

SOUTHERN YORK COUNTY SD

3280 Fissels Church Rd

Comprehensive Plan | 2024 - 2027

MISSION STATEMENT

The Southern York County School District, through a cooperative effort with the family and community, will provide a quality learning environment that promotes character, fosters responsibility and challenges students to achieve their potential.

VISION STATEMENT

Southern York County School District vision is that of a dynamic organization that will work in partnership with the family and community and will continuously strive to develop productive, contributing, responsible citizens capable of meeting the global challenges of the future.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Learning is a lifelong process and everyone can learn. Every person is entitled to the equitable opportunity for education that transcends all barriers. Collaboration between students, staff, family, and community is essential for the social and academic education. Education includes intellectual, social, emotional, cultural and physical development of students. Students thrive in an environment where they feel safe, are connected, and where there is a respect for individual diversity and differences. Communication, collaboration, critical thinking, and creativity are the foundation of the learning process. There is value in diversity and each student has a unique and innate value. The Southern York County School District adopted Marzano's High Reliability Schools as a framework to drive permanent, positive, and significant impacts on student achievement. The district will focus on: Level 1 - Safe, Supportive and Collaborative Culture; Level 2 - Effective Teaching in Every Classroom; and Level 3 - Guaranteed and Viable Curriculum during the course the comprehensive plan with the goal to sustain all three levels by 2027.

STAFF

The SYCSD Educational Value Statement was created in collaboration with representation from students, staff, administration, parents and community members; therefore, the statement is the same for all listed stakeholder groups.

ADMINISTRATION

The SYCSD Educational Value Statement was created in collaboration with representation from students, staff, administration, parents and community members; therefore, the statement is the same for all listed stakeholder groups.

PARENTS

The SYCSD Educational Value Statement was created in collaboration with representation from students, staff, administration, parents and community members; therefore, the statement is the same for all listed stakeholder groups.

COMMUNITY

The SYCSD Educational Value Statement was created in collaboration with representation from students, staff, administration, parents and community members; therefore, the statement is the same for all listed stakeholder groups.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Robert Bryson	Superintendent	SYCSD Admin
Len Reppert	Assistant Superintendent	SYCSD Admin
Kimberly Hughes	Director of Curriculum	SYCSD Admin
Brendan Rogers	Director of Special Education	SYCSD Admin
Jen Welch	Special Education	SYCSD Admin
Catherine Scholles	Staff Member	Southern Elementary School
James Hollinger	Principal	Southern Elementary School
Jill Smith	Content Facilitator/ Teacher	Friendship Elementary School
Anna Demian	Content Facilitator	Southern Elementary School
Susan Green	Chief Financial and Operations Officer	SYCSD Admin
Stephanie Winemiller	Principal	Friendship Elementary School
Erin Dacheux	Content Facilitator/Teacher	Friendship Elementary School
Erica Sterner	Content Facilitator/Teacher	Friendship Elementary School

Name	Position	Building/Group
Trevor Carrington	Business Manager	SYCSD Admin
Mary Dankosky	Principal	Shrewsbury Elementary School
Melissa Bell	Principal	Southern Middle School
Kevin Molin	Principal	Susquehannock High School
James Sterner	Assistant Principal	Susquehannock High School
Chris Newland	Content Facilitator/Teacher/Union	Susquehannock High School
Matt Amberman	Content Facilitator/Teacher	Susquehannock High School
Kelly Jarvis	Board Member	SYCSD School Board
Jessica Beste	Content Facilitator/Teacher	Susquehannock High School
Jennie Bonitz	Content Facilitator/Teacher	Susquehannock High School
Seth Catherman	Content Facilitator/Teacher	Friendship Elementary School
Rob Van Vorst	Administrator	Shrewsbury Elementary School
Deborah Stone	Administrator	Friendship Elementary School
Ryan Updike	Administrator	Southern Middle School
Sarah Miliauskas	Staff Member	Parent SMS

Name	Position	Building/Group
Eric Paules	Community Member	Business Advisor
Danielle Weaver Watts	Parent	Board Director
Tanya Dozier	Parent	Parent SHR
Shannon Evans	Administrator	Southern Elementary School
Andy Shelow	Staff Member	Friendship Elementary School
Nicolas Schiffgens	Staff Member	Southern Middle School
Jennifer Flynn	Staff Member	Shrewsbury Elementary School
Gregory Pituch	Staff Member	Southern Elementary School
Jason Minacci	Staff Member	Southern Elementary School
David Bowers	Community Member	Business Advisor
Erin Ross	Parent	Susquehannock High School
Nicole Hammond	Parent	Susquehannock High School
Janna Zipp	Parent	Southern Elementary School
Jennifer Smith	Administrator	Susquehannock High School
Sarah Black	Staff Member	Southern Elementary School

Name	Position	Building/Group
Shannon Lane	Staff Member	Shrewsbury Elementary School
Joseph Wilson	Board Member	Board Director
Samantha Hall	Board Member	Board Director

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
SYCSD is committed to ensuring safe, supportive, and collaborative school environments. We strive to cultivate a culture that prioritizes the well-being and security of every student, fosters a supportive community for both educators and learners, and promotes collaboration as the cornerstone of academic and personal success. Through proactive measures, continuous engagement, and a commitment to open communication, we aim to build schools where every individual feels valued, respected, and empowered to thrive in a harmonious and collaborative learning community.	School climate and culture
SYCSD will ensure student success in learning outcomes through the development and implementation of a guaranteed and viable curriculum that aligns standards, assessments, and instructional practices, and provides a clear pathway for all students to acquire essential knowledge and skills necessary for academic excellence and lifelong success.	Rigorous Courses of Study Section
SYCSD prioritizes the distribution of resources to address the evolving instructional needs of current and future generations of students. SYCSD fosters an environment that ensures academic excellence, effectively prepares students to be career and college ready, and empowers students for success in an ever-changing global landscape.	Essential Practices 5: Allocate Resources Strategically and Equitably
SYCSD ensures effective instruction in every classroom through ongoing professional development.	Essential Practices 1: Focus on

Priority Statement	Outcome Category
	Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy			
Effective Instruction in Every classroom: Leading Indicator 2.1			
Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		
HRS Level 2: Effective Instruction in Every Classroom	By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
SYCSD communicates a clear vision of instruction.	2024-07-01 - 2025-07-01	Administration, Instructional Coaches, Teachers	New Art and Science of Teaching (NASOT)

Anticipated Outcome

Survey data indicate that 90% of teachers can identify our schoolwide model of instruction.

Monitoring/Evaluation

Schools create instructional snapshots for each of the NASOT design areas, faculty and team meetings serve as professional development on NASOT.

Evidence-based Strategy

Effective Instruction in Every Classroom- Leading Indicator 2.2

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 2: Effective Instruction in Every Classroom

By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Teachers create professional learning plans.

2024-07-01 - 2027-06-30

Administration, Teachers

NASOT, Professional Learning Plans, Instructional Coaches

Anticipated Outcome

Survey data indicates 90% of teachers will be able to describe their progress on their Professional Learning Plans.

Monitoring/Evaluation

Teachers create Professional Learning Plans.

Evidence-based Strategy

Effective Instruction in Every Classroom- Leading Indicator 2.3

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 2: Effective Instruction in Every Classroom	By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Predominant Instructional practices throughout the school are known and monitored.	2024-07-01 - 2027-06-30	Administration	New Art and Science of Teaching

Anticipated Outcome

90% of teachers will increase in use of effective instructional strategies.

Monitoring/Evaluation

Classroom visit schedules, walkthrough forms

Evidence-based Strategy

Effective Instruction in Every Classroom- Leading Indicator 2.4

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 2: Effective Instruction in Every Classroom

By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Teachers are provided with clear, ongoing feedback of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement.

2024-07-01 -
2027-06-30

Administration

New Art and Science of Teaching

Anticipated Outcome

100% of teachers will be visited through walk through visitations and are provided with clear ongoing feedback to instruction in the classrooms.

Monitoring/Evaluation

Teacher effectiveness evaluation data, walkthrough forms and data collection, administrative visits schedule

Evidence-based Strategy

Effective Instruction in every classroom- Leading Indicator 2.5

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 2: Effective Instruction in Every Classroom	By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide job embedded professional development aligned to growth goals.	2024-07-01 - 2027-06-30	Administration, Instructional Coaches	New Art and Science of Teaching, professional development plans, in-service time, student/grade/building data, professional learning plan.

Anticipated Outcome

PLP's indicate 90% of teachers are proficient or distinguished

Monitoring/Evaluation

PD Plan

Evidence-based Strategy

Effective Instruction in Every Classroom- Leading Indicator 2.6

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 2: Effective Instruction in Every Classroom

By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Teachers observe one another to continue to improve their instructional craft.

2024-07-01 -
2027-06-30

Administration,
Instructional
Coaches

Tracking logs, best practices portfolios, plan for coverage to support observations, Professional Learning Plans (PLP).

Anticipated Outcome

100% of teachers will be a part of completing instructional rounds.

Monitoring/Evaluation

Logs of observations & reflections , department & grade level agendas

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.1 & 1.2

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Ongoing training for crisis preparedness for district staff and students.

2024-07-01 -
2027-06-03

Assistant Superintendent, School Resource Officer, School Security Officer, Administration, Safety Committee

Act 55 Requirements

Anticipated Outcome

100% of staff will understand safety procedures for SYCSD.

Monitoring/Evaluation

Ongoing SYCSD staff will receive training in Run, Hide Fight, campus security and crisis response protocols created, emergency drills will be conducted and evaluated regularly in order to equip staff and students to react appropriately during emergency situations.

Evidence-based Strategy

Safe, Supportive and Collaborative Environment- Leading Indicators 1.1, 1.2

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 1: Safe, Supportive and Collaborative Environment	By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Preparing for emergency preparedness through table tops, partnerships with community agencies, local law	2024-07-01 - 2017-06-30	Assistant Superintendent, SRO, School Security Officer,	ACT 55 requirements

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
enforcement and emergency management.		Administration, Safety Committee	

Anticipated Outcome
100% of schools have at least 1 tabletop exercise per year.

Monitoring/Evaluation
Two tabletop drills will be conducted yearly in each building to provide training and assess needs to address a variety of crisis situations. Yearly building tours and collaborative meetings will be conducted with local emergency responders to promote crisis response.

Evidence-based Strategy
Safe, Supportive and Collaborative Culture- Leading Indicator 1.1, 1.2, 1.8

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 1: Safe, Supportive and Collaborative Environment	By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.
HRS Level 1: Leading	By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Indicator 1.8 Fiscal Responsibility	future generations of students, preparing them to be career and college ready.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Completing mandatory trainings to include suicide awareness and mandated reporting.	2024-07-01 - 2027-06-30	Assistant Superintendent, Administration	Safe Schools training, computer/internet, time
Anticipated Outcome			
100% of staff will be trained and will be able to identify concerning behaviors and situations			
Monitoring/Evaluation			
Vector Online PD Program			

Evidence-based Strategy			
Safe, Supportive and Collaborative Culture- Leading Indicator 1.5			
Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 1: Safe, Supportive and Collaborative Environment	By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establishing school district expectations K-12 in school and on bus transportation	2024-07-01 - 2027-06-30	Assistant Superintendent, Administration, Teachers, Transportation Coordinator	Handbook, schedule, promotional materials, safety displays

Anticipated Outcome
100% of students consistently held to standards of conduct.

Monitoring/Evaluation
Bus driver reports, handbook discussion, class rules & procedures

Evidence-based Strategy
Safe, Supportive and Collaborative Culture- Leading Indicator 1.1 & 1.2

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 1: Safe, Supportive and Collaborative Environment	By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Unifying communication of safety information from district and school level through newsletters, School Messenger, and email.	2024-07-01 - 2027-06-30	Communications Officer	New website platform, district liaison with municipalities

Anticipated Outcome

3.5 or higher quick data identifying satisfaction with newsletters, messenger and email systems.

Monitoring/Evaluation

Surveys

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.5 & 1.6

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Utilizing stakeholder feedback to assess and modify safety procedures.

2024-07-01 -
2027-06-30

Assistant Superintendent,
Communication Coordinator, Principals

Meeting spaces, Safety
Committee volunteers

Anticipated Outcome

A minimum of 30% of stakeholders respond to information gathering surveys.

Monitoring/Evaluation

Meeting agendas, volunteer training

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicators 1.3 & 1.5

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Including all staff as part of the decision making process through team, department, and committee meetings with opportunities for feedback.

2024-07-01 - 2027-06-30

Administration

Decision making matrices, agendas, survey/survey data

Anticipated Outcome

90% of staff will report that they have had the opportunity to participate in the decision making process through team, department and committee meetings in order to maintain a safe, orderly and collaborative environment. 90% of staff will report that they are aware of their school's decision making process in order to maintain a safe, orderly and collaborative environment.

Monitoring/Evaluation

Quick Data

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.6

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Promoting and eliciting student empowerment.

2024-07-01 - 2027-06-30

Administration

Staff, student empowerment initiatives

Anticipated Outcome

80% of students will report having a voice in their learning that helps them feel safe and supported in school.

Monitoring/Evaluation

Student surveys

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.4

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Create collaborative opportunities across buildings for curriculum development and implementation.

2024-07-01 - 2027-06-30

Director of Curriculum and Instruction

Funding for teachers to attend collaborative sessions outside of their contracted time, coverage for teachers during contracted time, curricular database

Anticipated Outcome

100% of teachers have access to curriculum materials

Monitoring/Evaluation

Database of curricula w/links across grade and building levels; agenda and minutes from content facilitator meetings; curriculum leadership demonstrates participation/completion of professional development.

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.2

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Training to provide an environment where all students feel included.

2024-07-01 - 2027-06-30

Administration

Funds for training, supplemental contracts

Anticipated Outcome

80% of students will demonstrate feeling included through exit survey results.

Monitoring/Evaluation

Completion of professional development on inclusive practices

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.4

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Providing opportunities for all stakeholders to develop a problem-solving growth mindset.

2024-07-01 -
2027-06-30

Director of Curriculum and Instruction

Funding to pay teachers to attend summer professional development and collaborative curriculum sessions; coverage for teachers during the school day

Anticipated Outcome

100% of teachers will grow in instructional design and data analysis

Monitoring/Evaluation

Summer and school year work in collaborative groups

Evidence-based Strategy

Safe, Supportive and Collaborative Culture- Leading Indicator 1.6

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
---------------	--

HRS Level 1: Safe, Supportive and Collaborative Environment

By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection.

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

Establishing positive partnerships and relationships with all stakeholder groups.

2024-07-01 -
2027-06-30

Administration, Teacher Leadership, Community Members

Meeting agenda & location, calendar

Anticipated Outcome

Attendance of community members in committees will increase by 20%.

Monitoring/Evaluation

Community and school based activities, surveys, PTO (Parent Teacher Organization), Principal Advisory.

Evidence-based Strategy

Guaranteed and Viable Curriculum- Leading Indicator 3.1

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
---------------	--

HRS Level 3: Guaranteed and Viable Curriculum Structures

By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting.

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

Refining curriculum on personal and financial management.

2025-07-01 -
2027-06-30

Director of Curriculum and Instruction, Business Teachers

Junior Achievement, committee support, cross curricular supports

Anticipated Outcome

Revisions of Curriculum maps to include career standards as new maps are created through a curriculum revision cycle.

Monitoring/Evaluation

Continued revision of curriculum maps/tools, cross-curricular opportunities, vertical alignment between buildings/levels, & integration of

community partnerships

Evidence-based Strategy

Guaranteed and Viable Curriculum- Leading Indicators 3.1

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 3: Guaranteed and Viable Curriculum Structures	By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establishing PDE Career Standards in all curricular areas.	2026-07-01 - 2027-07-01	Director of Curriculum and Instruction, Teachers	PDE Standards embedded and Integrated In curriculum maps.

Anticipated Outcome

Updated curriculum to incorporate career standards in all content during curriculum revision cycles.

Monitoring/Evaluation

Content Facilitator training, revised curriculum maps, student work, & teacher lesson plans

Evidence-based Strategy

Guaranteed and Viable Curriculum- Leading Indicator 3.1

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
HRS Level 3: Guaranteed and Viable Curriculum Structures	By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establishing continued coursework for career exploration and certification.	2025-07-01 - 2027-06-30	Director of Curriculum and Instruction, Teachers, Administration	Career work standards, Smart Futures/Naviance, Certification Programs, Test, ASVAB (Armed Services Vocational Aptitude Battery)

Anticipated Outcome

100% of students will have a post graduation plan.

Monitoring/Evaluation

Use of Smart Futures & Naviance, collaboration between buildings/grade levels to ensure vertical alignment, & compliance with PDE Career Readiness requirements/evidence collection

Evidence-based Strategy

Guaranteed and Viable Curriculum- Leading Indicator 3.3

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 3: Guaranteed and Viable Curriculum Structures

By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Ensuring our curriculum provides a variety of opportunities for all students.

2024-07-01 -
2027-06-30

Director of Curriculum and Instruction, Administration

Curriculum map creation & PDE career standards

Anticipated Outcome

Completed curriculum maps

Monitoring/Evaluation

Curricular alignment with standards, internships and other opportunities at SHS

Evidence-based Strategy

Fiscal Responsibility- HRS Leading Indicator 1.8

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility

By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Maintaining fiscal responsibility in addressing current and future resource needs.

2024-07-01 -
2027-06-30

CFOO, Business Manager, Finance
and Budget Committee

N/A

Anticipated Outcome

Materials purchased are going to further the District mission and vision.

Monitoring/Evaluation

New materials are selected based upon best researched practices, purchase orders, Board presentations with research based information.

Evidence-based Strategy

Fiscal Responsibility- HRS Leading Indicator 1.8

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility

By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Developing effective practices for the recruitment and retainment of staff.	2024-07-01 - 2027-06-30	CFOO, Business Manager, Finance and Budget Committee	N/A

Anticipated Outcome

Highly qualified individuals are employed in SYCSD.

Monitoring/Evaluation

Research based practices are used to retain our employees. Exit Interviews identify reasons why employees are leaving.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every classroom: Leading Indicator 2.1	SYCSD communicates a clear vision of instruction.	07/01/2024 - 07/01/2025

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom-Leading Indicator 2.2	Teachers create professional learning plans.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.3	Predominant Instructional practices throughout the school are known and monitored.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom-Leading Indicator 2.4	Teachers are provided with clear, ongoing feedback of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in every classroom- Leading Indicator 2.5	Provide job embedded professional development aligned to growth goals.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom-Leading Indicator 2.6	Teachers observe one another to continue to improve their instructional craft.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1 & 1.2	Ongoing training for crisis preparedness for district staff and students.	07/01/2024 - 06/03/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Environment- Leading Indicators 1.1, 1.2	Preparing for emergency preparedness through table tops, partnerships with community agencies, local law enforcement and emergency management.	07/01/2024 - 06/30/2017

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1, 1.2, 1.8	Completing mandatory trainings to include suicide awareness and mandated reporting.	07/01/2024 - 06/30/2027
By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.5	Establishing school district expectations K-12 in school and on bus transportation	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.5 & 1.6	Utilizing stakeholder feedback to assess and modify safety procedures.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Create collaborative opportunities across buildings for curriculum development and implementation.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.2	Training to provide an environment where all students feel included.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Providing opportunities for all stakeholders to develop a problem-solving growth mindset.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.6	Establishing positive partnerships and relationships with all stakeholder groups.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Refining curriculum on personal and financial management.	07/01/2025 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicators 3.1	Establishing PDE Career Standards in all curricular areas.	07/01/2026 - 07/01/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Establishing continued coursework for career exploration and certification.	07/01/2025 - 06/30/2027

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.3	Ensuring our curriculum provides a variety of opportunities for all students.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every classroom: Leading Indicator 2.1	SYCSD communicates a clear vision of instruction.	07/01/2024 - 07/01/2025

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.2	Teachers create professional learning plans.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.3	Predominant Instructional practices throughout the school are known and monitored.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in every classroom- Leading Indicator 2.5	Provide job embedded professional development aligned to growth goals.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano’s High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom-Leading Indicator 2.6	Teachers observe one another to continue to improve their instructional craft.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1 & 1.2	Ongoing training for crisis preparedness for district staff and students.	07/01/2024 - 06/03/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Environment- Leading Indicators 1.1, 1.2	Preparing for emergency preparedness through table tops, partnerships with community agencies, local law enforcement and emergency management.	07/01/2024 - 06/30/2017

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1, 1.2, 1.8	Completing mandatory trainings to include suicide awareness and mandated reporting.	07/01/2024 - 06/30/2027
By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)			

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1 & 1.2	Unifying communication of safety information from district and school level through newsletters, School Messenger, and email.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.5 & 1.6	Utilizing stakeholder feedback to assess and modify safety procedures.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Create collaborative opportunities across buildings for curriculum development and implementation.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.2	Training to provide an environment where all students feel included.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Providing opportunities for all stakeholders to develop a problem-solving growth mindset.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.6	Establishing positive partnerships and relationships with all stakeholder groups.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Refining curriculum on personal and financial management.	07/01/2025 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicators 3.1	Establishing PDE Career Standards in all curricular areas.	07/01/2026 - 07/01/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Establishing continued coursework for career exploration and certification.	07/01/2025 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.3	Ensuring our curriculum provides a variety of opportunities for all students.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)	Fiscal Responsibility- HRS Leading Indicator 1.8	Maintaining fiscal responsibility in addressing current and future resource needs.	07/01/2024 - 06/30/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)	Fiscal Responsibility- HRS Leading Indicator 1.8	Developing effective practices for the recruitment and retainment of staff.	07/01/2024 - 06/30/2027

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

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

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

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Attendance Rates at 3 of our 5 buildings meet performance standards for all student groups.

English Language Arts/Literature: all student groups meeting the standard for growth in 4 of our 5 buildings.

Mathematics/Algebra: all student groups meeting the standard for growth in 4 of our 5 buildings.

College and career benchmarks: all student groups exceeded the performance standard in all five schools.

Graduation rate for SHS at 95%.

Science of Reading Training for all elementary, special education, EL and reading teachers.

Growth in Special Education Students in Math SHR: 88, SES: 95

Partnership With Junior Achievement K-12

Smart Futures and Naviance Tracking Systems

Science of Reading Resources; purchased for K-2 resources for

Challenges

Science: all student group met the standard for growth in FES- 61, SMS- 56

Science proficient or advanced for FES 64%, SMS- 63.8%, SHS- 60%

Math Proficient or advanced FES- 47.4%, SMS- 35.1%, SHS 47.4%

ELA proficient or advanced FES- 55.3%, SHR 60.9%, SMS- 63.4%

Attendance at FES- 80.5% & SHS 78%

Bridging the gap: Lack of time to do core instruction and intervention periods to meet skill gaps.

Integration of career readiness skills in every class

Continued coursework on career exploration and career certification

Establishing PDE career standards in all coursework

Refining curriculum for personal and financial management

Strengths

science of reading rather than balanced literacy.

K-8 Reading program to help create guaranteed and viable curriculum with appropriate resources

Collaboration between grades levels; interventions that are specific to students needs to provide growth

Instructional Specialists to help guide mathematics training at the elementary level Core Math program allows all teachers to utilize the same materials, scope and sequence

New common Science program K-8 focused on Science, Technology & Engineering, Environmental Literacy and Sustainability (STEELS) Standards purchased in December of 2023

Additional hands on manipulatives purchased for each elementary building Stronger understanding of whole numbers and place value at the elementary level

Constructed response professional development for secondary math teachers Secondary Math collaboration and review of the Algebra curriculum for grades 7-12

Scheduled time at the elementary level for science instruction

Growth in Economically Disadvantaged Students in Math SHR: 92,

Challenges

Summer slide with foundational reading skills in primary grades

Students in upper grades demonstrating foundational phonics problems necessitating Foundational Skills groups in 3rd through 5th grade.

Implementation of new curriculum and learning the systems for them

Understanding of number relationships and number sense. We therefore struggle with operations and algebraic concepts. Understanding of fractional knowledge which creates problems for Algebra and higher mathematical concepts.

Understanding of the need to use multiple representations of concrete, representational and abstract scaffolding in all grade levels.

Science scores have dropped, use of CDT to proactively plan and provide instruction

Need for training on use of manipulatives and math concepts.

Additional professional development for secondary math teachers for constructed responses and review of Algebra curriculum

Lack of internet in rural areas for resource accessibility

Strengths

SES: 95, SHS: 82

Science proficient and advanced For Economically Disadvantaged Students: SHR: 85%, SES: 76%

Empower Leadership for Continuous improvement

Organize and allocate resources and services strategically and equitably

Empower Leadership for Continuous improvement

Organize and allocate resources and services strategically and equitably

Growth with Special Education Students in English at SHR 80, SES 100, SHS 84

Growth in Economically Disadvantaged Students in English SHR 86, SES 99, SHS 90

1-1 Chromebook deployment for intermediate, middle and high school

CH 339 plan focuses on students future careers and life plans

New Curriculum development in all levels focused on guaranteed viable curriculum

Challenges

Growth in English for Economically Disadvantaged Students FES 62, SMS 57

Growth in Special Education Students in Math SMS: 77, SHS; 74, FES

Growth in Economically Disadvantaged Students in Math SMS: 64, FES 73

Science Advanced and Proficient scores for Economically Disadvantaged/Special Education Students; FES: 40%, SMS: 52.3%/34% SHS: 44% / 23.1%

Maintain a safe, supportive and collaborative culture

Growth in English for Special Education Students FES, SMS 51

Increase student achievement through focus on effective instruction in every classroom

Ensure structures are in place so that every student receives a guaranteed and viable curriculum

Special Education performance

Economically disadvantaged students

Ensure fiscal responsibility that promotes the deployment of resources for student achievement now and in the future

Strengths

Training for STEELS with consultant for elementary content facilitators, middle school and high school teachers

Added use of Classroom Diagnostic Tools testing for all Algebra students grades 7-9

Reaching certification in a safe, supportive and collaborative culture

ESSER Grant Funding helps with deploying highly effective resources in classrooms

Challenges

Provide Student Driven Supports so all students are ready to learn

Lack of understanding at the elementary level of new standards and need for training

Lack of resources in the past that align to STEELS standards

Time for science instruction in the elementary schedule

Most Notable Observations/Patterns

The observations made demonstrate how becoming a High Reliability District in Levels 1, 2 and 3 will help to implement essential structures to ensure student success for now and the future. HRS Level 1: Safe, Supportive and Collaborative Culture HRS Level 2; Effective Teaching in Every Classroom HRS Level 3: Guaranteed and Viable Curriculum This process will take use at a minimum two comprehensive planning cycles to achieve sustainability in each level.

Challenges	Discussion Point	Priority for Planning
Ensure fiscal responsibility that promotes the deployment of resources for student achievement now and in the future	HRS level 1.8	✓
Maintain a safe, supportive and collaborative culture	HRS Level 1: Leading indicators 1.1-1.8	✓
Increase student achievement through focus on effective instruction in every classroom	HRS Level 2: 2.1-2.6 certification demonstrates attainment	✓
Ensure structures are in place so that every student receives a guaranteed and viable curriculum	This will be year 4 in our plan but needs to have structures started in years 1-3	✓

ADDENDUM B: ACTION PLAN

Action Plan: Effective Instruction in Every classroom: Leading Indicator 2.1

Action Steps	Anticipated Start/Completion Date
SYCSD communicates a clear vision of instruction.	07/01/2024 - 07/01/2025

Monitoring/Evaluation	Anticipated Output
Schools create instructional snapshots for each of the NASOT design areas, faculty and team meetings serve as professional development on NASOT.	Survey data indicate that 90% of teachers can identify our schoolwide model of instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
New Art and Science of Teaching (NASOT)	yes	yes

Action Plan: Effective Instruction in Every Classroom- Leading Indicator 2.2

Action Steps		Anticipated Start/Completion Date	
Teachers create professional learning plans.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Teachers create Professional Learning Plans.		Survey data indicates 90% of teachers will be able to describe their progress on their Professional Learning Plans.	
Material/Resources/Supports Needed		PD Step	Comm Step
NASOT, Professional Learning Plans, Instructional Coaches		yes	yes

Action Plan: Effective Instruction in Every Classroom- Leading Indicator 2.3

Action Steps		Anticipated Start/Completion Date	
Predominant Instructional practices throughout the school are known and monitored.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Classroom visit schedules, walkthrough forms		90% of teachers will increase in use of effective instructional strategies.	
Material/Resources/Supports Needed		PD Step	Comm Step
New Art and Science of Teaching		yes	yes

Action Plan: Effective Instruction in Every Classroom- Leading Indicator 2.4

Action Steps		Anticipated Start/Completion Date	
Teachers are provided with clear, ongoing feedback of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Teacher effectiveness evaluation data, walkthrough forms and data collection, administrative visits schedule		100% of teachers will be visited through walk through visitations and are provided with clear ongoing feedback to instruction in the classrooms.	
Material/Resources/Supports Needed		PD Step	Comm Step
New Art and Science of Teaching		yes	no

Action Plan: Effective Instruction in every classroom- Leading Indicator 2.5

Action Steps		Anticipated Start/Completion Date	
Provide job embedded professional development aligned to growth goals.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
PD Plan		PLP's indicate 90% of teachers are proficient or distinguished	
Material/Resources/Supports Needed		PD Step	Comm Step
New Art and Science of Teaching, professional development plans, in-service time, student/grade/building data, professional learning plan.		yes	yes

Action Plan: Effective Instruction in Every Classroom- Leading Indicator 2.6

Action Steps		Anticipated Start/Completion Date	
Teachers observe one another to continue to improve their instructional craft.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Logs of observations & reflections , department & grade level agendas		100% of teachers will be a part of completing instructional rounds.	
Material/Resources/Supports Needed		PD Step	Comm Step
Tracking logs, best practices portfolios, plan for coverage to support observations, Professional Learning Plans (PLP).		yes	yes

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.1 & 1.2

Action Steps		Anticipated Start/Completion Date	
Ongoing training for crisis preparedness for district staff and students.		07/01/2024 - 06/03/2027	
Monitoring/Evaluation		Anticipated Output	
Ongoing SYCSD staff will receive training in Run, Hide Fight, campus security and crisis response protocols created, emergency drills will be conducted and evaluated regularly in order to equip staff and students to react appropriately during emergency situations.		100% of staff will understand safety procedures for SYCSD.	
Material/Resources/Supports Needed		PD Step	Comm Step
Act 55 Requirements		yes	yes

Action Plan: Safe, Supportive and Collaborative Environment- Leading Indicators 1.1, 1.2

Action Steps	Anticipated Start/Completion Date
Preparing for emergency preparedness through table tops, partnerships with community agencies, local law enforcement and emergency management.	07/01/2024 - 06/30/2017

Monitoring/Evaluation	Anticipated Output
Two tabletop drills will be conducted yearly in each building to provide training and assess needs to address a variety of crisis situations. Yearly building tours and collaborative meetings will be conducted with local emergency responders to promote crisis response.	100% of schools have at least 1 tabletop exercise per year.

Material/Resources/Supports Needed	PD Step	Comm Step
ACT 55 requirements	yes	yes

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.1, 1.2, 1.8

Action Steps		Anticipated Start/Completion Date	
Completing mandatory trainings to include suicide awareness and mandated reporting.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Vector Online PD Program		100% of staff will be trained and will be able to identify concerning behaviors and situations	
Material/Resources/Supports Needed		PD Step	Comm Step
Safe Schools training, computer/internet, time		yes	yes

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.5

Action Steps		Anticipated Start/Completion Date	
Establishing school district expectations K-12 in school and on bus transportation		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Bus driver reports, handbook discussion, class rules & procedures		100% of students consistently held to standards of conduct.	
Material/Resources/Supports Needed		PD Step	Comm Step
Handbook, schedule, promotional materials, safety displays		yes	no

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.1 & 1.2

Action Steps		Anticipated Start/Completion Date	
Unifying communication of safety information from district and school level through newsletters, School Messenger, and email.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Surveys		3.5 or higher quick data identifying satisfaction with newsletters, messenger and email systems.	
Material/Resources/Supports Needed		PD Step	Comm Step
New website platform, district liaison with municipalities		no	yes

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.5 & 1.6

Action Steps		Anticipated Start/Completion Date	
Utilizing stakeholder feedback to assess and modify safety procedures.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Meeting agendas, volunteer training		A minimum of 30% of stakeholders respond to information gathering surveys.	
Material/Resources/Supports Needed		PD Step	Comm Step
Meeting spaces, Safety Committee volunteers		yes	yes

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicators 1..3 & 1.5

Action Steps		Anticipated Start/Completion Date	
Including all staff as part of the decision making process through team, department, and committee meetings with opportunities for feedback.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Quick Data		90% of staff will report that they have had the opportunity to participate in the decision making process through team, department and committee meetings in order to maintain a safe, orderly and collaborative environment. 90% of staff will report that they are aware of their school's decision making process in order to maintain a safe, orderly and collaborative environment.	
Material/Resources/Supports Needed		PD Step	Comm Step
Decision making matrices, agendas, survey/survey data		no	no

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.6

Action Steps		Anticipated Start/Completion Date	
Promoting and eliciting student empowerment.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Student surveys		80% of students will report having a voice in their learning that helps them feel safe and supported in school.	
Material/Resources/Supports Needed		PD Step	Comm Step
Staff, student empowerment initiatives		no	no

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.4

Action Steps		Anticipated Start/Completion Date	
Create collaborative opportunities across buildings for curriculum development and implementation.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Database of curricula w/links across grade and building levels; agenda and minutes from content facilitator meetings; curriculum leadership demonstrates participation/completion of professional development.		100% of teachers have access to curriculum materials	
Material/Resources/Supports Needed		PD Step	Comm Step
Funding for teachers to attend collaborative sessions outside of their contracted time, coverage for teachers during contracted time, curricular database		yes	yes

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.2

Action Steps		Anticipated Start/Completion Date	
Training to provide an environment where all students feel included.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Completion of professional development on inclusive practices		80% of students will demonstrate feeling included through exit survey results.	
Material/Resources/Supports Needed		PD Step	Comm Step
Funds for training, supplemental contracts		yes	yes

Supportive and Collaborative Culture- Leading Indicator 1.4	
	Anticipated Start/Completion Date
Opportunities for all stakeholders to develop a growth mindset.	07/01/2024 - 06/30/2027
Anticipated Output	
100% of teachers will grow in instructional design and data analysis	
Resources/Supports Needed	
Teachers to attend summer professional development and collaborative curriculum sessions; coverage during the school day	

Supportive and Collaborative Culture- Leading Indicator 1.4	
	Anticipated Start/Completion Date
Opportunities for all stakeholders to develop a growth mindset.	07/01/2024 - 06/30/2027
Initiation	Anticipated Output
Full year work in collaborative groups	100% of teachers will grow in instructional design and data
Resources/Supports Needed	
Teachers to attend summer professional development and collaborative curriculum sessions; coverage during the school day	

Action Plan: Safe, Supportive and Collaborative Culture- Leading Indicator 1.6

Action Steps		Anticipated Start/Completion Date	
Establishing positive partnerships and relationships with all stakeholder groups.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Community and school based activities, surveys, PTO (Parent Teacher Organization), Principal Advisory.		Attendance of community members in committees will increase by 20%.	
Material/Resources/Supports Needed		PD Step	Comm Step
Meeting agenda & location, calendar		yes	yes

Action Plan: Guaranteed and Viable Curriculum- Leading Indicator 3.1

Action Steps		Anticipated Start/Completion Date	
Refining curriculum on personal and financial management.		07/01/2025 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Continued revision of curriculum maps/tools, cross-curricular opportunities, vertical alignment between buildings/levels, & integration of community partnerships		Revisions of Curriculum maps to include career standards as new maps are created through a curriculum revision cycle.	
Material/Resources/Supports Needed		PD Step	Comm Step
Junior Achievement, committee support, cross curricular supports		yes	yes

Action Plan: Guaranteed and Viable Curriculum- Leading Indicators 3.1

Action Steps		Anticipated Start/Completion Date	
Establishing PDE Career Standards in all curricular areas.		07/01/2026 - 07/01/2027	
Monitoring/Evaluation		Anticipated Output	
Content Facilitator training, revised curriculum maps, student work, & teacher lesson plans		Updated curriculum to incorporate career standards in all content during curriculum revision cycles.	
Material/Resources/Supports Needed		PD Step	Comm Step
PDE Standards embedded and Integrated In curriculum maps.		yes	yes

Action Plan: Guaranteed and Viable Curriculum- Leading Indicator 3.1

Action Steps		Anticipated Start/Completion Date	
Establishing continued coursework for career exploration and certification.		07/01/2025 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Use of Smart Futures & Naviance, collaboration between buildings/grade levels to ensure vertical alignment, & compliance with PDE Career Readiness requirements/evidence collection		100% of students will have a post graduation plan.	
Material/Resources/Supports Needed		PD Step	Comm Step
Career work standards, Smart Futures/Naviance, Certification Programs, Test, ASVAB (Armed Services Vocational Aptitude Battery)		yes	yes

Action Plan: Guaranteed and Viable Curriculum- Leading Indicator 3.3

Action Steps		Anticipated Start/Completion Date	
Ensuring our curriculum provides a variety of opportunities for all students.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Curricular alignment with standards, internships and other opportunities at SHS		Completed curriculum maps	
Material/Resources/Supports Needed		PD Step	Comm Step
Curriculum map creation & PDE career standards		yes	yes

Action Plan: Fiscal Responsibility- HRS Leading Indicator 1.8

Action Steps		Anticipated Start/Completion Date	
Maintaining fiscal responsibility in addressing current and future resource needs.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
New materials are selected based upon best researched practices, purchase orders, Board presentations with research based information.		Materials purchased are going to further the District mission and vision.	
Material/Resources/Supports Needed		PD Step	Comm Step
N/A		no	yes

Action Plan: Fiscal Responsibility- HRS Leading Indicator 1.8

Action Steps		Anticipated Start/Completion Date	
Developing effective practices for the recruitment and retainment of staff.		07/01/2024 - 06/30/2027	
Monitoring/Evaluation		Anticipated Output	
Research based practices are used to retain our employees. Exit Interviews identify reasons why employees are leaving.		Highly qualified individuals are employed in SYCSD.	
Material/Resources/Supports Needed		PD Step	Comm Step
N/A		no	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every classroom: Leading Indicator 2.1	SYCSD communicates a clear vision of instruction.	07/01/2024 - 07/01/2025
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.2	Teachers create professional learning plans.	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.3	Predominant Instructional practices throughout the school are known and monitored.	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize	Effective Instruction in	Teachers are provided with	07/01/2024 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Every Classroom-Leading Indicator 2.4	clear, ongoing feedback of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement.	06/30/2027
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in every classroom-Leading Indicator 2.5	Provide job embedded professional development aligned to growth goals.	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom-Leading Indicator 2.6	Teachers observe one another to continue to improve their instructional craft.	07/01/2024 - 06/30/2027

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1 & 1.2	Ongoing training for crisis preparedness for district staff and students.	07/01/2024 - 06/03/2027
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Environment-Leading Indicators 1.1, 1.2	Preparing for emergency preparedness through table tops, partnerships with community agencies, local law enforcement and emergency management.	07/01/2024 - 06/30/2017
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading	Completing mandatory trainings to include suicide awareness and mandated	07/01/2024 - 06/30/2027

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)	Indicator 1.1, 1.2, 1.8	reporting.	
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.5	Establishing school district expectations K-12 in school and on bus transportation	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.5 & 1.6	Utilizing stakeholder feedback to assess and modify safety procedures.	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-	Create collaborative opportunities across buildings for curriculum	07/01/2024 - 06/30/2027

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Leading Indicator 1.4	development and implementation.	
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.2	Training to provide an environment where all students feel included.	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Providing opportunities for all stakeholders to develop a problem-solving growth mindset.	07/01/2024 - 06/30/2027
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.6	Establishing positive partnerships and relationships with all stakeholder groups.	07/01/2024 - 06/30/2027

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Refining curriculum on personal and financial management.	07/01/2025 - 06/30/2027
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicators 3.1	Establishing PDE Career Standards in all curricular areas.	07/01/2026 - 07/01/2027
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Establishing continued coursework for career exploration and certification.	07/01/2025 - 06/30/2027

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.3	Ensuring our curriculum provides a variety of opportunities for all students.	07/01/2024 - 06/30/2027

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
A Vision of Instruction	Administration and Teachers	New Art and Science of Teaching (NASOT)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Instructional strategies in daily lessons	07/01/2023 - 06/30/2027	Marzano Representative and Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	

Professional Development Step	Audience	Topics of Prof. Dev
Professional Learning Plans	Administration & Teachers	Individualizing professional development Marzano 2.2 The School supports teachers to continually enhance their pedagogical skills through reflection and professional growth plans.
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PLP's created and monitored	07/01/2024 - 06/30/2027	Administration
Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally		
Professional Development Step	Audience	Topics of Prof. Dev
New Art and Science of Teaching Instructional Strategies	Administration and Teachers	The school is aware and monitors predominant instructional practices. NASOT strategies are reviewed and observed with feedback.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walk through data collection	07/01/2023 - 06/30/2027	Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1f: Designing Student Assessments	
3a: Communicating with Students	
4b: Maintaining Accurate Records	
1c: Setting Instructional Outcomes	
2c: Managing Classroom Procedures	
3d: Using Assessment in Instruction	
4e: Growing and Developing Professionally	
1b: Demonstrating Knowledge of Students	
2b: Establishing a Culture for Learning	
3c: Engaging Students in Learning	
4d: Participating in a Professional Community	
1e: Designing Coherent Instruction	
2e: Organizing Physical Space	
4a: Reflecting on Teaching	

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

1d: Demonstrating Knowledge of Resources

2d: Managing Student Behavior

3e: Demonstrating Flexibility and Responsiveness

4f: Showing Professionalism

1a: Demonstrating Knowledge of Content and Pedagogy

2a: Creating an Environment of Respect and Rapport

3b: Using Questioning and Discussion Techniques

4c: Communicating with Families

Professional Development Step**Audience****Topics of Prof. Dev**

Using NASOT in Data Collection

Teachers

The school provides teachers with clear, ongoing evaluations of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement data.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walk Through Data Collection (NASOT) & Formal observations (Danielson)	07/01/2024 - 06/30/2027	Administration
Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
1f: Designing Student Assessments		
3a: Communicating with Students		
4b: Maintaining Accurate Records		
1d: Demonstrating Knowledge of Resources		
2d: Managing Student Behavior		
3e: Demonstrating Flexibility and Responsiveness		
4f: Showing Professionalism		
1b: Demonstrating Knowledge of Students		
2b: Establishing a Culture for Learning		
3c: Engaging Students in Learning		
4d: Participating in a Professional Community		
1c: Setting Instructional Outcomes		
2c: Managing Classroom Procedures		
3d: Using Assessment in Instruction		

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

4e: Growing and Developing Professionally

1a: Demonstrating Knowledge of Content and Pedagogy

2a: Creating an Environment of Respect and Rapport

3b: Using Questioning and Discussion Techniques

4c: Communicating with Families

1e: Designing Coherent Instruction

2e: Organizing Physical Space

4a: Reflecting on Teaching

Professional Development Step**Audience****Topics of Prof. Dev**

Growing in our Practices

Teachers & Instructional Supports

The school provides teachers with job embedded professional development that is directly related to their instructional growth goals.

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

PLP & NASOT

07/01/2024 - 06/30/2027

Administration

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

4e: Growing and Developing Professionally

Professional Development Step**Audience****Topics of Prof. Dev**

Instructional Rounds

Teachers

Teachers have opportunities to observe and discuss effective instruction: Instructional Rounds

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

Increased use of NASOT strategies

07/01/2024 - 06/30/2027

Administration

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

4a: Reflecting on Teaching

Professional Development Step**Audience****Topics of Prof. Dev**

Crisis Preparedness

All employees and students

Run, Hide, Fight & Emergency Preparedness

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Safety Plan	07/01/2024 - 06/30/2027	Assistant Superintendent, School Resource Officer, School Security, Administration, Safety Committee
Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
4d: Participating in a Professional Community		At Least 1-hour of Trauma-informed Care Training for All Staff

Professional Development Step	Audience	Topics of Prof. Dev
Partnerships for Safety	Teachers, Administration, SRO, School Security, Outside Agencies, Assistant Superintendent	Table tops and other emergency preparedness scenarios

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Safety plan	07/01/2024 - 06/30/2027	Assistant Superintendent, SRO, School Security, Administration, Safety Committee
Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
4d: Participating in a Professional Community		At Least 1-hour of Trauma-informed Care Training for All Staff

Professional Development Step	Audience	Topics of Prof. Dev
Suicide Awareness	All Employees	Suicide awareness

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Safety plan	07/01/2024 - 06/30/2027	Assistant Superintendent, SRO, School Security, Administration, Safety Committee

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4d: Participating in a Professional Community	At Least 1-hour of Trauma-informed Care Training for All Staff

Professional Development Step	Audience	Topics of Prof. Dev
Rules and Procedures	Students and parents	Rules and procedures for school and bus

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students consistently hold to standards of conduct	07/01/2024 - 06/30/2027	Assistant Superintendent, Administration, Transportation Coordinator

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

3a: Communicating with Students

2d: Managing Student Behavior

Professional Development Step**Audience****Topics of Prof. Dev**

Collaboration on Safety with Stakeholders

Stakeholder and administration

Stakeholders provide insight into what is working and not working in regards to safety procedures to help ensure all areas of safety are reviewed on a frequent basis

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

Meeting agendas demonstrate concerns and remedies

07/01/2024 - 06/30/2027

Assistant Superintendent, Communication Coordinator, Principals

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

4d: Participating in a Professional Community

Professional Development Step	Audience	Topics of Prof. Dev
Creating Highly Functioning PLCs for Curriculum Development	Teachers	Understanding by Design curriculum development.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Creating Lessons Using UBD and NASOT	07/01/2024 - 06/30/2027	Director of Curriculum and Instruction

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
4d: Participating in a Professional Community		

Professional Development Step	Audience	Topics of Prof. Dev
Creating an Inclusive Environment	Teachers	Inclusive practices

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students survey demonstrates students feel included	07/01/2024 - 06/30/2027	Administration

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

2a: Creating an Environment of Respect and Rapport

Professional Development Step**Audience****Topics of Prof. Dev**

Problem Solving Growth Mindsets

All Teachers

Curriculum and instruction development

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

Integrated curriculum

07/01/2024 - 06/30/2027

Director of Curriculum and Instruction

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

4d: Participating in a Professional Community

Professional Development Step**Audience****Topics of Prof. Dev**

Positive Partnerships for the Future

Community, Parents, Teachers, Students,
Administration, Staff

Safety, Curriculum, Internship Opportunities, &
Collaborative Partnerships

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Community and school based activities, surveys, PTO, Principal Advisory	07/01/2024 - 06/30/2027	Administration, Teacher leadership

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4d: Participating in a Professional Community	

Professional Development Step	Audience	Topics of Prof. Dev
Personal Financial Management	Business Education Teachers	Development of Curriculum on Personal Finance

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Students will be able to understand budgeting and personal finances for their future	07/01/2024 - 06/30/2027	Director of Curriculum and Instruction, PATTAN

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	

Professional Development Step	Audience	Topics of Prof. Dev
PDE Career Standards integrated.	ALL Teachers	Understanding By Design curriculum development

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Curriculum maps have career standards integrated	07/01/2024 - 06/30/2027	Director of Curriculum and Instruction, Teacher Leadership, Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
4e: Growing and Developing Professionally		

Professional Development Step	Audience	Topics of Prof. Dev
Career Exploration and Certification Opportunities	Teachers & Guidance	Integration of career exploration into lesson design

Professional Development Step	Audience	Topics of Prof. Dev
Language and Literacy Acquisition	All Staff	Building knowledge of language/literacy, mathematics and science concepts, instructional rounds on effective strategies for student achievement, NASOT professional development

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walk through data analysis and Instructional Rounds	07/01/2024 - 06/30/2027	Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Teaching strategies to increase student achievement	Teachers & Instructional Staff	Training to ensure that teachers understand how students differ in their ability and approaches to learning and creating opportunities that foster achievement of diverse learners in the inclusive classroom.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Walk through and Instructional Rounds	07/01/2024 - 06/30/2027	Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Trauma Informed Practices	ALL Staff	1. Recognition of the signs of trauma in students 2. Best practices for schools and classrooms regarding trauma-informed approaches, including utilization of multitiered systems of support. 3. Recognition of the signs of the impact of secondary trauma on school employees and appropriate resources for school employees who are experiencing secondary trauma. 4. The school entity's policies regarding trauma-informed approaches. 5. The school entity's policies regarding connecting students with appropriate services. 6. Pedagogy that recognizes the signs and symptoms of trauma and integrates knowledge about trauma for the purpose of promoting resiliency among students.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Panorama survey results	07/01/2024 - 06/30/2027	Assistant Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	At Least 1-hour of Trauma-informed Care Training for All Staff

Professional Development Step	Audience	Topics of Prof. Dev
Professional Ethics	ALL Staff	The standards of behavior, values, and principles that inform and guide professional decision-making. These standards of behavior, values and principles include those detailed in the Pennsylvania Model Code of Ethics for Educators, as adopted by the Professional Standards and Practices Commission.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Professional uphold the ethics policy	07/01/2024 - 06/30/2027	Assistant Superintendent, Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	Professional Ethics

Professional Development Plan		
Professional Development Step	Audience	Topics of Prof. Dev
Staff Awareness Training	All Staff	Bias 101, Advancing as Responsive Educators, Bullying & Harassment Prevention
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Panorama survey results	07/01/2024 - 06/30/2027	Administration
Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally		Common Ground: Culturally Relevant Sustaining Education

Professional Development Step	Audience	Topics of Prof. Dev
Structured Literacy	Elementary Teachers, Middle Level Teachers, Special Education, English Learner Teachers	Structured literacy is systemic, explicit instruction that provides a strong core of foundational literacy skills in the language systems of English; integrates listening, speaking, reading, spelling, and writing and emphasizes the structure of language across the speech sound system (phonology), the writing system (orthography), the structure of sentences (syntax), the meaningful parts of words (morphology), the relationship among words (semantics), and the organization of spoken and written discourse. Structured Literacy trainings shall address but shall not be limited to: 1. Evidence-based intervention practices on structured literacy. 2. Explicit and systematic instruction in phonological and phonemic awareness. 3. The alphabetic principle, decoding and encoding, fluency and vocabulary reading comprehension and building content knowledge.
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Lesson Development based on Science of Reading for struggling learners	07/01/2024 - 06/30/2027	Director of Curriculum and Instruction, Administration
Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
4e: Growing and Developing Professionally	Structured Literacy	

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every classroom: Leading Indicator 2.1	SYCSD communicates a clear vision of instruction.	2024-07-01 - 2025-07-01
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.2	Teachers create professional learning plans.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom- Leading Indicator 2.3	Predominant Instructional practices throughout the school are known and monitored.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize	Effective Instruction in	Provide job embedded	2024-07-01 - 2027-06-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	every classroom-Leading Indicator 2.5	professional development aligned to growth goals.	30
By 2027, 100% of our schools will be certified in Marzano's High Reliability Schools framework, Level 2 - Effective Teaching in Every Classroom in order to maximize academic growth of all students through effective teaching strategies to prepare students for life. (HRS Level 2: Effective Instruction in Every Classroom)	Effective Instruction in Every Classroom-Leading Indicator 2.6	Teachers observe one another to continue to improve their instructional craft.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.1 & 1.2	Ongoing training for crisis preparedness for district staff and students.	2024-07-01 - 2027-06-03
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Environment-	Preparing for emergency preparedness through table tops, partnerships	2024-07-01 - 2017-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Leading Indicators 1.1, 1.2	with community agencies, local law enforcement and emergency management.	
<p>By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)</p> <p>By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)</p>	Safe, Supportive and Collaborative Culture- Leading Indicator 1.1, 1.2, 1.8	Completing mandatory trainings to include suicide awareness and mandated reporting.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture- Leading Indicator 1.1 & 1.2	Unifying communication of safety information from district and school level through newsletters, School Messenger, and email.	2024-07-01 - 2027-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.5 & 1.6	Utilizing stakeholder feedback to assess and modify safety procedures.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Create collaborative opportunities across buildings for curriculum development and implementation.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.2	Training to provide an environment where all students feel included.	2024-07-01 - 2027-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.4	Providing opportunities for all stakeholders to develop a problem-solving growth mindset.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will maintain a survey/quick data mean of 3.5 or higher in High Reliability School Level 1. Level 1 focuses on creating a safe, collaborative, and supportive environment conducive to optimal learning and development for all students and staff demonstrated by criterion and artifact data collection. (HRS Level 1: Safe, Supportive and Collaborative Environment)	Safe, Supportive and Collaborative Culture-Leading Indicator 1.6	Establishing positive partnerships and relationships with all stakeholder groups.	2024-07-01 - 2027-06-30
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Refining curriculum on personal and financial management.	2025-07-01 - 2027-06-30
By 2027, 100% of our schools will establish structures to create and implement a	Guaranteed	Establishing PDE	2026-07-01

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	and Viable Curriculum-Leading Indicators 3.1	Career Standards in all curricular areas.	- 2027-07-01
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.1	Establishing continued coursework for career exploration and certification.	2025-07-01 - 2027-06-30
By 2027, 100% of our schools will establish structures to create and implement a guaranteed viable curriculum, ensuring that all students have access to a high-quality, standards-aligned education that is both rigorous and relevant, leading to increased academic achievement and college/career readiness. This will be demonstrated through collaboratively developed common assessments and students demonstrating career readiness skills of problem solving, critical thinking, collaboration and goal setting. (HRS Level 3: Guaranteed and Viable Curriculum Structures)	Guaranteed and Viable Curriculum-Leading Indicator 3.3	Ensuring our curriculum provides a variety of opportunities for all students.	2024-07-01 - 2027-06-30
By 2027, 100% of resource distribution will be focused on meeting the instructional	Fiscal	Maintaining fiscal	2024-07-01

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)	Responsibility-HRS Leading Indicator 1.8	responsibility in addressing current and future resource needs.	- 2027-06-30
By 2027, 100% of resource distribution will be focused on meeting the instructional needs of current and future generations of students, preparing them to be career and college ready. (HRS Level 1: Leading Indicator 1.8 Fiscal Responsibility)	Fiscal Responsibility-HRS Leading Indicator 1.8	Developing effective practices for the recruitment and retainment of staff.	2024-07-01 - 2027-06-30

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
A Vision of Instruction: New Art and Science of Teaching	Teachers and Staff	High Reliability Schools Level 2.1: Effective Teaching in Every Classroom New Art and Science of Teaching Book Study
Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Beginning of Year Faculty Meeting	Presentation

Lead Person/Position

Administration

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

Professional Learning Plans

Teachers and Staff

Professional Learning Plan sent out in email. Topics to be determined by teachers on NASOT focus strategies to enhance instruction. HRS Level 2.2

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

07/01/2024 - 06/30/2027

3x per year Review

Email

Lead Person/Position

Administration

Communication Step	Audience	Topics/Message of Communication
New Art and Science Of Teaching Instructional Strategies	Teachers and Staff	High Reliability Schools Level 2.3: Effective Teaching in Every Classroom New Art and Science of Teaching Book Study Evidence collection during walk through visitations and conferences.

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Monthly	Other

Lead Person/Position
Administration

Communication Step	Audience	Topics/Message of Communication
Professional Growth Goals	Teachers and Staff	PLP Plan Meetings- Topics are selected by teachers based on growth focus and approved by administrator. HRS- Level 2.5 Professional development for growth goals

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	3x per year	Other

Lead Person/Position
Administration

Communication Step	Audience	Topics/Message of Communication
Suicide Awareness	Teachers and Staff	Vector Training Messages High Reliability Schools Level 1.1, 1.2 & 1.8

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Annually	Email

Lead Person/Position
Administration

Communication Step	Audience	Topics/Message of Communication
Safety involves us all	Communications to all stakeholders	Communication with parents about where and when safety information will be sent out. HRS Level 1.1 & 1.2

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Bi- Annually and then as needed	Email

Lead Person/Position
Assistant Superintendent, SRO, School Security, Safety Committee

Communication Step	Audience	Topics/Message of Communication
Surveys and Quick Data to modify our Safety Procedures	Stakeholders and Administration	Quick data through surveys, and question boxes

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Monthly	Letter

Lead Person/Position

Administration

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

Creating Highly Functioning PLCS for Curriculum Development

Teachers and Staff

Email & Agenda HRS Level 1.4: Collaborative Culture

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

07/01/2024 - 06/30/2027

Summer

Email

Lead Person/Position

Director of Curriculum and Instruction, Teacher Leaders and Administration

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

Creating an Inclusive Environment

Teachers and Staff

Vector Training on inclusive practices messages HRS Level 1.2: Students perceive the school as safe, supportive and orderly

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Annual	Other
Lead Person/Position		
Administration		

Communication Step	Audience	Topics/Message of Communication
Problem Solving Growth Mindsets	Teachers and Staff	Growth mindset resources sent to participants HRS. Level 1.4: Teams collaborate to address curriculum, assessments, instruction and achievement of all students.

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Summer	Other
Lead Person/Position		
Director of Curriculum and Instruction, Teacher Leaders and Administration		

Communication Step	Audience	Topics/Message of Communication
Positive Partnerships for the future	Community, Parents, Teachers, Students, Administrators and Staff	Emails to stakeholder groups including: Guidance Advisory Groups Business Partnerships Community Partnerships Advisory Panels HRS Level 1.6: Students, parents and community have formal ways to provide input to optimal functioning of the school.
Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Depending on the group: monthly, quarterly, bi-annual, annual.	Email
Lead Person/Position		
Administration		
Communication Step	Audience	Topics/Message of Communication
Personal Financial Management	Business Education Teachers	Brief created to inform Board and Public on new curriculum that aligns to updated State requirements and standards. HRS Level 3.1: Curriculum adhere to State Standards

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Posted on district website once Board approved	Posting on district website
Lead Person/Position		
Director of Curriculum and Instruction, Teacher Leaders and Administration		

Communication Step	Audience	Topics/Message of Communication
PDE Career Standards integrated	Teachers	Posting new maps on website with career standards integrated HRS Level 3.1- Curriculum adheres to state standards

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Posted on district website once Board approved	Posting on district website
Lead Person/Position		
Director of Curriculum and Instruction, Teacher Leaders and Administration		

Communication Step	Audience	Topics/Message of Communication
Career Exploration and Certification Opportunities	Teachers and Guidance	Emails and course outlines for Junior Achievement Career Exploration opportunities HRS Level 3.1- Curriculum adheres to state standards
Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Annually	Email
Lead Person/Position		
Director of Curriculum and Instruction, Teacher Leaders and Administration		
Communication Step	Audience	Topics/Message of Communication
Standards aligned curriculum preparing students for the future	Teachers	Curriculum posted to website HRS Level 3.3- Students learn critical content of the curriculum
Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	1x for daily access	Posting on district website

Lead Person/Position

Director of Curriculum and Instruction

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

Fiscal Responsibility

All Stakeholders

Presentation on fiscal management at Board meetings
HRS Level 1.8: School manages its fiscal resources in a way to support teachers.

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

07/01/2024 - 06/30/2027

3x per year

Other

Lead Person/Position

CFOO, Business Manager, Finance and Budget Committee

Communication Step	Audience	Topics/Message of Communication
Recruitment and Retainment	New Hires and Current Employees	Presentation at Board meeting on people who are being hired and those who are leaving HRS Level 1.8: School manages its fiscal resources in a way to support teachers.
Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	3x per year	Other
Lead Person/Position		
CFOO, Business Manager, Finance and Budget Committee		

Communication Step	Audience	Topics/Message of Communication
Instructional Rounds	Teachers and Staff	High Reliability Schools Level 2.6: Effective Teaching in Every Classroom New Art and Science of Teaching Book Study- Determining focus for instructional walk through visits during department/Team Meetings. High Reliability Schools Level 2.6: Effective Teaching in Every Classroom New Art and Science of Teaching book study- Determining focus for instructional walk through visits during department/team meetings agenda sent out. HRS Level 2.6 observe and discuss effective teaching

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Quarterly	Other

Lead Person/Position
Administration

Communication Step	Audience	Topics/Message of Communication
Crisis Preparedness	Teachers and Staff	Principal updates in newsletters on crisis training and drills High Reliability Schools Level 1.1 & 1.2: safe, supportive and orderly environment

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Bi-annaul	Newsletter

Lead Person/Position
Administration

Communication Step	Audience	Topics/Message of Communication
Partnership for safety	Teachers, Administration, SRO, School Security, Outside Agencies, Assistant Superintendent	Newsletter from District High Reliability Schools Level 1.1 & 1.2: safe, supportive and orderly environment

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2027	Quarterly	Newsletter

Lead Person/Position
Assistant Superintendent, SRO, School Security, Safety Committee

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
<hr/>				