

OTTO-ELDRED SD

143 R L Sweitzer Dr

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

The mission of the Otto-Eldred School District is to maintain a safe, supportive, and healthy school environment in which to prepare and encourage students to pursue academic excellence and to lead exemplary lives.

VISION STATEMENT

The vision of education in the Otto-Eldred School District is to facilitate development of the potential of each student to the fullest in accordance with the Pennsylvania's academic standards. Education is the guidance of the student through the learning process to the end that the individual becomes personally effective in a dynamic society.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

We believe all students can learn and succeed given appropriate standards-based curriculum and research-based instruction. We believe education is a life-long pursuit and students must be equipped with the skills necessary to compete and thrive in a technology-dependent global environment. We believe education should promote gratitude over entitlement, character development, ethical behavior, and a positive self-image leading to being responsible citizens.

STAFF

We believe staff and physical facilities should provide a supportive, safe, and secure environment in which to learn. We believe each student is unique and the educational experience should encourage and develop creativity and imagination. We believe educational excellence must be supported by continuous evaluation of facilities and resources, engaging instructional practices, and effective use of technology. We believe academic excellence is achieved through innovative and engaging instruction that is supported through continual and individualized staff professional development

ADMINISTRATION

We believe effective leadership at all levels is essential to the success of our educational program. We believe staff and physical facilities should provide a supportive, safe, and secure environment in which to learn. We believe educational excellence must be supported by continuous evaluation of facilities and resources, engaging instructional practices, and effective use of technology. We believe academic excellence is achieved through innovative and engaging instruction that is supported through continual and individualized staff professional development

PARENTS

We believe education should promote gratitude over entitlement, character development, ethical behavior, and a positive self-image leading to being responsible citizens. We believe each student is unique and the educational experience should encourage and develop creativity

and imagination.

COMMUNITY

We believe in dedication to excellence and high academic expectations while maintaining fiscal responsibility. We believe staff and physical facilities should provide a supportive, safe, and secure environment in which to learn.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Matthew Splain	Administrator	Otto-Eldred School District
Lindsay Burns	Administrator	Otto-Eldred School District
Nichole Garthwaite	Administrator	Otto-Eldred Elementary
Nicholas LaBella	Administrator	Otto-Eldred Jr Sr HS
Cynthia Murphy	Board Member	Otto-Eldred School District
Amanda Tanner	Community Member	Otto-Eldred School District
Kayla Johnson	Staff Member	Otto-Eldred Jr Sr HS
Kera Hendershot	Staff Member	Otto-Eldred Elementary
Melanie Splain	Parent	Otto-Eldred Elementary / PTO President
Rachel Burkhouse	Staff Member	Otto-Eldred Elementary
Shannon Kio	Staff Member	Otto-Eldred Elementary
Tammy Schenfield	Staff Member	Otto-Eldred Elementary
Kristina Francis	Staff Member	Otto-Eldred Jr Sr HS

Name	Position	Building/Group
Ricci Jeannerette	Staff Member	Otto-Eldred Jr Sr HS
Adriana Woodruff	Staff Member	Otto-Eldred Jr Sr HS
Mary Miller	Parent	Otto-Eldred Jr Sr HS
Lisa Beaver	Community Member	Business Owner

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
The effort to Redesign schools to be places in which teachers will be treated as professional, with incentive and support to continuously improve their professional practice and the performance of their students is a Building Block of a World Class Educational System. (NCEE).	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 2: Empower Leadership
Developing a world-class, highly coherent instructional system focused on well-developed curriculum, effective instruction and quality assessments is a Building Block of a World Class Educational System (NCEE).	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy

Peer Learning Between Teachers

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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Teacher Leaders	A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff.
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Identify and select a cohort of teacher leaders to work with staff over the next 2 school years to support improvement efforts within the Comprehensive Plan.	2022-12-01 - 2023-05-12	M.Splain	Updated Teacher Leader job description
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Teachers Leaders participate in a Summer Academy to prepare for efforts during the next two school years.	2023-06-01 - 2024-09-01	M.Splain	Academy Agenda / Speakers
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Teacher Leaders will introduce their focus area of support expertise to staff (as aligned to Comp. Plan efforts) and schedule PD sessions every other month during the year to work with staff to support their instructional improvements. Every teacher will work with at least one Teacher Leader as a peer support. Teacher Leaders will meet monthly with building administration to coordinate necessary supports and highlight successes.	2023-08-22 - 2024-06-30	M.Splain	TBD
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Teacher Leaders will hold an Instructional Excellence Institute at OESD for staff and paraprofessionals. Topics will be based on indentified staff	2024-07-20 - 2024-08-30	M.Splain	TBD
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
need and Teacher Leader strengths.			
Teacher Leaders will continue working with staff on a scheduled basis during PD sessions. Peer coaching / mentoring will occur on a regular basis. Teacher Leaders will meet monthly with building administration to coordinate necessary supports and highlight successes.	2024-08-30 - 2025-06-01	M.Splain	TBD
Use of Consultancy Protocol and Sharing of "Best Lessons" with HS staff as a lead in activity to Teacher Leader expectations.	2022-08-01 - 2022-09-30	N.LaBella	Consultancy Protocol

Anticipated Outcome

A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.

Monitoring/Evaluation

Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.

Evidence-based Strategy

Social Emotional Learning - District Wide Plan

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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Social Emotional Wellness Teams	A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner.
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
K.Compton presentations with OESD staff to provide baseline understanding of trauma and the need to incorporate Social Emotional Wellness across our buildings and operations. The second presentation sets the direction for staff, with established understandings, routines and focus activities.	2022-02-01 - 2022-09-01	L.Burns	K.Compton Handouts/Presentation
Convene Social Emotional Wellness team in each building to meet with Kelly Compton (IU9) to set direction /goal for team.	2022-06-01 - 2022-08-26	L.Burns	K.Compton Handouts
Planning session with K.Compton with each building's SEW team to determine a defined "tool box" of resources/processes/protocols across all staff.	2022-08-22 - 2022-11-23	L.Burns	K.Compton Handouts/presentation
Utilizing monthly professional development time, building SEW teams will meet to formally share the "tool box" with staff and support implementation.	2022-09-01 - 2023-06-01	L.Burns	SEW TEAMS office sharing for Tool Box

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Building SEW teams meet to review progress and set implementation goals for year 2. Development of formal SEW framework begins.	2023-06-01 - 2023-08-20	L.Burns	SEW TEAMS office sharing for Tool Box
Continued development of building level SEW framework based on implementation of tools/protocols by staff.	2023-09-01 - 2024-06-01	L.Burns	SEW TEAMS office sharing for Tool Box
Monthly PD meetings established as share sessions to support staff implementation of SEW tools/protocols.	2023-09-01 - 2024-06-01	L.Burns	SEW TEAMS office sharing for Tool Box
Formal SEW framework established and shared with staff.	2024-06-01 - 2024-09-01	L.Burns	SEW TEAMS office sharing for Tool Box
Staff implementation of SEW framework, implementation is supported by SEW teams throughout the school year during monthly PD sessions. Evaluations are collected to assess success/need for updates.	2024-09-01 - 2025-06-01	L.Burns	Staff implementation of SEW framework, implementation is supported by SEW teams throughout the school year during monthly PD sessions. Evaluations are collected to assess success/need for updates.
Anticipated Outcome			
Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.			

Monitoring/Evaluation

At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.

Evidence-based Strategy

Curriculum Mapping / Alignment

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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Curriculum Framework	By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas..
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Update of new K-6 ELA series to OESD curriculum and alignment to PA Standards.	2021-08-01 - 2023-05-31	N.Garthwaite	Curriculum Mapping Template (Word Doc), Into Reading (HMH)
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Selection process for new math series with consideration of rigor, alignment to PA standards and appropriate assessments. Adoption in May 2022.	2021-12-01 - 2022-05-10	N.Garthwaite	Sample resources, evaluation matrix
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Update of new K-5 math series (Bridges Math) to OESD curriculum and alignment to PA standards	2022-08-01 - 2023-05-31	N.Garthwaite	Bridges Math resources, Curriculum Mapping Template (Word Doc)
Update of all current OESD curriculum for each course, documented in a consistent format (Word Doc)	2022-09-01 - 2023-06-30	N.Garthwaite / N.LaBella	Curriculum Mapping Template (Word Doc)
Selection of district-wide curriculum mapping online resource.	2022-10-01 - 2022-12-15	N.Garthwaite / N.LaBella	List of curriculum mapping tools / evaluation matrix.
Introduction & Training on the use of a new curriculum mapping tool.	2023-02-01 - 2023-08-31	N.Garthwaite / N.LaBella	New Curriculum Mapping Tool
Regular professional development sessions will be scheduled to allow staff to collaborate and align content between grade level spans using the curriculum mapping tool.	2023-09-01 - 2024-06-30	N.Garthwaite / N.LaBella	New Curriculum Mapping Tool
Staff works month by month ensuring curriculum is updated and aligned to PA standards and across grade level spans. Opportunities for cross-curricular planning are documented and included in the course maps.	2024-08-01 - 2024-06-30	N.Garthwaite / N.LaBella	New Curriculum Mapping Tool
Anticipated Outcome			
All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.			
Monitoring/Evaluation			

Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.

Evidence-based Strategy

Webb's Depth of Knowledge Alignment

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Quality Assessments	A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
K.Compton (IU9) worked with OEES staff to better understand assessment needs for new ELA series. Improved assessment for each module at each grade level established.	2021-09-01 - 2022-06-01	N.Garthwaite	Into Reading Assessments
Staff training, 4th-8th, on improved process for TDA development. K.Compton (IU9) to work with O-E staff to develop process for students to use.	2021-11-01 - 2022-05-01	N.Garthwaite	Sample TDA, Process Outline
Review of Webb's Depth of Knowledge assessment levels for staff along with a review of 3 assessments per staff member for DOK level.	2022-12-01 - 2023-06-01	N.Garthwaite / N.LaBella	Staff Assessments, DOK resources.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Staff will work to improve the DOK level of the 3 assessments by the end of May 2023.			
Staff will work collaboratively with their grade level or content area team to update at least one assessment per month to a higher level of rigor as defined by the DOK level.	2023-09-01 - 2024-06-30	N.Garthwaite / N.LaBella	Staff Assessments, DOK resources.
All major assessments will be created and utilized with an appropriate DOK level. Staff will collect and align assessments in the new curriculum mapping resource.	2024-08-01 - 2025-06-30	N.Garthwaite / N.LaBella	Staff Assessments, DOK resources, curriculum mapping resource
Alignment of Heggerty, Dibels and NWEA in primary levels to ensure consistency in expectation and procedure.	2021-08-01 - 2021-10-01	N.Garthwaite	Heggerty, Acadience materials

Anticipated Outcome
A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.

Monitoring/Evaluation
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teachers Leaders participate in a Summer Academy to prepare for efforts during the next two school years.	06/01/2023 - 09/01/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teacher Leaders will introduce their focus area of support expertise to staff (as aligned to Comp. Plan efforts) and schedule PD sessions every other month during the year to work with staff to support their instructional improvements. Every teacher will work with at least one Teacher Leader as a peer support. Teacher Leaders will meet monthly with	08/22/2023 - 06/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		building administration to coordinate necessary supports and highlight successes.	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teacher Leaders will hold an Instructional Excellence Institute at OESD for staff and paraprofessionals. Topics will be based on indentified staff need and Teacher Leader strengths.	07/20/2024 - 08/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	K.Compton presentations with OESD staff to provide baseline understanding of trauma and the need to incorporate Social Emotional Wellness across our buildings and operations. The second presentation sets the direction for staff, with established understandings, routines and focus activities.	02/01/2022 - 09/01/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Planning session with K.Compton with each buidling's SEW team to determine a defined "tool box" of resources/processes/protocols across all staff.	08/22/2022 - 11/23/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Utilizing monthly professional development time, building SEW teams will meet to formally share the "tool box" with staff and support implementation.	09/01/2022 - 06/01/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Monthly PD meetings established as share sessions to support staff implementation of SEW tools/protocols.	09/01/2023 - 06/01/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social	Formal SEW	06/01/2024
	Emotional	framework	-
	Learning - District Wide Plan	established and shared with staff.	09/01/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Update of all current OESD curriculum for each course, documented in a consistent format (Word Doc)	09/01/2022 - 06/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Introduction & Training on the use of a new curriculum mapping tool.	02/01/2023 - 08/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Regular professional development sessions will be scheduled to allow staff to collaborate and align content between grade level spans using the curriculum mapping tool.	09/01/2023 - 06/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Staff works month by month ensuring curriculum is updated and aligned to PA standards and across grade level spans. Opportunities for cross-curricular planning are documented and included in the course maps.	08/01/2024 - 06/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	Review of Webb's Depth of Knowledge assessment levels for staff along with a review of 3 assessments per staff member for DOK level. Staff will work to improve the DOK level of the 3 assessments by the end of May 2023.	12/01/2022 - 06/01/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	Staff will work collaboratively with their grade level or content area team to update at least one assessment per month to a higher level of rigor as defined by the DOK level.	09/01/2023 - 06/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	All major assessments will be created and utilized with an appropriate DOK level. Staff will collect and align assessments in the new curriculum mapping resource.	08/01/2024 - 06/30/2025

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	K.Compton (IU9) worked with OEES staff to better understand assessment needs for new ELA series. Improved assessment for each module at each grade level established.	09/01/2021 - 06/01/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	Staff training, 4th-8th, on improved process for TDA development. K.Compton (IU9) to work with O-E staff to develop process for students to use.	11/01/2021 - 05/01/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teacher Leaders will hold an Instructional Excellence Institute at OESD for staff and paraprofessionals. Topics will be based on indentified staff need and Teacher Leader strengths.	07/20/2024 - 08/30/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Convene Social Emotional Wellness team in each building to meet with Kelly Compton (IU9) to set direction /goal for team.	06/01/2022 - 08/26/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Formal SEW framework established and shared with staff.	06/01/2024 - 09/01/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Staff works month by month ensuring curriculum is updated and aligned to PA standards and across grade level spans. Opportunities for cross-curricular planning are documented and included in the course maps.	08/01/2024 - 06/30/2024

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was 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.

School Board Minutes or Affirmation Statement

2022-11-15

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

Chief School Administrator

Matthew Splain

2022-12-28

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

From 2020 to 2021, The percent of students meeting Early Indicator of Success for Math (Grade 7) increased over 13%.

Meeting Growth Expectations in both buildings for ELA and math was a strength.

Year to year erformance measures in the primary levels has increased over the last few years.

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

Coordinate fiscal resources from local, state, and federal programs to achieve the district's goals and priorities

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

The economically disadvantaged group peformance has mirrored the All Student group in ELA.

The economically disadvantaged group peformance has mirrored the All Student group in math.

Challenges

In both buildings, proficient/advanced scores for ELA decrease (HS) or did not change (ES).

In both buildings, proficient/advanced scores decrease (HS) or did not change (ES).

Despite improved performance levels in the primary levels in ELA and math, decrease in cohort performance has become a significant concern.

Ensure effective, standards-aligned curriculum and assessment

Establish and maintain a focused system for continuous improvement and ensure organizational coherence

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

The peformance of students with disabilities has been most significantly impacted over last few years.

The gap between ALL and students with disabilities has not closed in recent years. Lack of consistency in enrollment (less

Strengths

Student success in any ELA measure in the primary level is a building point.

Student success measures in math at 3rd grade are a highlight.

Historically, success on PSSA Science has been well above state average.

The addition of the Agriculture Education Program will result in increase students earning Industry Credentials.

OEHS Dual Enrollment program is a significant motivation for students to ensure College & Career Readiness.

Challenges

time at OE)has more significantly impacted students with disabilities.

A decrease in student literacy performance at each successive grade level is a significant concern.

Decreasing success in math performance measures as students progress through elementary is a significant concern for future student success.

Student success on the Keystone Biology would further translate to future student success as measured by graduation rates and/or On-Track Measures.

Ensuring students are Career and College Ready includes preparation for post-secondary work force. OEHS students earned credentials below state average.

Not every student qualifies for Dual Enrollment coursework. Ideally, these options would be available to all students as a pathway.

Most Notable Observations/Patterns

Maintaining aligned and updated curriculum has been a challenge at OESD. Budgetary constraints have limited our options to maintain a commercially available data base to help with planning and alignment. Additionally, a increase in rigor is needed in assessments, especially in 3rd through 12th grade. With our small size, staff responsibilities change frequently which presents further challenges to maintaining a continuous system of improvement. All staff and administration are committed to improvements and high expectations for all. Sustaining year to year improvements is now a realistic focus. A foundation has been set in the primary and most ELA curriculum to continue building. Even though funding is limited at OESD, we have always committed to allocating available resources to our students with the most need.

Challenges	Discussion Point	Priority for Planning
A decrease in student literacy performance at each successive grade level is a significant concern.		
The peformance of students with disabilities has been most significantly impacted over last few years.		
Despite improved performance levels in the primary levels in ELA and		

Challenges	Discussion Point	Priority for Planning
math, decrease in cohort performance has become a significant concern.		
Ensure effective, standards-aligned curriculum and assessment	In a small, rural district, all professionals wear multiple "hats". Add the challenge of new staff and limited financial resources, maintaining an effective standards-aligned curriculum is a significant challenge. The responsibility of educational leadership is placed on a few administrators. Those administrators are responsible for ensuring curriculum is aligned with appropriate assessments. Achieving alignment is one task, maintaining the alignment is a far greater challenge.	
Establish and maintain a focused system for continuous improvement and ensure organizational coherence	Similiarly to prior discussions, the process to ensure continuous improvement is well understood. Consistently implmenting the process is challenging when other pressing matters become the focus. Too often, a reaction occurs when proactive efforts were not made.	

ADDENDUM B: ACTION PLAN

Action Plan: Peer Learning Between Teachers

Action Steps		Anticipated Start/Completion Date	
Identify and select a cohort of teacher leaders to work with staff over the next 2 school years to support improvement efforts within the Comprehensive Plan.		12/01/2022 - 05/12/2023	
Monitoring/Evaluation		Anticipated Output	
Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.		A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.	
Material/Resources/Supports Needed		PD Step	Comm Step
Updated Teacher Leader job description		no	no

Action Steps		Anticipated Start/Completion Date	
Teachers Leaders participate in a Summer Academy to prepare for efforts during the next two school years.		06/01/2023 - 09/01/2024	
Monitoring/Evaluation		Anticipated Output	
Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.		A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.	
Material/Resources/Supports Needed		PD Step	Comm Step
Academy Agenda / Speakers		yes	no

Action Steps	Anticipated Start/Completion Date	
Teacher Leaders will introduce their focus area of support expertise to staff (as aligned to Comp. Plan efforts) and schedule PD sessions every other month during the year to work with staff to support their instructional improvements. Every teacher will work with at least one Teacher Leader as a peer support. Teacher Leaders will meet monthly with building administration to coordinate necessary supports and highlight successes.	08/22/2023 - 06/30/2024	
Monitoring/Evaluation	Anticipated Output	
Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.	A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.	
Material/Resources/Supports Needed	PD Step	Comm Step
TBD	yes	

Action Steps	Anticipated Start/Completion Date
Teacher Leaders will hold an Instructional Excellence Institute at OESD for staff and paraprofessionals. Topics will be based on indentified staff need and Teacher Leader strengths.	07/20/2024 - 08/30/2024

Monitoring/Evaluation	Anticipated Output
Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.	A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.

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

Action Steps		Anticipated Start/Completion Date	
Teacher Leaders will continue working with staff on a scheduled basis during PD sessions. Peer coaching / mentoring will occur on a regular basis. Teacher Leaders will meet monthly with building administration to coordinate necessary supports and highlight successes.		08/30/2024 - 06/01/2025	
Monitoring/Evaluation		Anticipated Output	
Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.		A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.	
Material/Resources/Supports Needed		PD Step	Comm Step
TBD		no	

Action Steps	Anticipated Start/Completion Date
Use of Consultancy Protocol and Sharing of "Best Lessons" with HS staff as a lead in activitiy to Teacher Leader expectations.	08/01/2022 - 09/30/2022

Monitoring/Evaluation	Anticipated Output
Mr. Splain will establish a calendar timeline of events related to selection, training and support implementation. Administration will meet by semester as of 2023-24 to evaluate the success and direction of the Teacher Leader Program. The school board will be kept up to date on the progress of the program on a regular basis.	A cohort of Teacher Leaders will be selected, trained and utilized to provide instructional supports to all staff. Each TL will work one on one with staff as well as provide small group training sessions. Supports provided by TL will be established by administration and input from staff via surveys. Classroom evaluative performance along with assessment data will provide insight into the effectiveness of the TL program.

Material/Resources/Supports Needed	PD Step	Comm Step
Consultancy Protocol	no	no

Action Plan: Social Emotional Learning - District Wide Plan

Action Steps**Anticipated Start/Completion Date**

K.Compton presentations with OESD staff to provide baseline understanding of trauma and the need to incorporate Social Emotional Wellness across our buildings and operations. The second presentation sets the direction for staff, with established understandings, routines and focus activities.

02/01/2022 - 09/01/2022

Monitoring/Evaluation**Anticipated Output**

At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.

Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

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

K.Compton Handouts/Presentation

yes

no

Action Steps	Anticipated Start/Completion Date
Convene Social Emotional Wellness team in each building to meet with Kelly Compton (IU9) to set direction /goal for team.	06/01/2022 - 08/26/2022

Monitoring/Evaluation	Anticipated Output
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.	Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

Material/Resources/Supports Needed	PD Step	Comm Step
K.Compton Handouts	no	yes

Action Steps	Anticipated Start/Completion Date
Planning session with K.Compton with each buidling's SEW team to determine a defined "tool box" of resources/processes/protocols across all staff.	08/22/2022 - 11/23/2022

Monitoring/Evaluation	Anticipated Output
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.	Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

Material/Resources/Supports Needed	PD Step	Comm Step
K.Compton Handouts/presentation	yes	no

Action Steps	Anticipated Start/Completion Date
Utilizing monthly professional development time, building SEW teams will meet to formally share the "tool box" with staff and support implementation.	09/01/2022 - 06/01/2023

Monitoring/Evaluation	Anticipated Output
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.	Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

Material/Resources/Supports Needed	PD Step	Comm Step
SEW TEAMS office sharing for Tool Box	yes	no

Action Steps	Anticipated Start/Completion Date
Building SEW teams meet to review progress and set implementation goals for year 2. Development of formal SEW framework begins.	06/01/2023 - 08/20/2023

Monitoring/Evaluation	Anticipated Output
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.	Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

Material/Resources/Supports Needed	PD Step	Comm Step
SEW TEAMS office sharing for Tool Box		no

Action Steps	Anticipated Start/Completion Date
Continued development of buidling level SEW framework based on implementation of tools/protocols by staff.	09/01/2023 - 06/01/2024

Monitoring/Evaluation	Anticipated Output
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.	Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

Material/Resources/Supports Needed	PD Step	Comm Step
SEW TEAMS office sharing for Tool Box		no

Action Steps		Anticipated Start/Completion Date	
Monthly PD meetings established as share sessions to support staff implementation of SEW tools/protocols.		09/01/2023 - 06/01/2024	
Monitoring/Evaluation		Anticipated Output	
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.		Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.	
Material/Resources/Supports Needed		PD Step	Comm Step
SEW TEAMS office sharing for Tool Box		yes	no

Action Steps		Anticipated Start/Completion Date	
Formal SEW framework established and shared with staff.		06/01/2024 - 09/01/2024	
Monitoring/Evaluation		Anticipated Output	
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.		Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.	
Material/Resources/Supports Needed		PD Step	Comm Step
SEW TEAMS office sharing for Tool Box		yes	yes

Action Steps	Anticipated Start/Completion Date
Staff implementation of SEW framework, implementation is supported by SEW teams throughout the school year during monthly PD sessions. Evaluations are collected to assess success/need for updates.	09/01/2024 - 06/01/2025

Monitoring/Evaluation	Anticipated Output
At the end of each semester, an evaluation of progress toward an implemented SEW framework will be assessed by administration and SEW team. Mrs. L.Burns will lead the monitoring/evaluation.	Targets for each year will be completed, with the overall goal of a Social Emotional Framework defined and in place by the end of year 3, with cyclical evaluation of effectiveness to occur annually.

Material/Resources/Supports Needed	PD Step	Comm Step
Staff implementation of SEW framework, implementation is supported by SEW teams throughout the school year during monthly PD sessions. Evaluations are collected to assess success/need for updates.		no

Action Plan: Curriculum Mapping / Alignment

Action Steps	Anticipated Start/Completion Date	
Update of new K-6 ELA series to OESD curriculum and alignment to PA Standards.	08/01/2021 - 05/31/2023	
Monitoring/Evaluation	Anticipated Output	
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.	All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.	
Material/Resources/Supports Needed	PD Step	Comm Step
Curriculum Mapping Template (Word Doc), Into Reading (HMH)	no	no

Action Steps	Anticipated Start/Completion Date	
Selection process for new math series with consideration of rigor, alignment to PA standards and appropriate assessments. Adoption in May 2022.	12/01/2021 - 05/10/2022	
Monitoring/Evaluation	Anticipated Output	
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.	All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.	
Material/Resources/Supports Needed	PD Step	Comm Step
Sample resources, evaluation matrix	no	no

Action Steps		Anticipated Start/Completion Date	
Update of new K-5 math series (Bridges Math) to OESD curriculum and alignment to PA standards		08/01/2022 - 05/31/2023	
Monitoring/Evaluation		Anticipated Output	
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.		All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.	
Material/Resources/Supports Needed		PD Step	Comm Step
Bridges Math resources, Curriculum Mapping Template (Word Doc)		no	no

Action Steps	Anticipated Start/Completion Date		
Update of all current OESD curriculum for each course, documented in a consistent format (Word Doc)	09/01/2022 - 06/30/2023		
Monitoring/Evaluation	Anticipated Output		
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.	All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.		
Material/Resources/Supports Needed	PD Step	Comm Step	
Curriculum Mapping Template (Word Doc)	yes	no	

Action Steps		Anticipated Start/Completion Date	
Selection of district-wide curriculum mapping online resource.		10/01/2022 - 12/15/2022	
Monitoring/Evaluation		Anticipated Output	
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.		All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.	
Material/Resources/Supports Needed		PD Step	Comm Step
List of curriculum mapping tools / evaluation matrix.		no	no

Action Steps		Anticipated Start/Completion Date	
Introduction & Training on the use of a new curriculum mapping tool.		02/01/2023 - 08/31/2023	
Monitoring/Evaluation		Anticipated Output	
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.		All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.	
Material/Resources/Supports Needed		PD Step	Comm Step
New Curriculum Mapping Tool		yes	no

Action Steps	Anticipated Start/Completion Date
Regular professional development sessions will be scheduled to allow staff to collaborate and align content between grade level spans using the curriculum mapping tool.	09/01/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.	All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.

Material/Resources/Supports Needed	PD Step	Comm Step
New Curriculum Mapping Tool	yes	no

Action Steps	Anticipated Start/Completion Date
Staff works month by month ensuring curriculum is updated and aligned to PA standards and across grade level spans. Opportunities for cross-curricular planning are documented and included in the course maps.	08/01/2024 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Building principals will monitor progress for staff toward completion of course curriculum map updates and consistent use of online mapping system.	All district curriculum will be updated in a new online mapping resource. Curriculum maps will be aligned by content across grade spans, with maps also aligned to timing of state assessments.

Material/Resources/Supports Needed	PD Step	Comm Step
New Curriculum Mapping Tool	yes	yes

Action Plan: Webb's Depth of Knowledge Alignment

Action Steps	Anticipated Start/Completion Date
K.Compton (IU9) worked with OEES staff to better understand assessment needs for new ELA series. Improved assessment for each module at each grade level established.	09/01/2021 - 06/01/2022

Monitoring/Evaluation	Anticipated Output
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.	A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.

Material/Resources/Supports Needed	PD Step	Comm Step
Into Reading Assessments	yes	no

Action Steps		Anticipated Start/Completion Date	
Staff training, 4th-8th, on improved process for TDA development. K.Compton (IU9) to work with O-E staff to develop process for students to use.		11/01/2021 - 05/01/2022	
Monitoring/Evaluation		Anticipated Output	
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.		A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.	
Material/Resources/Supports Needed		PD Step	Comm Step
Sample TDA, Process Outline		yes	no

Action Steps		Anticipated Start/Completion Date	
Review of Webb's Depth of Knowledge assessment levels for staff along with a review of 3 assessments per staff member for DOK level. Staff will work to improve the DOK level of the 3 assessments by the end of May 2023.		12/01/2022 - 06/01/2023	
Monitoring/Evaluation		Anticipated Output	
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.		A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.	
Material/Resources/Supports Needed		PD Step	Comm Step
Staff Assessments, DOK resources.		yes	no

Action Steps	Anticipated Start/Completion Date
Staff will work collaboratively with their grade level or content area team to update at least one assessment per month to a higher level of rigor as defined by the DOK level.	09/01/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.	A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.

Material/Resources/Supports Needed	PD Step	Comm Step
Staff Assessments, DOK resources.	yes	no

Action Steps	Anticipated Start/Completion Date
All major assessments will be created and utilized with an appropriate DOK level. Staff will collect and align assssments in the new curriculum mapping resource.	08/01/2024 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.	A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.

Material/Resources/Supports Needed	PD Step	Comm Step
Staff Assessments, DOK resources, curriculum mapping resource	yes	no

Action Steps	Anticipated Start/Completion Date
Alignment of Heggerty, Dibels and NWEA in primary levels to ensure consistency in expectation and procedure.	08/01/2021 - 10/01/2021

Monitoring/Evaluation	Anticipated Output
Building principals will collect artifacts of Depth of Knowledge assessment improvements. A collection of assessments will be developed by classroom teacher, and verified by building principals, that highlights more rigorous assessments across content areas and grade levels.	A collection of assessments will be developed by classroom teacher that highlights more rigorous assessments across content areas and grade levels. Improvement in local assessments and state level assessments will be seen in all tested areas.

Material/Resources/Supports Needed	PD Step	Comm Step
Heggerty, Acadience materials	no	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teachers Leaders participate in a Summer Academy to prepare for efforts during the next two school years.	06/01/2023 - 09/01/2024
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teacher Leaders will introduce their focus area of support expertise to staff (as aligned to Comp. Plan efforts) and schedule PD sessions every other month during the year to work with staff to support their instructional improvements. Every teacher will work with at least one Teacher Leader as a peer support. Teacher Leaders will meet monthly with building administration to coordinate necessary supports and highlight successes.	08/22/2023 - 06/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teacher Leaders will hold an Instructional Excellence Institute at OESD for staff and paraprofessionals. Topics will be based on identified staff need and Teacher Leader strengths.	07/20/2024 - 08/30/2024
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	K.Compton presentations with OESD staff to provide baseline understanding of trauma and the need to incorporate Social Emotional Wellness across our buildings and operations. The second presentation sets the direction for staff, with established understandings, routines and focus activities.	02/01/2022 - 09/01/2022
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Planning session with K.Compton with each building's SEW team to determine a defined "tool box" of resources/processes/protocols across all staff.	08/22/2022 - 11/23/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Utilizing monthly professional development time, building SEW teams will meet to formally share the "tool box" with staff and support implementation.	09/01/2022 - 06/01/2023
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Monthly PD meetings established as share sessions to support staff implementation of SEW tools/protocols.	09/01/2023 - 06/01/2024
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Formal SEW framework established and shared with staff.	06/01/2024 - 09/01/2024
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Update of all current OESD curriculum for each course, documented in a consistent format (Word Doc)	09/01/2022 - 06/30/2023
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA	Curriculum Mapping /	Introduction & Training on the use of a new curriculum	02/01/2023 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Academic Standards for all content areas.. (Curriculum Framework)	Alignment	mapping tool.	08/31/2023
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Regular professional development sessions will be scheduled to allow staff to collaborate and align content between grade level spans using the curriculum mapping tool.	09/01/2023 - 06/30/2024
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Staff works month by month ensuring curriculum is updated and aligned to PA standards and across grade level spans. Opportunities for cross-curricular planning are documented and included in the course maps.	08/01/2024 - 06/30/2024
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	Review of Webb's Depth of Knowledge assessment levels for staff along with a review of 3 assessments per staff member for DOK level. Staff will work to improve the DOK level of the 3	12/01/2022 - 06/01/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		assessments by the end of May 2023.	
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	Staff will work collaboratively with their grade level or content area team to update at least one assessment per month to a higher level of rigor as defined by the DOK level.	09/01/2023 - 06/30/2024
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	All major assessments will be created and utilized with an appropriate DOK level. Staff will collect and align assessments in the new curriculum mapping resource.	08/01/2024 - 06/30/2025
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	K.Compton (IU9) worked with OEES staff to better understand assessment needs for new ELA series. Improved assessment for each module at each grade level established.	09/01/2021 - 06/01/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
A continual process will be identified and implemented to evaluate and improve assessments through a Depth of Knowledge level review so that all assessments are aligned to curriculum and rigorous outcomes. (Quality Assessments)	Webb's Depth of Knowledge Alignment	Staff training, 4th-8th, on improved process for TDA development. K.Compton (IU9) to work with O-E staff to develop process for students to use.	11/01/2021 - 05/01/2022

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Teacher Leader Institute	Teacher Leaders	Components of Danielson's Framework Act 13 Trauma Informed Practices DOK Levels / Application to Assessments Leadership

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Post Academy evaluation/survey	06/19/2023 - 07/28/2023	M.Splain

Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
4d: Participating in a Professional Community		Teaching Diverse Learners in an Inclusive Setting
4e: Growing and Developing Professionally		
4a: Reflecting on Teaching		
<hr style="border-top: 1px dashed #ccc;"/>		
Professional Development Step	Audience	Topics of Prof. Dev
Teacher Leader Peer Support	Professional Staff Members	Components of Danielson's Framework Act 13 Trauma Informed Practices DOK Levels / Application to Assessments
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teacher Portfolio	09/01/2023 - 06/01/2025	Building Principals

Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:	
3d: Using Assessment in Instruction		Language and Literacy Acquisition for All Students	
1e: Designing Coherent Instruction			
1f: Designing Student Assessments			
1c: Setting Instructional Outcomes			
3c: Engaging Students in Learning			
<hr style="border-top: 1px dashed #ccc;"/>			
Professional Development Step		Audience	Topics of Prof. Dev
Instructional Excellence Institute		Professional Staff and Paraprofessional Staff	Components of Danielson's Framework Act 13 Trauma Informed Practices DOK Levels / Application to Assessments Leadership
Evidence of Learning		Anticipated Timeframe	Lead Person/Position
Teacher Portfolio Artifacts Evaluation/Survey		07/15/2024 - 08/20/2024	N.LaBella, N.Garthwaite, L.Burns

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

2c: Managing Classroom Procedures

Language and Literacy Acquisition for All Students

3d: Using Assessment in Instruction

1f: Designing Student Assessments

2a: Creating an Environment of Respect and Rapport

1c: Setting Instructional Outcomes

3c: Engaging Students in Learning

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

SEW Framework

Professional Staff

Trauma Informed Learning

Evidence of Learning**Anticipated Timeframe****Lead Person/Position**Social Emotional Wellness "Tool Box" Social Emotional
Wellness Framework

02/02/2022 - 07/01/2025

L.Burns

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

3a: Communicating with Students

4f: Showing Professionalism

2a: Creating an Environment of Respect and Rapport

2b: Establishing a Culture for Learning

4d: Participating in a Professional Community

4e: Growing and Developing Professionally

2a: Creating an Environment of Respect and Rapport

4d: Participating in a Professional Community

2a: Creating an Environment of Respect and Rapport

Trauma Informed Training (Act 18)

Trauma Informed Training (Act 18)

Trauma Informed Training (Act 18)

Trauma Informed Training (Act 18)

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

Curriculum Mapping

Professsional Staff

Curriculum Mapping (purpose, format, use) Use of Curriculum Mapping Resource

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

Completed Curriculum Maps

07/01/2022 - 06/30/2025

N.Garthwaite, N.LaBella

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

1d: Demonstrating Knowledge of Resources

Language and Literacy Acquisition for All Students

1e: Designing Coherent Instruction

Language and Literacy Acquisition for All Students

1f: Designing Student Assessments

4a: Reflecting on Teaching

1c: Setting Instructional Outcomes

4e: Growing and Developing Professionally

1d: Demonstrating Knowledge of Resources

1a: Demonstrating Knowledge of Content and Pedagogy

1e: Designing Coherent Instruction

4b: Maintaining Accurate Records

4e: Growing and Developing Professionally

4d: Participating in a Professional Community

Professional Development Step	Audience	Topics of Prof. Dev
Elementary ELA Assessment	Elementary staff, K-8	Developing rigorous assessments (K-6) Text Dependent Analysis (4th-8th)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
ELA Assessments TDA Process	08/01/2021 - 06/01/2022	N.Garthwaite

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

Professional Development Step	Audience	Topics of Prof. Dev
Webb's Depth of Knowledge Analysis & Use	Professional Staff	Webb's Depth of Knowledge Developing Rigorous Assessments

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Updated Assessments Evaluation/Survey	01/01/2023 - 06/30/2025	N.Garthwaite, N.LaBella

Danielson Framework Component Met in this Plan:

4e: Growing and Developing Professionally
1f: Designing Student Assessments
1f: Designing Student Assessments
4a: Reflecting on Teaching
4e: Growing and Developing Professionally
4d: Participating in a Professional Community
4d: Participating in a Professional Community
1f: Designing Student Assessments

This Step meets the Requirements of State Required Trainings:

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

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

QPR Staff Training

All Staff

QPR training

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

Evaluation / Survey

01/03/2023 - 01/27/2023

L.Burns

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Trauma Informed Training (Act 18)

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
A cadre of teachers will be developed, by building, that will serve as high-quality instructional leaders to provide ongoing support and guidance to the district instructional staff. (Teacher Leaders)	Peer Learning Between Teachers	Teacher Leaders will hold an Instructional Excellence Institute at OESD for staff and paraprofessionals. Topics will be based on identified staff need and Teacher Leader strengths.	2024-07-20 - 2024-08-30
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Convene Social Emotional Wellness team in each building to meet with Kelly Compton (IU9) to set direction /goal for team.	2022-06-01 - 2022-08-26

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
A Social Emotional Wellness(SEW) Framework will be in place to support students and staff. The framework is monitored and improved by a group of professional staff members on a continual manner. (Social Emotional Wellness Teams)	Social Emotional Learning - District Wide Plan	Formal SEW framework established and shared with staff.	2024-06-01 - 2024-09-01
By end of year 3, an up to date and aligned curriculum is in place, available and utilized from Kindergarten through 12th grade which is based on the PA Academic Standards for all content areas.. (Curriculum Framework)	Curriculum Mapping / Alignment	Staff works month by month ensuring curriculum is updated and aligned to PA standards and across grade level spans. Opportunities for cross-curricular planning are documented and included in the course maps.	2024-08-01 - 2024-06-30



COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Instructional Excellence Institute	All Staff	Sessions for Instructional Excellence Institute
Anticipated Timeframe	Frequency	Delivery Method
06/01/2024 - 08/01/2024	Once	Email
Lead Person/Position		
M.Splain		

Communication Step	Audience	Topics/Message of Communication
Social Emotional Wellness Team Development	All Professional Staff	SEW Team development
Anticipated Timeframe	Frequency	Delivery Method
06/01/2022 - 06/30/2022	Once	Email
Lead Person/Position		
L.Burns		

Communication Step	Audience	Topics/Message of Communication
Social Emotional Wellness Framework	Staff & Community	SEW Framework
Anticipated Timeframe	Frequency	Delivery Method
06/01/2024 - 06/30/2025	Once	Posting on district website Email Presentation
Lead Person/Position		
L.Burns		

Communication Step	Audience	Topics/Message of Communication
Curriculum Map Posting	School Community	Curriculum Maps by Grade Level and Content Area

Anticipated Timeframe	Frequency	Delivery Method
06/01/2025 - 08/01/2025	Updated annually	Posting on district website Presentation
Lead Person/Position		
M.Splain		

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Posting Comprehensive plan to OESD website	Major goals of comprehensive plan	Website	OESD Community	December 2022
School Board Presentation	Major goals of comprehensive plan	In-person	OESD Community	January 2023
District Staff Presentation	Major goals of comprehensive plan Specific efforts within each building	In-person	OESD Staff	January 2023
