STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2A**
STRATEGY:	Expand college and career readiness		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-K12 Career Counselor -Curriculum Supervisors -Principals
IMPLEMENTATION SUMMARY:	-Explore additional programming and employer connection options for college and career pathways -Collaborate with local businesses, colleges and universities to support innovative and 21st century skills needed for post-secondary students -Evaluate career pathway structure at HS and conduct site visits/virtual engagements to local, state and nationally recognized districts that have successful innovative pathway structures -Produce plan of recommendation for Superintendent/Board consideration		
TIMELINE TARGET:	Start: March 1, 2023 Mid: Q1 of 2024 End: Q4 of 2024		
KPI/DELIVERABLES:	Submit plan to Superintendent		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2B**
STRATEGY:	Grow professional understanding of the Universal Design for Learning (UDL) framework as best practice in the differentiation of instruction		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Principals -Curriculum/Pupil Services Supervisors -Curriculum Director
IMPLEMENTATION SUMMARY:	-Establish common understandings and terms associated with the UDL -Set expectations for use of UDL for all students -Provide foundational knowledge training of UDL for all instructional and instructional support staff -Focus on instructional best practices and application of UDL -Supervise and evaluate the UDL implementation annually (each of next 4 years)		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q3 of 2023 End: Q3 of 2025		
KPI/DELIVERABLES:	-Reduce the number of students referred for evaluation by 10% -Increase student proficiency on PSSA/Keystones by 15% -Plan for education for new staff on UDL		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2C**
STRATEGY:	Ensure digital citizenship skill development for all students (K-12)		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Director of Technology -Director of Curriculum
IMPLEMENTATION SUMMARY:	-Conduct audit of resource needs relating to digital citizenship in the District -Analyze audit findings		

	-Establish a representative committee among the District -Review/evaluate needs and resources -Create action plan to implement K-12 to address resource needs -Establish foundational skills (based on standards/best practices) need -Develop plan to utilize resources to leverage increase in student skill development
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q2 of 2023 End: Q3 of 2023
KPI/DELIVERABLES:	-Development of resource and skill needs plan -Implementation proposal presented to Superintendent and Education Committee -Implementation and annual review of progress towards strategy goal(s) attainment

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2D**
STRATEGY:	Ensure proficiency in computer science skills (K-12)		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Curriculum Director and Supervisors -Technology Director -Principals -K12 Career and College Counselor
IMPLEMENTATION SUMMARY:	-Review and revise K-12 skill development continuum -Create a scope and sequence of K-12 technology literacy skills and tools -Establish clear listing of standards/skills required for all students -Establish standards/skills and programs for concentration/co-curricular and certification based/advancement at all levels -Form committee of staff to organize and prepare draft recommendations -Investigate and implement at least 1 statewide or national club/competition for inclusion of students -Identify stakeholders and create a committee to highlight skills using backwards design -Scope and sequence to align to national standards: International Society for Technology for Education (ISTE), Partnership for 21st Century Learning and the National Education Technology Plan -Develop the implementation timeline for professional development and technology integration -Collaborate with K-12 Career Counselor for potential job training/internships		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q3 of 2023 End: Q3 of 2025		
KPI/DELIVERABLES:	Curriculum revisions inclusive of Board approved (committee recommended) modifications		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2E**
STRATEGY:	Develop staff awareness and knowledge of inclusive practices, diversity, equity and school culture and climate matters to support understanding and acceptance		
OBJECTIVE:	Increasing favorable feedback	**RESPONSIBLE PERSONS:**	-District Administration -K12 DEI/Climate Counselor

IMPLEMENTATION SUMMARY:	-Assess staff awareness and understanding of inclusive practices, diversity, equity and school culture and climate matters impacting our school community -Determine areas of targeted improvement and means to address in order for all students to be supported -Develop plan of action to address matters -Provide advisory services to student clubs and activities -Increase direct student intervention and support with matters of DEI, climate and bullying -Establish schedule of one-on-one and group intervention/counseling -Develop community services, agencies, and organizations information hub -Work with community resources and other districts to address matters as needed -Conduct review every 2 years -Determine employee onboarding resources/training to support new hires
TIMELINE TARGET:	Start: November 1, 2022 Mid: Q3 of 2023 End: Q4 of 2026
KPI/DELIVERABLES:	-Provide plan of needs and actions to Superintendent -Implement approved plan of actions -Report impact growth and additional actions needed -Prepare plan for educating new hires

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY	**STRATEGY 2F**	
STRATEGY:	Develop administrative guidelines that provide consideration of diverse perspectives within the curriculum writing, textbook and resource adoption cycle		
OBJECTIVE:	Increasing favorable feedback	**RESPONSIBLE PERSONS:**	-Director of Curriculum -K12 DEI/Climate Counselor
IMPLEMENTATION SUMMARY:	-Form teacher/administrator committee to review current curriculum writing, resource and text adoption processes -Determine appropriate modifications to existing processes and ensure documentation of such -Determine need, means and timing of input from special education and other diverse perspectives as part of these processes -Formulate recommendations		
TIMELINE TARGET:	Start: January 1, 2023 Mid: Q4 of 2023 End: Q2 of 2024		
KPI/DELIVERABLES:	-Approved administrative guidelines		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY	**STRATEGY 2G**	
STRATEGY:	Increase industry certification access for students to support their career, college, and technical education		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Director of Curriculum -K-12 Career Counselor
IMPLEMENTATION SUMMARY:	-Gather all certification options currently offered (all levels/programs) -Conduct research on emerging and foundational industry certification programs offered at secondary and collegiate levels		

	-Determine opportunities for future growth/expansion/development of program to incorporate/add certifications -Coordinate certification development with NMTCC
TIMELINE TARGET:	Start: January 1, 2023 Mid: Q3 of 2024 End: Q2 of 2025
KPI/DELIVERABLES:	-Increase certifications available by 50%

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2H**
STRATEGY:	Complete feasibility phase of International Baccalaureate program		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Superintendent -Curriculum Director -Principals -Curriculum/Pupil Services Supervisors
IMPLEMENTATION SUMMARY:	-Leveraging the IB prescribed process - implement the feasibility phase of the program to determine need, interest, value, costs, staffing, professional development and more with respects to its undertaking at Methacton High School		
TIMELINE TARGET:	Start: December 1, 2022 Mid: Q2 of 2023 End: Q4 of 2023		
KPI/DELIVERABLES:	-Report outlining the likelihood/considerations of Methacton HS moving to the next phase of the process		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2I**
STRATEGY:	Review school start times		
OBJECTIVE:	Increasing District rank	**RESPONSIBLE PERSONS:**	-Principals
IMPLEMENTATION SUMMARY:	Premise: Pick up on processes/actions started prior to COVID -Form internal committee of administrators to review data and relevance of school start time changes -Prepare document outlining the benefits and challenges associated with a proposed change -Share document with Superintendent to determine value of further investigation of matter		
TIMELINE TARGET:	Start: February 1, 2024 Mid: Q2 of 2024 End: Q1 of 2025		
KPI/DELIVERABLES:	-Document outlining scope of recommendations and value/challenges for Superintendent's consideration of further action		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		STRATEGY 2J
STRATEGY:	Implement a math coaching model to support student achievement and teacher learning		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	RESPONSIBLE PERSONS:	-Curriculum Supervisors -Principals
IMPLEMENTATION SUMMARY:	-Establish job descriptions for Math Coaches and hire one each at K-4, 5-8, 9-12 -Communicate the role of the Math Coaches to staff -Develop plan for implementation of Math Coaches and identify supports and resources for staff and administrators -Develop a coaching model for staff and administrators -Enroll coaches in the MCIU job alike sessions and professional learning network -Work with building principals and teachers to establish an instructional framework that includes: • Whole group mini-lesson instruction • Small group differentiated guided teaching • Student choice of related math skills (stations) -------------------------- **Year 1** Pilot new resources and materials K-12 Provide interventions to students Provide coaching and modeling to teachers; focus on new teachers Develop and implement instructional model for math Leverage data to inform instruction and support students and teachers **Year 2** Adopt and support new math resources for K-12 implementation Provide intensive professional development/coaching and modeling to support adoption Provide student intervention based on data/support Multi-Tiered Systems of Support (MTSS) model Implement instructional model for math Leverage data to inform instruction and support students and teachers **Year 3** Assess adoption implementation and make modifications Provide ongoing coaching and modeling -------------------------------- -Establish staff feedback structure to ensure plan and people are being served as intended -Establish data metrics used in KPI/deliverables		
TIMELINE TARGET:	Start: June 1, 2022 Mid: Q3 of 2023 End: Q2 of 2025		
KPI/DELIVERABLES:	-Increase student proficiency on PSSA/Keystones by 15% -Decrease the number of failures in math (grades 5-12) by 25% -Implement a consistent instructional model for math (Supervisor/Principal feedback) -Increase positive feedback and confidence from math teachers (survey) -Increase consistent instructional and assessment practices across same subject/grade level math instruction (documentation)		

	-Align the Look-fors in a math lesson to the supervision and evaluation model by principals and supervisors (Principal feedback/staff evaluations)		
FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY	**STRATEGY 2K**	
STRATEGY:	Develop programs, experiences, incentives, and higher education relationships that provide students career pathway towards teaching as a profession		
OBJECTIVE:	Increasing favorable feedback	**RESPONSIBLE PERSONS:**	-Assistant Superintendent -K-12 DEI and Climate Counselor -K-12 Career Counselor
IMPLEMENTATION SUMMARY:	-Collect body of knowledge around programs and certification pathways -Develop media and communications plan targeted at parents and students -Foster collaborations with local colleges/universities -Develop dual enrollment opportunities -Work with local and state agencies to fund scholarship/incentive programs -Establish on premises daycare to support learning opportunity in pre-K environment while supporting staff		
TIMELINE TARGET:	Start: March 1, 2023 Mid: Q4 of 2023 End: Q3 of 2024		
KPI/DELIVERABLES:	Documented plan organized to address all aspects of program implementation and avenue for success		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY	**STRATEGY 2L**	
STRATEGY:	Improve MTSS (Multi-Tiered Systems of Support) framework implementation to strengthen academic, behavioral and social-emotional core instruction		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Curriculum Department -Principals
IMPLEMENTATION SUMMARY:	-Establish common understandings and terms associated with the MTSS framework -Set expectations for use of MTSS as best instructional practice -Develop systematic data analysis protocols to support decision making within the MTSS framework -Reflect and revise the MTSS model by grade with staggered implementation timeline		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q3 of 2023 End: Q3 of 2025		
KPI/DELIVERABLES:	-Reduce the number of students referred for evaluation by 10% -Increase student proficiency on PSSA/Keystones by 15%		

FOCUS AREA:	CURRICULUM, INSTRUCTION, PROFESSIONAL DEVELOPMENT, AND TECHNOLGY	**STRATEGY 2M**	
STRATEGY:	Increase the positive behaviors associated with Social Emotional Learning (SEL)		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	**RESPONSIBLE PERSONS:**	-Director of Curriculum -Director of Pupil Services -Special Education & Curriculum Supervisors
IMPLEMENTATION SUMMARY:	-Establish and define the elements of SEL with all stakeholders -Provide staff with clear professional development in ways to incorporate SEL		

	-Evaluate needs and resources to create an action plan to implement K-12 in order to increase positive behaviors for all students K-12
TIMELINE TARGET:	Start: October 1, 2024 Mid: Q3 of 2025 End: Q4 of 2025
KPI/DELIVERABLES:	-Produce an action plan to include objectives, activities, and K-12 skills for implementation in June 2024 Articulation of SEL components and expectations presented to the Education Committee in September 2024

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2N**
STRATEGY:	Develop professional development structure for all staff that more regularly supports the long term efficacy and commitment to continuous professional learning and organizational growth		
OBJECTIVE:	Increasing District rank	**RESPONSIBLE PERSONS:**	-Superintendent -Director of Curriculum -Building Principal -Director of Human Resources
IMPLEMENTATION SUMMARY:	Premise: Professional learning needs to occur more regularly within the school year -Determine alternative cadences of professional development programming beyond what is currently provided -Establish rationale/impact for frequency, amount, targets, communication, and schedule of alternative options -Determine contractual challenges -Determine means to include all employee groups		
TIMELINE TARGET:	Start: April 1, 2023 Mid: Q4 of 2023 End: Q4 of 2025		
KPI/DELIVERABLES:	-Document with recommendations for professional learning cadence		

FOCUS AREA:	STUDENT GROWTH/ACHIEVEMENT, INSTRUCTION, STAFF DEVELOPMENT, & TECHNOLOGY		**STRATEGY 2O**
STRATEGY:	Review, plan and update curricular/instructional alignment, rigor, and the schedule at the middle level (grades 7-8)		
OBJECTIVE:	Increasing District rank	**RESPONSIBLE PERSONS:**	-Director of Curriculum -Building Principal
IMPLEMENTATION SUMMARY:	Premise: Pick up on processes/actions started prior to COVID -Review rigor of core assessments and instruction -Review instructional practices and make modifications to support program efficacy -Review honors instructional rigor and processes -Review middle level schedule to best support student needs -Provide professional learning opportunities and collaborative time to develop continuity of instruction, common assessments, scope and sequence		
TIMELINE TARGET:	Start: November 1, 2022 Mid: Q1 of 2024 End: Q4 of 2024		

| **KPI/DELIVERABLES:** | -Document outlining scope of recommendations and timeline to accomplish each |