

FOCUS AREA 1: STUDENT GROWTH & ACHIEVEMENT, STAFF DEVELOPMENT, PUPIL SERVICES, AND EDUCATIONAL TECHNOLOGY

Use a variety of resources to construct meaningful differentiated learning opportunities for all students and staff that result in increased student growth and achievement.

Strategic Objective #1:

Articulate the continuum of supports available and implemented at each building level, that meet the needs of our learners through a focus on the “whole child” concept by end of 4th quarter 2018.

• Strategies:

- Develop and complete a master inventory for each building that identifies supports for our students organized as follows: curricular, mental health, drug and alcohol, health services, academic, social/emotional, parental support, school counseling, peer support, ESL, Special Education, Gifted, transition services, and community resources by end of 4th quarter 2016.
- A representative committee will develop a district rubric for analyzing the effectiveness of supports currently in place and a working definition of the “whole child” concept by end of 4th quarter 2016.
- Form building committees to analyze the effectiveness of the current supports in grades K-12. Determine which supports are needed in addition to the current list and which could be eliminated based on the “whole child” concept by end of 1st quarter 2017.
- The District’s administrative team will analyze and finalize all building reviewed inventory based on feedback from each building by end of 2nd quarter 2017.
- Create an MSD Whole Child Resource Guide for staff, families, and the community that reflects the district’s analysis of the services and supports available based on the 5 tenets of the Whole Child model by the end of the 2nd quarter 2018.
- Provide a focus on mental health ensuring every building has an emotional support teacher and organize activities with the teacher and principal to provide all students with access.

Success Indicator:

The District will communicate a Whole Child Resource Guide for staff, families and the community for grades K-12. The district will designate administrative responsibility for maintaining document and related information.

Responsible Individuals:

*Director of Pupil Services

Building Administrators

Building Committees/Professional Staff

Director of Curriculum, Instruction, Assessment

Coordinator of School and Community Information

Supervisor of Professional Development & Continuous Improvement

Strategic Objective #2:

Increase the use of strategies for differentiating instruction to meet the needs of all learners.

- **Strategies:**
 - Based on research, district administrators will develop a working definition of District expectations for differentiating instruction, and share this with Curriculum Council to garner feedback from these stakeholders by end of 2nd quarter 2019.
 - Provide professional development opportunities at least once per year specific to:
 - Differentiated Instruction
 - Use of formative and summative assessment data to guide instruction
 - Implement use of district-wide lesson plan format that includes a section for differentiating instruction by end of 2nd quarter 2020.

Success Indicators:

- The professional development opportunities provided will focus on differentiated instruction, inclusive practices, and use of assessment data.
- Administrators' observations will confirm the regular use of differentiated instruction in all classrooms.
- District-wide lesson planning format will be in place.

Responsible Individuals:

*Director of Curriculum, Instruction, and Assessment
Building Administrators
Director of Pupil Services

Supervisor of Professional Development & Continuous Improvement
Curriculum Council

Strategic Objective #3:

Develop an Administrative Guideline that addresses program review and implementation of process K-12 academic, social, and emotional programming and services by incorporating student need, organizational structure, and scheduling to ensure effectiveness and sustainability by end of 1st quarter 2019.

- **Strategies:**
 - Establish a committee to research and compile best practices for program/services evaluation/review and implementation within a K-12 institution that can be used whenever a new program, service, or initiative is determined.
 - Prepare an administrative guideline for adoption by the Superintendent.
 - Share the administrative guideline with staff.

Success Indicators:

Document with established guidelines

Responsible Individuals:

*Superintendent

Director of Curriculum, Instruction, & Assessment

Supervisor of Professional Development & Continuous Improvement

Strategic Objective #4

Plan, implement, and maintain a program of services and sequential activities that: (1) ensures that objectives adopted in the Pennsylvania Career Education and Work Standards are introduced to each student in a planned sequence, (2) ensures academic and career planning for each student, and (3) provides support to families by advocating for their child's academic, personal/social, and career development by 3rd quarter 2019.

• **Strategies:**

- Establish the position of K-12 Career Counselor to lead the development, implementation, and maintenance efforts of a Career Success plan for all students by 4th quarter 2017.
- Establish an advisory committee composed of business leaders, and other relevant stakeholders to provide guidance in the development and maintenance of the plan and support for associated activities by end of 3rd quarter 2018.
- Develop communications strategies, coordination of existing activities, and new activities in order to apprise students and parents of career opportunities and progress on the Act 339 plan and the district's Career Success plan by 4th quarter 2019.
- Create a strategy and articulate a plan to develop partnerships with local businesses, organizations and institutions of higher education that assist the district in its career education efforts by the end of 4th quarter 2018.
- Pilot a mentor program at the high school by beginning of 1st quarter 2019.

Success Indicators:

Formation of Advisory Council

Board-approved Chapter 339 Plan

Developed plan for K-12 Career Readiness that clearly identifies opportunities for all students

Responsible Individuals:

*Director of Curriculum, Instruction, & Assessment

Director of Pupil Services

K-12 Career Counselor

School Counselors

Strategic Objective #5

Organize systems and processes for leveraging data to improve educational outcomes to be implemented by end of 3rd quarter 2019.

- **Strategies:**

- Form committee of stakeholders to provide guidance to the Supervisor of Professional Learning and Continuous Improvement by end of 3rd quarter 2018.
- Based on best practices for the use of data in K-12 schools, determine a plan for the future inclusion of staffing, duties, systems, protocols, and level of effort in our use of data within the district that best supports our collective focus on student improvement and growth by end of 2nd quarter 2019.
- Produce and communicate an Administrative Guideline to address the recommendations by the end of 3rd quarter 2019.

Success indicators:

Developed, communicate, and institute an administrative guideline articulating data protocols, processes, systems, and practices at all levels.

Responsible Individuals:

*Supervisor of Professional Development & Continuous Improvement
Director of Curriculum, Instruction, & Assessment
Director of Pupil Services
Building Administrators

Strategic Objective #6

Articulate a district-wide vision of STEM education that demonstrates a commitment to equipping students with skills and tools to effectively communicate, collaborate, and think critically and creatively.

- **Strategies:**

- Identify current STEM-related learning opportunities being provided at each level by end of 2nd quarter 2017, by:
 - Reviewing curriculum
 - Gathering data from school-based activities
 - Examining co-curricular/club activities
 - Producing a document that outlines and communicates these STEM-related opportunities
- Using the data above, convene a teacher committee to map out what additional opportunities are needed to further support STEM-based learning for staff and students by end of 2nd quarter 2018.

- Form a STEM strategic planning committee inclusive of teachers, business leaders, higher education, students, the Methacton Education Foundation, and others to review current practices, best practices, and to determine opportunities and a path forward for STEM education in Methacton by the end of 1st quarter 2019.
- Develop and communicate the strategic path forward inclusive of action steps, strategies, and deliverables by end of 2nd quarter 2019.
- Following STEM strategic planning and articulation of path forward establish a STEM advisory board in order to provide feedback, seek direction and support along the process to reaching our strategic vision by end of 3rd quarter 2019.

Success Indicators:

The District will develop and communicate a path forward for STEM education.

Establish an Advisory Board

Provide annual updates to the stakeholders on progress towards goals

Responsible Individuals:

*STEM Coordinators

Director of Curriculum, Instruction, & Assessment

Administrative Team

Strategic Objective #7

Plan and provide a program of activities and experiences that develop leadership growth and capacity from within the teaching, support, and administrative staff by end of 4th quarter 2018 and annually thereafter.

● **Strategies:**

- Conduct a survey of staff to solicit input on interests and activities targeted at leadership opportunities within departments, buildings, and the district. Organize survey information and current and former means of fostering leadership growth into a comprehensive list to establish a baseline of opportunities and interests by end of 3rd quarter 2018.
- Based on input and best practices for leadership growth development, coordinate a series of activities and experiences that will establish a professional leadership development framework and communicate that framework on an annual basis by end of 4th quarter 2018 and thereafter.

Success Indicators:

The District will disseminate the professional leadership development framework on an annual basis.

Responsible Individuals:

*Superintendent
Supervisor of Professional Learning & Continuous Improvement
Administrative Team

Strategic Objective #8

Utilize the district's 339 Plan as a basis to determine appropriate activities and resources related to college and career planning that will best support the social, emotional, and developmental needs of our students by end of 3rd quarter 2020.

- **Strategies:**

- Coordinate time throughout the school year for career counselor and school counselors to work together to develop a list of targeted activities and resources at each level to be completed by end of 2nd quarter 2020. Counselors share out with all stakeholders to ensure all social, emotional, and developmental needs are being addressed by end of 2nd quarter 2020.
- Develop a checklist to ensure that all targeted activities are delivered in accordance with established timelines by end of 3rd quarter 2020.
- Produce a document that outlines recommendations towards meeting the intended outcomes to the Superintendent by end of 3rd quarter 2020.

Success Indicators:

The District will produce a district school counseling framework outlining services and programs pertinent to specific grade levels and begin fully implementing those services and evaluating those services every 5 years.

Responsible Individuals:

*Superintendent
*Director of Pupil Services
Director of Curriculum, Instruction, & Assessment
Building Administrators
Coordinator of School and Community Information
Coordinator of Professional Development
District School Counseling Staff

Strategic Objective #9

Improve access to academic and extra-curricular opportunities for all students by end of 3rd quarter 2019.

- **Strategies:**

- Conduct research to determine best practices for improving equity and access in K-12 schools for all student populations by end of 1st quarter 2019.

- Form a committee to evaluate the research and solicit information on how to better serve our student population and their families by end of 2nd quarter 2019.
- Develop building-level specific procedures to ensure that all opportunities are communicated to all families to increase awareness and parent participation by end of 2nd quarter 2019.
- Develop building-level specific procedures to ensure that all opportunities are communicated to all students to increase awareness and student participation by end of 2nd quarter 2019.
- Produce a document that outlines recommendations towards meeting the intended outcomes to the Superintendent by end of 2nd quarter 2019

Success Indicators:

Superintendent takes action to address recommendations and continues to seek annual feedback towards goals.

Responsible Individuals:

*Superintendent
 *Director of Pupil Services
 Director of Curriculum, Instruction, & Assessment
 Building Administrators

Strategic Objective #10

Ensure that Gifted Education Services, K-12, are accessible and are provided in a manner consistent with best practices and the needs of students by end of 4th quarter 2019.

● **Strategies:**

- Seek feedback on current services at all levels from students, teachers, and parents by September 15, 2019.
- Conduct research on best practices for Gifted Education services in K-12 schools by September 15, 2019.
- Produce a K-12 Gifted services DRAFT recommendations that includes the research findings and feedback from stakeholders by October 1, 2019.
- Share the DRAFT recommendations with the teaching staff, seek feedback, and adjust DRAFT where appropriate by October 15, 2019.
- Invite stakeholders to a forum on the information gathered, research findings, and any proposed recommendations for Gifted services K-12 by November 15, 2019.

Responsible Individuals:

*Superintendent
 *Director of Pupil Services
 Director of Curriculum, Instruction, & Assessment
 Building Administrators

Strategic Objective #11

Complete a program review of 7-12 School Counseling program to ensure that programs and services planned are consistent with student need and are provided in an effective and efficient manner by end of 1st quarter 2020.

- **Strategies:**

- Engage the State Pupil Services Directors organization to provide program review services by end of 3rd quarter 2019.
- Provide background information to all 7-12 School Counselors in preparation for the review by end of 3rd quarter 2019.
- Conduct the program review as prescribed by the State Pupil Services Directors processes by end of 4th quarter 2019.
- Share the State Pupil Services Directors recommendations with the 7-12 School Counselors and gather feedback for consideration by end of 1st quarter 2020.
- Share proposed changes if any, and make recommendations where appropriate, to the Education Committee of the Board for consideration for the whole Board by by end of 2nd quarter 2020
- Seek Board approval on matters requiring Board action by end of 2nd quarter 2020.

Responsible Individuals:

*Superintendent

*Director of Pupil Services

Director of Curriculum, Instruction, & Assessment

Building Administrators