tiered Systems of Support

Action Steps	Anticipated Start/Completion Date
Define school-wide MTSS and framework components	07/01/2022 - 08/31/2022

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed		PD Step	Comm Step
Training from the IU or Pattan		yes	yes

Action Steps	Anticipated Start/Completion Date
Develop a unified improvement plan	09/01/2022 - 12/30/2022

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed		PD Step	Comm Step
Sample action plans, Local LEA action plans for review		yes	yes

Action Steps	Anticipated Start/Completion Date
Develop Core Teams: Universal Leadership Team, Targeted Level Team, Intensive Level Team	07/01/2022 - 09/30/2022

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed	PD Step	Comm Step
Stakeholder representation	yes	yes

Action Steps	Anticipated Start/Completion Date
Develop MTSS process and procedures for each team, timeline for action steps and intervention trial ties.	12/01/2022 - 02/28/2023

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed	PD Step	Comm Step
Sample process and procedures, templates	yes	yes

Action Steps	Anticipated Start/Completion Date
Teacher/Teams - Training on Tier differentiation and MTSS implementation	09/01/2022 - 06/09/2023

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed	PD Step	Comm Step
Documents for tiered support	yes	yes

Action Steps	Anticipated Start/Completion Date
Develop universal, targeted, intensive meetings calendar: Universal - monthly, Targeted - 2xs/month, Intensive - Weekly	06/01/2023 - 08/31/2023

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed		PD Step	Comm Step
Academic School Calendar		yes	yes

Action Steps	Anticipated Start/Completion Date
Determine Universal Screeners and data points for all students with an assessment calendar	07/01/2022 - 08/31/2022

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed	PD Step	Comm Step
Academic, Behavioral, and SEL screener	yes	yes

Action Steps	Anticipated Start/Completion Date
Determine current and needed supports for Tiers 1, 2, and 3. Procure resources to support as identified.	07/01/2022 - 10/31/2022

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed	PD Step	Comm Step
Inventory of human/physical capital to support levels of intervention, MTSS needs assessment	yes	yes

Action Steps	Anticipated Start/Completion Date
Implement universal screeners to all students and progress monitor students in tiers 2 and 3.	09/01/2023 - 06/16/2023

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed		PD Step	Comm Step
Student access to screening tools		yes	yes

Action Steps	Anticipated Start/Completion Date
MTSS evaluation either through MTSS teams or through the creation of a data review team	07/01/2022 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
View test results and refer to guidance referrals.	Decreased behavioral issues and increased PSSA and Keystone scores

Material/Resources/Supports Needed	PD Step	Comm Step
MTSS evaluation forms and guiding documents	yes	yes

Action Plan: PLN12C - The Social Emotional Brain (PD through UPenn for staff)

Action Steps	Anticipated Start/Completion Date
Schedule social emotion focused PD	08/29/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Surveys	Teachers and Students will become more aware of SEL.

Material/Resources/Supports Needed	PD Step	Comm Step
PLN	yes	yes

Action Steps	Anticipated Start/Completion Date		
Grades 6-12 students complete SEL screener	09/19/2022 - 10/01/2022		

Monitoring/Evaluation	Anticipated Output		
Surveys	Teachers and Students will become more aware of SEL.		

Material/Resources/Supports Needed		PD Step	Comm Step
PASS Screener		yes	yes

Action Steps	Anticipated Start/Completion Date		
Develop SEL curriculum for grades 6-12	06/01/2022 - 08/29/2022		

Monitoring/Evaluation	Anticipated Output		
Surveys	Teachers and Students will become more aware of SEL.		

Material/Resources/Supports Needed		PD Step	Comm Step
Written curriculum, Thrively accounts for 6-12 students		yes	yes

Action Steps	Anticipated Start/Completion Date
Implement SEL curriculum for Grades 6-12	08/29/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Surveys	Teachers and Students will become more aware of SEL.

Material/Resources/Supports Needed	PD Step	Comm Step
Written, board approved curriculum, Thrively accounts	yes	yes

Action Steps	Anticipated Start/Completion Date
Develop random acts of kindness for student body/community led by Cougar Studio/Schoolwide assemblies	08/29/2022 - 06/23/2023

Monitoring/Evaluation	Anticipated Output
Surveys	Teachers and Students will become more aware of SEL.

Material/Resources/Supports Needed	PD Step	Comm Step
Outside speakers, Coordination within Cougar Studio	yes	yes

Action Plan: Teacher Wellness Program

Action Steps	Anticipated Start/Completion Date
Establish a teacher pay scale	08/01/2022 - 05/31/2023

Monitoring/Evaluation	Anticipated Output
Check numbers from year to year	Teacher retention rate improves

Material/Resources/Supports Needed		PD Step	Comm Step
Board approval		yes	yes

Action Steps	Anticipated Start/Completion Date
Establish tuition reimbursement procedure	09/01/2022 - 01/01/2023

Monitoring/Evaluation	Anticipated Output
Check numbers from year to year	Teacher retention rate improves

Material/Resources/Supports Needed		PD Step	Comm Step
Written Policy, funds and budget		yes	yes

Action Steps	Anticipated Start/Completion Date
Determine professional development needs through surveys	08/01/2022 - 06/16/2023

Monitoring/Evaluation	Anticipated Output
Check numbers from year to year	Teacher retention rate improves

Material/Resources/Supports Needed	PD Step	Comm Step
Survey to determine teacher PD needs, review survey results to plan PD	yes	yes

Action Steps	Anticipated Start/Completion Date
Develop a tiered approach to provide additional support for teachers	01/01/2023 - 09/30/2023

Monitoring/Evaluation	Anticipated Output
Check numbers from year to year	Teacher retention rate improves

Material/Resources/Supports Needed	PD Step	Comm Step
Plan for determining which teachers need additional supports and how much support	yes	yes

Action Steps	Anticipated Start/Completion Date
Implement the teacher induction plan	08/01/2022 - 06/09/2023

Monitoring/Evaluation	Anticipated Output
Check numbers from year to year	Teacher retention rate improves

Material/Resources/Supports Needed	PD Step	Comm Step
Additional mentors fo the induction plan	yes	yes

Action Plan: Leadership Coaching - UPenn partnership

Action Steps	Anticipated Start/Completion Date		
Establish dates for coaching	08/01/2022 - 06/30/2023		

Monitoring/Evaluation	Anticipated Output		
Survey	Retain admin team		

Material/Resources/Supports Needed		PD Step	Comm Step
Board approval		yes	yes

Action Steps	Anticipated Start/Completion Date		
Set goals for evaluation for 2022-2023	08/01/2022 - 06/30/2023		

Monitoring/Evaluation	Anticipated Output		
Survey	Retain admin team		

Material/Resources/Supports Needed		PD Step	Comm Step
Goals document		yes	yes

Action Steps	Anticipated Start/Completion Date
Administrative walkthroughs with coach	09/01/2022 - 02/28/2023

Monitoring/Evaluation	Anticipated Output
Survey	Retain admin team

Material/Resources/Supports Needed		PD Step	Comm Step
N/A		yes	yes

Action Steps	Anticipated Start/Completion Date
Debriefs with PLN coaches	09/01/2022 - 02/28/2023

Monitoring/Evaluation	Anticipated Output
Survey	Retain admin team

Material/Resources/Supports Needed		PD Step	Comm Step
Note-taker		yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Team attends Planning and Implementation training.	10/03/2022 - 12/01/2022
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Train Check and Connect Mentors	01/04/2022 - 03/07/2022
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Check and Connect	Pair a 6th grader with a 12th grader	08/29/2022 - 06/02/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)			
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Expand pairings to grades and 11.	08/28/2023 - 07/05/2024
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Expand pairings to 8th and 10th graders.	08/26/2024 - 06/06/2025
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline.	Positive Behavioral Interventions and Supports	Create a committee	08/24/2022 - 08/29/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
(Behavior Goal)			
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Training	08/31/2022 - 06/02/2023
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Educate students and guardians	08/31/2022 - 09/28/2022
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Progress Monitor	01/05/2023 - 06/02/2023
95% of teachers will be retained for the following year. (Teacher Retention Goal)	Positive	Assess Resources	08/16/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Behavioral Interventions and Supports		- 06/02/2023
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Define school-wide MTSS and framework components	07/01/2022 - 08/31/2022
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop a unified improvement plan	09/01/2022 - 12/30/2022
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop Core Teams: Universal Leadership Team, Targeted Level Team, Intensive Level Team	07/01/2022 - 09/30/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop MTSS process and procedures for each team, timeline for action steps and intervention trial ties.	12/01/2022 - 02/28/2023
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Teacher/Teams - Training on Tier differentiation and MTSS implementation	09/01/2022 - 06/09/2023
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop universal, targeted, intensive meetings calendar: Universal - monthly, Targeted - 2xs/month, Intensive - Weekly	06/01/2023 - 08/31/2023
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Multi-Tiered Systems of	Determine Universal	07/01/2022 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Support	Screeners and data points for all students with an assessment calendar	08/31/2022
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Determine current and needed supports for Tiers 1, 2, and 3. Procure resources to support as identified.	07/01/2022 - 10/31/2022
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Implement universal screeners to all students and progress monitor students in tiers 2 and 3.	09/01/2023 - 06/16/2023
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Multi-Tiered Systems of	MTSS evaluation either through	07/01/2022 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Support	MTSS teams or through the creation of a data review team	06/30/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Schedule social emotion focused PD	08/29/2022 - 06/02/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Grades 6-12 students complete SEL screener	09/19/2022 - 10/01/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Develop SEL curriculum for grades 6-12	06/01/2022 - 08/29/2022
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Implement SEL curriculum for Grades 6-12	08/29/2022 - 06/02/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	PLN12C - The Social	Develop random acts of kindness	08/29/2022 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Emotional Brain (PD through UPenn for staff)	for student body/community led by Cougar Studio/Schoolwide assemblies	06/23/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Establish a teacher pay scale	08/01/2022 - 05/31/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Establish tuition reimbursement procedure	09/01/2022 - 01/01/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Determine professional development needs through surveys	08/01/2022 - 06/16/2023
Each administrator will meet monthly with a consultant to establish goals and assess	Teacher	Develop a tiered	01/01/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Wellness Program	approach to provide additional support for teachers	- 09/30/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Implement the teacher induction plan	08/01/2022 - 06/09/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Establish dates for coaching	08/01/2022 - 06/30/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Set goals for evaluation for 2022-2023	08/01/2022 - 06/30/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	Leadership Coaching -	Administrative walkthroughs with	09/01/2022 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	UPenn partnership	coach	02/28/2023
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Debriefs with PLN coaches	09/01/2022 - 02/28/2023

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Check and Connect Training	Teachers and Admin	Steps for running Check and Connect

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Survey	08/01/2022 - 06/30/2023	Fulmer

Danielson Framework Component Met in this Plan:

1b: Demonstrating Knowledge of Students

This Step meets the Requirements of State Required Trainings:

Teaching Diverse Learners in an Inclusive Setting

Professional Development Step	Audience	Topics of Prof. Dev
School-wide PBIS Training	Teachers, Parents, Students	What is positive behavior support?, Positive behavior strategies, How to set up a SWPBIS?

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
System in place, reduced discipline referrals	08/01/2022 - 06/30/2024	Fulmer

Danielson Framework Component Met in this Plan:

2b: Establishing a Culture for Learning

2d: Managing Student Behavior

2a: Creating an Environment of Respect and Rapport

2c: Managing Classroom Procedures

1a: Demonstrating Knowledge of Content and Pedagogy

This Step meets the Requirements of State Required Trainings:

Teaching Diverse Learners in an Inclusive Setting

Professional Development Step

Setting up MTSS for academics, behavior, and social emotional supports

Audience

Parents, Teachers, Students

Topics of Prof. Dev

MTSS, Types of assessment, Data analysis, Instructional Planning, progress monitoring, interventions

Evidence of Learning

Data from assessments, improved academic achievement, decreased behavior issues, surveys

Anticipated Timeframe

08/01/2022 - 06/30/2024

Lead Person/Position

Fulmer

Danielson Framework Component Met in this Plan:

3d: Using Assessment in Instruction

1e: Designing Coherent Instruction

2b: Establishing a Culture for Learning

1f: Designing Student Assessments

4d: Participating in a Professional Community

This Step meets the Requirements of State Required Trainings:

Language and Literacy Acquisition for All Students

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Team attends Planning and Implementation training.	2022-10-03 - 2022-12-01
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Train Check and Connect Mentors	2022-01-04 - 2022-03-07
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Check and Connect	Pair a 6th grader with a 12th grader	2022-08-29 - 2023-06-02

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)			
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Expand pairings to grades and 11.	2023-08-28 - 2024-07-05
90% of students in grades 6 through 12 will have fewer than 10 absences in the school year. (Improved Attendance Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Check and Connect	Expand pairings to 8th and 10th graders.	2024-08-26 - 2025-06-06
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline.	Positive Behavioral Interventions and Supports	Create a committee	2022-08-24 - 2022-08-29

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
(Behavior Goal)			
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Training	2022-08-31 - 2023-06-02
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Educate students and guardians	2022-08-31 - 2022-09-28
95% of teachers will be retained for the following year. (Teacher Retention Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Positive Behavioral Interventions and Supports	Progress Monitor	2023-01-05 - 2023-06-02
95% of teachers will be retained for the following year. (Teacher Retention Goal)	Positive	Assess Resources	2022-08-16

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Behavioral Interventions and Supports		- 2023-06-02
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Define school-wide MTSS and framework components	2022-07-01 - 2022-08-31
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop a unified improvement plan	2022-09-01 - 2022-12-30
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop Core Teams: Universal Leadership Team, Targeted Level Team, Intensive Level Team	2022-07-01 - 2022-09-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop MTSS process and procedures for each team, timeline for action steps and intervention trial ties.	2022-12-01 - 2023-02-28
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Teacher/Teams - Training on Tier differentiation and MTSS implementation	2022-09-01 - 2023-06-09
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Develop universal, targeted, intensive meetings calendar: Universal - monthly, Targeted - 2xs/month, Intensive - Weekly	2023-06-01 - 2023-08-31
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Multi-Tiered Systems of	Determine Universal	2022-07-01 - 2022-08-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Support	Screeners and data points for all students with an assessment calendar	31
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Determine current and needed supports for Tiers 1, 2, and 3. Procure resources to support as identified.	2022-07-01 - 2022-10-31
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal) MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Multi-Tiered Systems of Support	Implement universal screeners to all students and progress monitor students in tiers 2 and 3.	2023-09-01 - 2023-06-16
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Multi-Tiered Systems of	MTSS evaluation either through	2022-07-01 - 2023-06-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on behavior. (MTSS Behavior Goal)	Support	MTSS teams or through the creation of a data review team	30
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Schedule social emotion focused PD	2022-08-29 - 2023-06-02
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Grades 6-12 students complete SEL screener	2022-09-19 - 2022-10-01

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Develop SEL curriculum for grades 6-12	2022-06-01 - 2022-08-29
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal) All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	PLN12C - The Social Emotional Brain (PD through UPenn for staff)	Implement SEL curriculum for Grades 6-12	2022-08-29 - 2023-06-02
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	PLN12C - The Social	Develop random acts of kindness	2022-08-29 - 2023-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
All teachers will utilize evidence based strategies when students require discipline. (Behavior Goal)	Emotional Brain (PD through UPenn for staff)	for student body/community led by Cougar Studio/Schoolwide assemblies	06-23
All teachers will be trained to implement trauma informed practices in their classrooms to improve classroom management and increase student engagement. (Trauma Informed Goal)			
95% of teachers will be retained for the following year. (Teacher Retention Goal)			
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	Teacher Wellness Program	Establish a teacher pay scale	2022-08-01 - 2023-05-31
95% of teachers will be retained for the following year. (Teacher Retention Goal)			
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	Teacher Wellness Program	Establish tuition reimbursement procedure	2022-09-01 - 2023-01-01
95% of teachers will be retained for the following year. (Teacher Retention Goal)			
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	Teacher Wellness Program	Determine professional development needs through surveys	2022-08-01 - 2023-06-16
95% of teachers will be retained for the following year. (Teacher Retention Goal)			
Each administrator will meet monthly with a consultant to establish goals and assess	Teacher	Develop a tiered	2023-01-01

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Wellness Program	approach to provide additional support for teachers	- 2023-09-30
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) 95% of teachers will be retained for the following year. (Teacher Retention Goal)	Teacher Wellness Program	Implement the teacher induction plan	2022-08-01 - 2023-06-09
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Establish dates for coaching	2022-08-01 - 2023-06-30
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Set goals for evaluation for 2022-2023	2022-08-01 - 2023-06-30
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal)	Leadership Coaching -	Administrative walkthroughs with	2022-09-01 - 2023-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	UPenn partnership	coach	02-28
Each administrator will meet monthly with a consultant to establish goals and assess progress on those goals based on leadership standards. (Leadership Goal) MTSS will be established and fully implemented focusing on academics. (MTSS Academic Goal)	Leadership Coaching - UPenn partnership	Debriefs with PLN coaches	2022-09-01 - 2023-02-28

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Parent Communication	Parent	SWPBIS, MTSS

Anticipated Timeframe	Frequency	Delivery Method
08/01/2022 - 09/30/2022	Monthly	Email

Lead Person/Position

Patel

Communication Step	Audience	Topics/Message of Communication
Community Stakeholders	Parents, community members, staff, students	SWPBIS, MTSS,

Anticipated Timeframe	Frequency	Delivery Method
07/25/2022 - 06/30/2023	Always keep posted	Posting on district website

Lead Person/Position

Patel

Communication Step	Audience	Topics/Message of Communication
Back to School Night/Open House	Parents/guardians	Check and Connect, MTSS, SWPBIS, SEL

Anticipated Timeframe	Frequency	Delivery Method
08/01/2022 - 09/30/2022	annually	Presentation

Lead Person/Position
Patel

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Post to website	Comprehensive Plan for IAA	website	parents, teachers, students	August 2022