

**GOAL #3:** The WCSD will by August 2009 develop, fund, and implement (fully implemented by September 2010) a continuous improvement plan for academic excellence using multiple criteria to evaluate and improve individual student performance.

Strategic Action	Budget	Time Frame	Person (s) Responsible	Status of Strategic Action
<p>1. CIT Committee Report: Report to the committee answering question: "How do we measure progress besides using PSSA test scores?"</p> <p>1.1 Survey principals and compile a report from their input.</p> <p>1.2 Design a system for reporting student performance metrics that incorporates the indicators presented in Strategy #1 above.</p> <p>1.2.1 Create an Annual Report template of tables and charts that are based on the indicators presented in Strategy #1 above.</p> <p>1.2.2 Create a procedure to collect the data for the tables and charts referenced in #1.2.1 above.</p> <p>1.2.3 Create a procedure to survey present students, graduates and post graduates.</p> <p>2. Teachers and principals develop K-12 authentic assessment tools such as project-based learning, electronic portfolios, performance and demonstration showcases, and grade level and graduation projects. (Source: Strategic Plan 2006-07)</p> <p>2.1 A committee will be formed to develop and compile authentic assessment tools (classified by grade level, subject, and teacher ) to be placed in a computer file for referencing.</p> <p>2.2 Report K-12 student academic progress not based on standardized test scores and share these assessment results with students and parents/guardians by linking authentic assessment tools to the district website.</p> <p>2.3 Design a way to present these accomplishments in the Annual Report, which will be posted on district website.</p> <p>2.4 Train principals and teachers to analyze, interpret, and effectively communicate student progress through data-driven and authentic assessment tools to students and parents/guardians. Administration develops a phased-in training schedule.</p> <p>2.5 Train principals and teachers in the utilization of instructional technology for assessing students</p> <p>2.5 Enable students to monitor their own growth by providing them with on-line, 24/7 access to information regarding their academic progress.</p> <p>3. Each school building will either continue having or will establish a School Improvement Team for the purpose of examining data about student performance, designing an improvement plan, monitoring the improvement plan implementation, and reporting the status periodically (monthly agendas and minutes posted on the district website).</p> <p>3.1 Develop a manual for establishing School Improvement Teams (SIT) and conducting SIT meetings.</p> <p>3.2 Provide all principals SIT training.</p>	<p>No Cost</p> <p>No Cost</p> <p>No Cost</p> <p>No Cost</p> <p>No Cost</p> <p>\$7,500 annually</p> <p>No Cost</p> <p>No Cost</p> <p>No Cost</p> <p>No Cost</p> <p>Minimal–covered by budget</p> <p>TBD</p> <p>Minimal–covered by budget</p> <p>No Cost</p> <p>Minimal–covered by budget</p>	<p></p> <p>Due 5-27-08</p> <p>Due 8-25-08</p> <p>Due 8-25-08</p> <p>Due 8-25-08</p> <p>Class of 2009</p> <p>Begins 9-15-09 and to continue</p> <p>Due 4-15-10</p> <p>Begins 9-15-10</p> <p>First phase due 4-15-09, Student phase due 9-15-10</p> <p>Schedule Due April 2009</p> <p>Training starts 9-15-09</p> <p>Due 9-15-09</p> <p>Begins 9-1-08 and continues monthly</p> <p>6-15-08</p> <p>8-25-08</p>	<p>Rosemarie Green and Amy Stewart</p> <p>Superintendent, &amp; Elem. &amp; Secondary Directors (Use an administrative intern)</p> <p>Director of Secondary Education</p> <p>Special Education, H.R., Technology, Elementary &amp; Secondary Directors (Use Academic Coaches and Curriculum Coordinators)</p> <p>Director of Technology</p> <p>Each principal (To be monitored by Elem. &amp; Secondary Directors)</p> <p>Superintendent, &amp; Elem. &amp; Secondary Directors</p>	<p>Spreadsheet of indicators completed and reviewed by the CIT Committee on 5-27-08</p> <p>Administrative interns completed draft metric spreadsheets to be used in presenting a variety of measurable indicators for assessing student performance and quality of district services. Were discussed at October CIT Committee meeting and special Board work session.</p> <p><b>S. Stewart presented her progress on the Annual Report to the Directors and to the District Improvement Team.</b></p> <p><b>Director of Federal Programs is currently researching several sources for training our teachers to use authentic assessments. Director of Federal Programs will meet with potential trainers during the winter of 2009.</b></p> <p>Most of the county schools have conducted a school improvement team meeting. Principals submitted a list of SIT members to the superintendent's office. <b>Directors will follow up with schools to gain more detailed minutes, which are posted on the district website.</b></p> <p><b>SIT meetings are discussed at least monthly at the Director's meeting. Directors will create a Strategic Action Plan form to be required of the principals in their SIT's (to be presented at the 12-12-08)</b></p> <p>Manual completed, distributed to principals, coaches who were also provided training. Central office directors were assigned to schools to monitor School Improvement Team activities.</p> <p>Revised: November 19, 2008</p>

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<p>4. Implement a continuous improvement plan that incorporates the Board Committee process, the School Improvement Team process, and Board Goals process.</p> <p>4.1 Create a part-time secretarial position to compile data, produce the Annual Report, post SIT minutes on the district website, and assist with other tasks required to implement a continuous improvement model. (Note: Will grow into a full-time position)</p> <p>5. Administration and guidance staff will develop a plan to provide economically disadvantaged and special education students to participate in additional educational opportunities.</p> <p>5.1 Instructional Directors and principals (at ATM meetings) will develop a plan to have Economically Disadvantaged and Special Education students take advantage of additional educational opportunities</p> <p>5.1.1 The availability of transportation funding in the tutoring grants will be further explored.</p> <p>5.1.2 The possibility of district providing transportation will be explored.</p> <p>5.2. Work with county social service agencies to help support parents and to help students to achieve academic success.</p> <p>5.2.1 A district level committee of county agencies, (Children &amp; Youth , Family Services, etc.) and school district staff will be formed to support and assist parents to help their children be successful.</p> <p>5.3 Parent Involvement—Each school will form a parent advisory committee to involve parents of at-risk children, in all aspects school planning.</p> <p>5.3.1 Parent Training to enable parents to support their students' academically</p> <p>5.3.2 Parent/Teacher Conferences as needed to provide immediate assistance for students who are struggling</p> <p>5.3.3 Parent Participation on school planning committees</p> <p>5.3.4 Recruit Parent Volunteers to support various school-related activities (sports, library, music, clubs, etc.)</p> <p>6. Design a plan to reduce dropout rate (especially with special education IEP students)</p>	<p>Approx. \$20,000 (Contingency)</p> <p>No Cost 5 Additional elementary teachers @ approximately \$300K</p> <p>TBD</p> <p>No Cost</p> <p>No Cost \$2,000/School</p> <p>No Cost</p> <p>No Cost</p> <p>Stipend in each building</p> <p>No Cost</p> <p>2</p>	<p>Plan Due 12-25-08 Implement Sept. 2009</p> <p>Begin 11-1-08</p> <p>Begin 10-1-08 Plan Due 1-15-09</p> <p>Plan 2008-09 Start 9-1-09</p> <p>Director of Special Education &amp; Director of Secondary Education</p>	<p>Superintendent and Director of Technology/ Communication</p> <p>Special Education, Elementary, and Secondary Directors</p> <p>Special Education Director Special Education Supervisors</p> <p>School Improvement Team at each school shall establish a parent advisory committee to be chaired by the special education supervisor.</p>	<p>School Improvement Team manual with Continuous Improvement Plan was composed and presented to the administrators, academic coaches, and Board of School Directors.</p> <p><b>NOTE:</b> Assess the need for a new position after six months experience with the new organization chart.</p> <p>Flexible scheduling was researched, proposed and approved to be piloted at WAEC, Sheffield Elementary, Allegheny Elementary School, and Youngsville Elementary/Middle School. Report of tutoring programs was submitted to the Board Personnel Committee.</p> <p>Foundation Reading Volunteers are being recruited at churches, senior centers, through the community newspapers, and school news letters</p> <p>A group (CASSP) meets once every other month. Director of Special Education attends these meetings and has asked that education be included on the agendas. She will also ask to have any relevant agencies invited to be a member of CASSP. Oct 13th in-service was provided by Children &amp; Youth, Family Services, Deerfield, and Hospice agencies.</p> <p>Director of Special Education attended a multi agency conference at the Jefferson DeFrees Center</p> <p>Ruth Nelson: 120 families attended WAEC dinner (provided child-care) to explain standards &amp; PSSA</p> <p>Director of Special Education will provide an information item (regarding strategies to improve the drop out rate), at the 11-24-08 CIT meeting</p> <p>Revised: November 19, 2008</p>