

SOUTH WILLIAMSPORT AREA SD

515 W Central Ave

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

The South Williamsport Area School District will provide a safe, caring, and challenging learning environment for every student, every day.

VISION STATEMENT

A community of learning where creativity, discovery, exploration, and innovation are supported by: - A rigorous standards aligned core curriculum and robust career preparation pathways for a changing world - Strategic investments in facilities and programs that enhance student opportunities, support community involvement, and promote local economic growth - Routine analysis of academic and financial data to inform decisions - A balanced commitment to emotional wellbeing, social skills development, critical thinking, and academic achievement

EDUCATIONAL VALUE STATEMENTS

STUDENTS

South Williamsport School District students will: - Value integrity, compassion, empathy, and respect towards all - Grow academically through creativity, discovery, exploration, and innovation - Embrace the opportunities and responsibilities as members of local communities and citizens of a global society

STAFF

South Williamsport School District staff will: - Promote a safe and caring school environment where every student is challenged - Inspire all students to meaningfully engaged in curricular and extra-curricular opportunities - Strive for continuous improvement of the school community

ADMINISTRATION

South Williamsport School District administrators will: - Through leadership teams, create a safe, caring, and challenging environment for working and learning - Effectively advance the vision of the district - Inspire others to pursue continuous improvement

PARENTS

South Williamsport School District families will: - Ensure that students come to school daily, on-time, and ready to learn - Engage in regular and supportive student-centered communication with school staff - Encourage and support the active participation of students in school opportunities

COMMUNITY

South Williamsport School District community will: - Serve as mentors and role models for students - Encouraging students to become active contributing members of their local communities - Proactively communicate with Board representatives to ensure the realization of the District's vision and the fulfillment of its mission

OTHER (OPTIONAL)

The South Williamsport School District Board of Directors will support the mission and vision of the school by: - Advocating earnestly for public education as a keystone of democracy - Leading responsibly through active participation in board meetings - Governing effectively through adherence to established rules and procedures for board operations - Planning thoughtfully through comprehensive strategic planning - Evaluating continuously through data informed decisions - Communicating clearly through open, honest, and respectful dialog - Acting ethically

STEERING COMMITTEE

| Name | Position | Building/Group |
|----------------------|---------------|--|
| Mark Stamm | Administrator | SWASD - Superintendent |
| Mr. Nathan Miller | Board Member | SWASD |
| Mr. Steve Rupert | Board Member | SWASD |
| Mrs. Diane Cramer | Board Member | SWASD |
| Mr. Todd Engel | Board Member | SWASD - Board President |
| Mr. Jesse Smith | Administrator | SWASD - HS Principal |
| Mrs. Maria Pierce | Administrator | SWASD - Student Services / RRR Principal |
| Dr. Michele Loomis | Administrator | SWASD - CENT Principal / K-6 C/I |
| Mrs. Kristin Bastian | Administrator | SWASD - Special Education |
| Mr. Dwight Woodley | Administrator | SWASD - Innovative Learning |
| Cheryl Loudenslager | Staff Member | SWASD - ELE Teacher / Parent |
| Emanuel Tsikitas | Staff Member | SWASD - SEC Teacher / Parent |
| Christy Lusk | Parent | Parent |

| Name | Position | Building/Group |
|---------------|------------------|-----------------------|
| Gina Stoetzel | Parent | Parent - PTO |
| Tom Henderson | Community Member | Resident |
| Conrad Street | Student | SWASD - Student Rep |

ESTABLISHED PRIORITIES

Priority Statement

Outcome Category

The research – based core curriculum, intervention program, and assessment tools, along with peer collaboration time will be implemented in grade K – 8 successfully.

Essential Practices 1: Focus on Continuous Improvement of Instruction

Essential Practices 3: Provide Student-Centered Support Systems

Essential Practices 2: Empower Leadership

Implementation of new programs requires evaluation, monitoring, and leadership. Critical to the success of the SEL program requires the direct involvement of the new Director of Student Services to manage and lead this new initiative.

Social emotional learning
School climate and culture

There is a need to raise the academic achievement of all students. However, students that are the greatest risk of falling behind must receive additional support and monitoring.

Essential Practices 5: Allocate Resources Strategically and Equitably

District Leadership needs to prioritize a PA CORE aligned curriculum that is accessible to stakeholders, stable through staff transitions, and adaptable based on student achievement data.

Rigorous Courses of Study
Section

ACTION PLAN AND STEPS

Evidence-based Strategy

NWEA MAP - Data Informed Decisions

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Curriculum and Assessment

Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025.

Interventions

Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025.

Reaching At-Risk Learners

Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Train principals and district leadership on use of MAP reports to analyze and evaluate student growth and needs.

2021-09-01 -
2022-06-30

Director of Student Services

NWEA Map program and student results for 2021-22

Train instructional staff on use of MAP classroom and individual

2021-10-10 -

Director of Student

NWEA Map program and

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|-------------------------------------|
| student reports to evaluate student growth and needs. | 2022-06-06 | Services | student results for 2021-22 |
| Provide resources to families on how to utilize the MAP parent report to assist their student's learning. | 2022-01-17 - 2022-06-30 | Director of Student Services / Principals | NWEA Map Parent Reports |

Anticipated Outcome
 Use of the NWEA MAP assessment reports will support instructional decisions and resource allocation to increase student achievement and growth.

Monitoring/Evaluation
 Completion of training by leadership, teachers, and families by end of the 2021-22 school term.

Evidence-based Strategy
 Teacher Centered Collaborative Activities

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------------------|---|
| Curriculum and Assessment | Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. |

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------------------|--|
| Interventions | Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. |
| Peer Collaboration | Utilizing valid and reliable measures of student achievement, faculty from grades 5-8, will utilize collaborative planning time, to implement researched based academic interventions that meet student learning needs below and above state standards by June 2025. |
| Reaching At-Risk Learners | Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|-------------------------------------|--|--|
| District leadership will create and maintain instructional intervention teams for grades K-8 | 2022-06-30 - 2022-09-01 | Principals / Director of Student Services | 2-3 Classroom Teachers / Support Teachers / Administration |
| Instructional intervention teams will meet monthly to review interventions, MAP / DIBELS / ETC. assessment data, and recommend adjustments to intervention groups / activities. | 2022-09-01 - 2025-06-01 | Director of Student Services / District Administration | At least 30 minutes monthly to review data as a team |
| Building principals will lead academic intervention planning meetings twice per month with grade level teams using the intervention teams' recommendations. | 2022-09-01 - 2025-06-06 | Building Principals | Monthly recommendations from intervention teams. |

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

Anticipated Outcome

Grade level team teachers will utilize their collaborative planning time to plan and adjust research based instructional interventions.

Monitoring/Evaluation

Monthly intervention team meetings with notes and recommendations to grade level teams. Bimonthly principal led team meetings to implement and evaluate interventions and student progress.

Evidence-based Strategy

Implementation Fidelity - Second Step SEL

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|-----------------------------------|--|
| Program Fidelity | By June 2024, the South Williamsport Area School District, will implement with fidelity the Second Step SEL program in grade K-8 by completing 20/20 lessons as documented in the classroom pacing guide and scoring a 3 in 75% of the categories on the Second Step Observation Rubric. |
| Bullying Prevention - Second Step | By June 2025, the South Williamsport Area School District, will effectively implement a comprehensive strategy for bullying intervention that reduces incidents of bullying in the prior 30 days by 20% annually as measured by the Panorama assessment. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|------------------------------|--|
| Conduct weekly classroom observations of Second Step program implementation and compare with pacing guide recommendations. | 2022-01-03 - 2022-04-01 | Direct of Student Services | Second Step Pacing Guide |
| Using the Second Step Observation Rubric, complete weekly observations of select grade levels. | 2022-02-07 - 2022-06-30 | Director of Student Services | Second Step Observation Rubric |
| Provide progress updates towards established goals to district administration at each monthly team meeting. | 2022-03-01 - 2025-06-30 | Director of Student Services | Regular program observations Grade level team meetings to review progress / observations |

Anticipated Outcome

Effective implementation of Second Step Program to ensure a positive impact on student social and emotional well-being.

Monitoring/Evaluation

Weekly check-in with classroom use of program Monthly reports to district leadership on program implementation fidelity towards established goals.

Evidence-based Strategy

Bullying Prevention and Intervention

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|-----------------------------------|--|
| Bullying Prevention - Second Step | By June 2025, the South Williamsport Area School District, will effectively implement a comprehensive strategy for bullying intervention that reduces incidents of bullying in the prior 30 days by 20% annually as measured by the Panorama assessment. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|-------------------------------------|--|--|
| Implement a comprehensive bullying prevention strategy for grades K-12 that includes the Second Step Bullying Prevention Program, defined methods for incident reporting, and evaluation of incident reports. | 2022-01-03 - 2022-06-30 | Superintendent / Director of Student Services | Second Step - Bullying Prevention Scope and Sequence Incident Reporting Process Evaluation Process |
| Train instructional and instructional support staff on comprehensive bullying prevention program. | 2022-09-01 - 2022-11-26 | Director of Student Services / Superintendent | Training program materials, dates, and agenda |
| Train students on bullying prevention program and incident reporting process. | 2022-09-01 - 2022-11-26 | School Counselors / Director of Student Services | Student training materials, dates, and agendas. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|----------------------|--|
| Provided updates on referrals and interventions to District administration at monthly team meetings and as a team develop program adjustments as needed. | 2023-01-01 - 2025-06-30 | Building Principals | Referral monitoring, tracking, and reporting mechanism |

Anticipated Outcome

Provide a research based intervention and reporting program to support students who experience bullying and reduce the incidents of bullying as measured by the Panorama assessments.

Monitoring/Evaluation

Monthly program updates. Panorama assessments of incidents of bullying in the previous 30 days

Evidence-based Strategy

Core Curriculum - Access, Alignment, and Stability

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------------------|---|
| Curriculum and Assessment | Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. |

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

PA CORE Alignment, Access, and Stability

By June 2025, using the PDE Standards Aligned System (SAS), the South Williamsport Area School District, will ensure students receive daily instruction in a PA CORE aligned curriculum in math, ELA, and science.

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

Working with department coordinators, create program profiles for each core subject's alignment to PA-Core standards.

2022-01-01 -
2022-06-30

Superintendent /
Department
Coordinators

Course syllabi PDE SAS
Portal

Identify an appropriate program / platform for storing, posting, and accessing district curriculum.

2022-06-30 -
2022-09-30

Superintendent /
Principals

Identify storage and access
options district curriculum.

Using Act 80 days and other identified time in the school calendar, instructional staff will create / modify / post district curriculum to the selected portal.

2022-09-01 -
2023-06-30

Department
Chairs /
Superintendent

PDE SAS Portal Curriculum
platform

As part of the teacher evaluation process, building principals will monitor instructional alignment to the established district curriculum.

2024-09-01 -
2025-06-30

Building
Principals

Teacher Evaluation Rubric /
Act 13

Anticipated Outcome

By June 2023 the district's core curriculum will be PA-Core standards aligned, publicly accessible, and stable through staff transitions.

Monitoring/Evaluation

Monthly meetings with department chairs led by Superintendent. Posting of finalized / approved curriculum to accessible web site.

Monitoring of instructional alignment to the core curriculum.



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|--|
| <p>Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment)</p> | <p>NWEA MAP - Data Informed Decisions</p> | <p>Train principals and district leadership on use of MAP reports to analyze and evaluate student growth and needs.</p> | <p>09/01/2021 - 06/30/2022</p> |
| <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions)</p> | | | |
| <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners)</p> | | | |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|------------------------------------|
| <p>Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment)</p> | <p>NWEA MAP - Data Informed Decisions</p> | <p>Train instructional staff on use of MAP classroom and individual student reports to evaluate student growth and needs.</p> | <p>10/10/2021 - 06/06/2022</p> |
| <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions)</p> | | | |
| <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners)</p> | | | |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|--|
| <p>Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment)</p> | <p>Teacher Centered Collaborative Activities</p> | <p>Instructional intervention teams will meet monthly to review interventions,</p> | <p>09/01/2022 - 06/01/2025</p> |
| <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions)</p> | | <p>MAP / DIBELS / ETC. assessment data, and</p> | |
| <p>Utilizing valid and reliable measures of student achievement, faculty from grades 5-8, will utilize collaborative planning time, to implement researched based academic interventions that meet student learning needs below and above state standards by June 2025. (Peer Collaboration)</p> | | <p>recommend adjustments to intervention groups / activities.</p> | |
| <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners)</p> | | | |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--------------------------------------|---|-------------------------------|
| By June 2025, the South Williamsport Area School District, will effectively implement a comprehensive strategy for bullying intervention that reduces incidents of bullying in the prior 30 days by 20% annually as measured by the Panorama assessment. (Bullying Prevention - Second Step) | Bullying Prevention and Intervention | Train instructional and instructional support staff on comprehensive bullying prevention program. | 09/01/2022 - 11/26/2022 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|---|----------------------------|
| Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment) | NWEA MAP - Data Informed Decisions | Provide resources to families on how to utilize the MAP parent report to assist their student's learning. | 01/17/2022 - 06/30/2022 |
| Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions) | | | |
| Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners) | | | |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|--------------------------------------|---|-------------------------------|
| By June 2025, the South Williamsport Area School District, will effectively implement a comprehensive strategy for bullying intervention that reduces incidents of bullying in the prior 30 days by 20% annually as measured by the Panorama assessment. (Bullying Prevention - Second Step) | Bullying Prevention and Intervention | Implement a comprehensive bullying prevention strategy for grades K-12 that includes the Second Step Bullying Prevention Program, defined methods for incident reporting, and evaluation of incident reports. | 01/03/2022 - 06/30/2022 |

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

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

School Board Minutes or Affirmation Statement

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

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Overall, the District is successfully integrating its Chapter 339 Plan to provide meet the PA Career Standards at each grade level.

The JR-SR high School is ensuring that students are graduating on-time.

The District worked through the 2020-21 school term to build a comprehensive school based mental health program for all students and has leveraged federal pandemic relief funds to purchase an SEL program and a benchmark assessment / screening instrument.

District leadership has a clear and unified vision for the schools.

District leadership is self-reflective, identifies areas of needs, and seeks to expand their own knowledge they can better serve the needs of students and staff.

District leadership utilizes a research based recruitment process to select and hire the best staff for vacant positions.

At Central Elementary, regular benchmark assessment data (DIBELS) provides ongoing formative assessments that enable adjustments in classroom instruction, student support grouping,

Challenges

Few students outside the CTE program provided at Williamsport Area High School are able to earn industry certifications. The Career Pathways program is exploring opportunities for more credentials to be earned at the JR-SR high School.

More students need to enroll in and be successful at AP and early college courses offered at or through the JR-Sr High School.

Economically disadvantaged students and students with disabilities are not meeting state minimum goals.

Rommelt and the JR-SR High School are not meeting state minimum goals in achievement nor growth.

Implementing a new SEL program across three buildings will present challenges for fidelity and consistency but data collected twice a year through Panorama will enable regular monitoring of the programs effectiveness.

As a result of staff changes, limited professional time, and lack of proper investments in data tools, district leadership has struggled to imbed rigorous standards aligned curriculum across and between grades.

Strengths

and interventions.

At Central Elementary, Title One reading intervention support staff are able to provide small group / individual supports for students based on assessment data.

At Central Elementary and the JR/SR High School, there is a dedicated intervention block used strategically for students. This intervention block is in place for at Rommelt Elementary beginning with the 2021-22 school year.

Central Elementary is in its second year of implementation of a new math curriculum that is fully aligned with PA CORE Math standards. This program is expanding to grades 5 and 6 at Rommelt Elementary. Success of the program in K-6 will be used to determine the new programs for math in grades 7-12.

Central Elementary utilizes an instructional coaching model for math to ensure classroom instruction is aligned to the program and consistent across grade levels.

Central Elementary utilizes an intervention block (WIN) to make strategic data-informed instructional decisions for students.

All student groups at Central Elementary are above the state goal for achievement.

Overall, students at the JR-SR High School meet the state goal,

Challenges

Until March 2021, benchmark assessment data was not available for grades 5-12. The NWEA MAP assessments will provide actionable data for these grades moving forward.

Until March 2021, there was no benchmark assessment data available to make ongoing instructional or programmatic decisions for students.

Rommelt Elementary will begin using an instructional intervention block in the 2021-22 school term. Both Rommelt and the JR-SR High School need to leverage NWEA MAP assessment data and classroom level data to make strategic intervention decisions for students.

Central Elementary is not meeting the growth goal for science. Beginning in the 2021-22 school term, each grade level teacher in fourth grade will specialize in a specific piece of the Science, Technology, and Engineering standards.

Students at Rommelt Elementary receive science instruction in a half-year block instead of a full year course. This change was made to accommodate an additional block of language.

Although the STEM class is beneficial, students only receive instruction in this course for 30 minutes every five or six days.

Economically Disadvantaged students at Rommelt Elementary and at the JR-SR High School are not meeting growth targets in math,

Strengths

but specific subgroups do not.

STEM was added as a special for students in grades K-6 in 2019-20 with the creation of a maker lab at Central and a specialized programming lab at Rommelt.

Economically Disadvantaged (ED) students at Central Elementary are meeting the state growth targets in math and ELA, but are not in science.

Central Elementary collects and utilizes benchmark assessment data on students in ELA (DIBELS).

Central Elementary utilizes specialized staff to support specific needs of students during classroom instruction and during their intervention block (WIN).

At Central Elementary, paraprofessionals receive specialized training to support core academic instruction and interventions.

Where the district has been able to allocate sufficient resources (local, state, or federal) have resulted in the strongest gains in student learning and diverse opportunities such as Title I, 339, and Technology.

Recruitment and retention of highly skilled professional staff show a positive impact on student learning.

Challenges

ELA, nor science.

Both Rommelt Elementary and the JR-SR High School do not have specialized staff to support the immediate academic needs of students in classrooms nor during intervention blocks.

The addition of the NWEA MAP assessment will provide benchmark data for students in grades 3-8, but there also needs to be allocated time for analysis and application.

Continuing to make the necessary financial investments in specialized programs among other competing needs.

Recruitment of highly trained staff when with fewer applicants and cost.

Creating plans that match the current needs of the district but remain flexible enough to adapt to changes within the community and the schools.

Most Notable Observations/Patterns

Challenges

Rommelt and the JR-SR High School are not meeting state minimum goals in achievement nor growth.

Discussion Point

The research – based core curriculum, intervention program, and assessment tools, along with peer collaboration time will be implemented in grade K – 8 successfully. Building administration has been essential to the success in these areas through strategic leadership and resource allocation.

Priority for Planning

Until March 2021, benchmark assessment data was not available for grades 5-12. The NWEA MAP assessments will provide actionable data for these grades moving forward.

Rommelt Elementary will begin using an instructional intervention block in the 2021-22 school term. Both Rommelt and the JR-SR High School need to leverage NWEA MAP assessment data and classroom level data to make strategic intervention decisions for students.

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

Central Elementary is not meeting the growth goal for science. Beginning in the 2021-22 school term, each grade level teacher in fourth grade will specialize in a specific piece of the Science, Technology, and Engineering standards.

Few students outside the CTE program provided at Williamsport Area High School are able to earn industry certifications. The Career Pathways program is exploring opportunities for more credentials to be earned at the JR-SR high School.

Implementing a new SEL program across three buildings will present challenges for fidelity and consistency but data collected twice a year through Panorama will enable regular monitoring of the programs effectiveness.

Implementation of new programs requires evaluation, monitoring, and leadership. Critical to the success of the SEL program requires the direct involvement of the new Director of Student Services to manage and lead this new initiative.

Economically Disadvantaged students at Rommelt Elementary and at the JR-SR High School are not meeting growth targets in math, ELA, nor science.

There is a need to raise the academic achievement of all students. However, students that are the greatest risk of falling behind must receive additional support and monitoring.

Both Rommelt Elementary and the JR-SR High School do not have specialized staff to support the immediate academic needs of students in classrooms nor during intervention blocks.

Challenges

As a result of staff changes, limited professional time, and lack of proper investments in data tools, district leadership has struggled to imbed rigorous standards aligned curriculum across and between grades.

Discussion Point

District Leadership needs to prioritize a PA CORE aligned curriculum that is accessible to stakeholders, stable through staff transitions, and adaptable based on student achievement data.

Priority for Planning

ADDENDUM B: ACTION PLAN

Action Plan: NWEA MAP - Data Informed Decisions

| Action Steps | Anticipated Start/Completion Date | |
|--|---|-----------|
| Train principals and district leadership on use of MAP reports to analyze and evaluate student growth and needs. | 09/01/2021 - 06/30/2022 | |
| Monitoring/Evaluation | Anticipated Output | |
| Completion of training by leadership, teachers, and families by end of the 2021-22 school term. | Use of the NWEA MAP assessment reports will support instructional decisions and resource allocation to increase student achievement and growth. | |
| Material/Resources/Supports Needed | PD Step | Comm Step |
| NWEA Map program and student results for 2021-22 | yes | no |

Action Steps**Anticipated Start/Completion Date**

Train instructional staff on use of MAP classroom and individual student reports to evaluate student growth and needs.

10/10/2021 - 06/06/2022

Monitoring/Evaluation**Anticipated Output**

Completion of training by leadership, teachers, and families by end of the 2021-22 school term.

Use of the NWEA MAP assessment reports will support instructional decisions and resource allocation to increase student achievement and growth.

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

NWEA Map program and student results for 2021-22

yes

no



Action Steps**Anticipated Start/Completion Date**

Provide resources to families on how to utilize the MAP parent report to assist their student's learning.

01/17/2022 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

Completion of training by leadership, teachers, and families by end of the 2021-22 school term.

Use of the NWEA MAP assessment reports will support instructional decisions and resource allocation to increase student achievement and growth.

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

NWEA Map Parent Reports

no

yes

Action Plan: Teacher Centered Collaborative Activities

Action Steps**Anticipated Start/Completion Date**

District leadership will create and maintain instructional intervention teams for grades K-8

06/30/2022 - 09/01/2022

Monitoring/Evaluation**Anticipated Output**

Monthly intervention team meetings with notes and recommendations to grade level teams. Bimonthly principal led team meetings to implement and evaluate interventions and student progress.

Grade level team teachers will utilize their collaborative planning time to plan and adjust research based instructional interventions.

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

2-3 Classroom Teachers / Support Teachers / Administration

no

no



Action Steps**Anticipated Start/Completion Date**

Instructional intervention teams will meet monthly to review interventions, MAP / DIBELS / ETC. assessment data, and recommend adjustments to intervention groups / activities.

09/01/2022 - 06/01/2025

Monitoring/Evaluation**Anticipated Output**

Monthly intervention team meetings with notes and recommendations to grade level teams. Bimonthly principal led team meetings to implement and evaluate interventions and student progress.

Grade level team teachers will utilize their collaborative planning time to plan and adjust research based instructional interventions.

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

At least 30 minutes monthly to review data as a team

yes

no



Action Steps**Anticipated Start/Completion Date**

Building principals will lead academic intervention planning meetings twice per month with grade level teams using the intervention teams' recommendations.

09/01/2022 - 06/06/2025

Monitoring/Evaluation**Anticipated Output**

Monthly intervention team meetings with notes and recommendations to grade level teams. Bimonthly principal led team meetings to implement and evaluate interventions and student progress.

Grade level team teachers will utilize their collaborative planning time to plan and adjust research based instructional interventions.

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

Monthly recommendations from intervention teams.

no

no

Action Plan: Implementation Fidelity - Second Step SEL

Action Steps**Anticipated Start/Completion Date**

Conduct weekly classroom observations of Second Step program implementation and compare with pacing guide recommendations.

01/03/2022 - 04/01/2022

Monitoring/Evaluation**Anticipated Output**

Weekly check-in with classroom use of program
Monthly reports to district leadership on program implementation fidelity towards established goals.

Effective implementation of Second Step Program to ensure a positive impact on student social and emotional well-being.

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

Second Step Pacing Guide

no

no



Action Steps**Anticipated Start/Completion Date**

Using the Second Step Observation Rubric, complete weekly observations of select grade levels.

02/07/2022 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

Weekly check-in with classroom use of program
Monthly reports to district leadership on program implementation fidelity towards established goals.

Effective implementation of Second Step Program to ensure a positive impact on student social and emotional well-being.

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

Second Step Observation Rubric

no

no



Action Steps**Anticipated Start/Completion Date**

Provide progress updates towards established goals to district administration at each monthly team meeting.

03/01/2022 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Weekly check-in with classroom use of program
 Monthly reports to district leadership on program implementation fidelity towards established goals.

Effective implementation of Second Step Program to ensure a positive impact on student social and emotional well-being.

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

Regular program observations Grade level team meetings to review progress / observations

no

no

Action Plan: Bullying Prevention and Intervention

Action Steps**Anticipated Start/Completion Date**

Implement a comprehensive bullying prevention strategy for grades K-12 that includes the Second Step Bullying Prevention Program, defined methods for incident reporting, and evaluation of incident reports.

01/03/2022 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

Monthly program updates. Panorama assessments of incidents of bullying in the previous 30 days

Provide a research based intervention and reporting program to support students who experience bullying and reduce the incidents of bullying as measured by the Panorama assessments.

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

Second Step - Bullying Prevention Scope and Sequence Incident Reporting Process Evaluation Process

no

yes



Action Steps**Anticipated Start/Completion Date**

Train instructional and instructional support staff on comprehensive bullying prevention program.

09/01/2022 - 11/26/2022

Monitoring/Evaluation**Anticipated Output**

Monthly program updates. Panorama assessments of incidents of bullying in the previous 30 days

Provide a research based intervention and reporting program to support students who experience bullying and reduce the incidents of bullying as measured by the Panorama assessments.

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

Training program materials, dates, and agenda

yes

no



Action Steps**Anticipated Start/Completion Date**

Train students on bullying prevention program and incident reporting process.

09/01/2022 - 11/26/2022

Monitoring/Evaluation**Anticipated Output**

Monthly program updates. Panorama assessments of incidents of bullying in the previous 30 days

Provide a research based intervention and reporting program to support students who experience bullying and reduce the incidents of bullying as measured by the Panorama assessments.

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

Student training materials, dates, and agendas.

no

no



Action Steps**Anticipated Start/Completion Date**

Provided updates on referrals and interventions to District administration at monthly team meetings and as a team develop program adjustments as needed.

01/01/2023 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Monthly program updates. Panorama assessments of incidents of bullying in the previous 30 days

Provide a research based intervention and reporting program to support students who experience bullying and reduce the incidents of bullying as measured by the Panorama assessments.

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

Referral monitoring, tracking, and reporting mechanism

no

no

Action Plan: Core Curriculum - Access, Alignment, and Stability

Action Steps**Anticipated Start/Completion Date**

Working with department coordinators, create program profiles for each core subject's alignment to PA-Core standards.

01/01/2022 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

Monthly meetings with department chairs led by Superintendent. Posting of finalized / approved curriculum to accessible web site. Monitoring of instructional alignment to the core curriculum.

By June 2023 the district's core curriculum will be PA-Core standards aligned, publicly accessible, and stable through staff transitions.

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

Course syllabi PDE SAS Portal

no

no



Action Steps**Anticipated Start/Completion Date**

Identify an appropriate program / platform for storing, posting, and accessing district curriculum.

06/30/2022 - 09/30/2022

Monitoring/Evaluation**Anticipated Output**

Monthly meetings with department chairs led by Superintendent. Posting of finalized / approved curriculum to accessible web site. Monitoring of instructional alignment to the core curriculum.

By June 2023 the district's core curriculum will be PA-Core standards aligned, publicly accessible, and stable through staff transitions.

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

Identify storage and access options district curriculum.

no

no



Action Steps**Anticipated Start/Completion Date**

Using Act 80 days and other identified time in the school calendar, instructional staff will create / modify / post district curriculum to the selected portal.

09/01/2022 - 06/30/2023

Monitoring/Evaluation**Anticipated Output**

Monthly meetings with department chairs led by Superintendent. Posting of finalized / approved curriculum to accessible web site. Monitoring of instructional alignment to the core curriculum.

By June 2023 the district's core curriculum will be PA-Core standards aligned, publicly accessible, and stable through staff transitions.

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

PDE SAS Portal Curriculum platform

no

no

Action Steps**Anticipated Start/Completion Date**

As part of the teacher evaluation process, building principals will monitor instructional alignment to the established district curriculum.

09/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Monthly meetings with department chairs led by Superintendent. Posting of finalized / approved curriculum to accessible web site. Monitoring of instructional alignment to the core curriculum.

By June 2023 the district's core curriculum will be PA-Core standards aligned, publicly accessible, and stable through staff transitions.

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

Teacher Evaluation Rubric / Act 13

no

no



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|---|---|--------------------------------|
| <p>Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment)</p> <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions)</p> <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners)</p> | <p>NWEA MAP - Data Informed Decisions</p> | <p>Train principals and district leadership on use of MAP reports to analyze and evaluate student growth and needs.</p> | <p>09/01/2021 - 06/30/2022</p> |
| <p>Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment)</p> <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions)</p> | <p>NWEA MAP - Data Informed Decisions</p> | <p>Train instructional staff on use of MAP classroom and individual student reports to evaluate student growth and needs.</p> | <p>10/10/2021 - 06/06/2022</p> |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|---|---|-------------------------------|
| Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners) | | | |
| Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment) | Teacher Centered Collaborative Activities | Instructional intervention teams will meet monthly to review interventions, MAP / DIBELS / ETC. assessment data, and recommend adjustments to intervention groups / activities. | 09/01/2022 - 06/01/2025 |
| Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions) | | | |
| Utilizing valid and reliable measures of student achievement, faculty from grades 5-8, will utilize collaborative planning time, to implement researched based academic interventions that meet student learning needs below and above state standards by June 2025. (Peer Collaboration) | | | |
| Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners) | | | |
| By June 2025, the South Williamsport Area School District, will effectively implement a comprehensive strategy for bullying intervention that reduces incidents of bullying in | Bullying Prevention | Train instructional and instructional | 09/01/2022 - 11/26/2022 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|------------------|---|----------------------|
| the prior 30 days by 20% annually as measured by the Panorama assessment. (Bullying Prevention - Second Step) | and Intervention | support staff on comprehensive bullying prevention program. | |

PROFESSIONAL DEVELOPMENT PLANS

| Professional Development Step | Audience | Topics of Prof. Dev |
|---|------------------------------------|---|
| NWEA MAP -Data Informed Decisions - ADMIN | Principals and District Leadership | NWEA MAP Reports for District, School, Grade, and Student |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|--|-------------------------|------------------------------|
| District administration will evaluate each benchmark assessment result and develop action plan to support staff in addressing areas of need. | 01/01/2022 - 06/30/2022 | Director of Student Services |

| Danielson Framework Component Met in this Plan: | This Step meets the Requirements of State Required Trainings: |
|---|---|
| 1c: Setting Instructional Outcomes | Language and Literacy Acquisition for All Students |

| Professional Development Step | Audience | Topics of Prof. Dev |
|---|---------------------------------|---|
| NWEA MAP -Data Informed Decisions - TEACHER | Classroom Teachers / Counselors | NWEA MAP Reports for School, Grade, and Student |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|---|------------------------------|---|
| Teachers and counselors will evaluate each benchmark assessment result and develop action plan to support students in areas of strength and need. | 01/01/2022 - 06/30/2023 | Director of Student Services / Principals |

| Danielson Framework Component Met in this Plan: | This Step meets the Requirements of State Required Trainings: |
|--|--|
| 1c: Setting Instructional Outcomes | Teaching Diverse Learners in an Inclusive Setting |

| Professional Development Step | Audience | Topics of Prof. Dev |
|--|------------------------------------|--|
| Teacher Centered Collaborative Activities - Data to Action | Instructional staff and principals | Leveraging data teams to maximize student learning |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|---|-------------------------|---|
| Completion of training program on data analysis and application to student learning | 09/01/2022 - 06/09/2023 | Director of Student Learning / Principals |

| 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 an Inclusive Setting |

| Professional Development Step | Audience | Topics of Prof. Dev |
|---|---|--|
| Bullying Prevention, Intervention and Reporting | Instructional and Instructional Support Staff | Comprehensive bullying prevention program awareness Recognizing signs of bullying Intervention Reporting |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|---|-------------------------|----------------------|
| Through a training self assessment, staff will demonstrate an increased awareness of the schools bullying prevention program. | 09/01/2022 - 12/31/2021 | Principals |

| Danielson Framework Component Met in this Plan: | This Step meets the Requirements of State Required Trainings: |
|---|---|
| 2a: Creating and Environment of Respect and Rapport | Trauma Informed Training (Act 18) |

ADDENDUM D: ACTION PLAN COMMUNICATION

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|--|------------------------------------|
| <p>Utilizing NWEA MAP assessment data and the Hexagon Exploration Tool, the South Williamsport Area School District will implement a PA CORE aligned math and ELA curriculum in grades 5-8 that meets the learning needs of our students by September 1, 2025. (Curriculum and Assessment)</p> <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District will utilize intervention time to ensure 70% of students in grades 5-8 meet or exceed the PSSA Growth standards by June 2025. (Interventions)</p> <p>Utilizing valid and reliable measures of student achievement, the South Williamsport Area School District, will allocate resources to ensure that economically disadvantaged students meet or exceed the state growth standard of 70% in math and ELA by June 2025. (Reaching At-Risk Learners)</p> | <p>NWEA MAP - Data Informed Decisions</p> | <p>Provide resources to families on how to utilize the MAP parent report to assist their student's learning.</p> | <p>2022-01-17 - 2022-06-30</p> |
| <p>By June 2025, the South Williamsport Area School District, will effectively implement a comprehensive strategy for bullying intervention that reduces incidents of bullying in the prior 30 days by 20% annually as measured by the Panorama assessment. (Bullying Prevention - Second Step)</p> | <p>Bullying Prevention and Intervention</p> | <p>Implement a comprehensive bullying prevention strategy for grades K-12 that includes the Second Step Bullying</p> | <p>2022-01-03 - 2022-06-30</p> |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|------------------|------------------|---|----------------------|
| | | Prevention Program, defined methods for incident reporting, and evaluation of incident reports. | |

COMMUNICATIONS PLAN

| Communication Step | Audience | Topics/Message of Communication |
|---------------------|----------------------|---|
| NWEA MAP - Families | Families of students | NWEA MAP Assessments: What they tell parents and students |

| Anticipated Timeframe | Frequency | Delivery Method |
|-------------------------|---------------------------------|-----------------|
| 02/07/2022 - 06/10/2022 | After each benchmark assessment | Letter |

| Lead Person/Position |
|------------------------------|
| Director of Student Services |

Communication Step

Audience

Topics/Message of Communication

Second Step

Families

Second Step - How Families Can Help

Anticipated Timeframe

Frequency

Delivery Method

03/01/2022 - 06/06/2025

At the beginning of each school year

Letter
Blog

Lead Person/Position

Principals / Director of Student Services

