DISTRICT LEVEL GOALS

2015-2016 SCHOOL YEAR

Mission Statement for the Tredyffrin/Easttown School District
To inspire a passion for learning, personal integrity, the pursuit of excellence and social responsibility in each student.

2015-2016 DISTRICT GOALS

District Level Goals are carefully considered and established each year. The process of establishing Goals in itself serves as a planning and communication device for the Board and administration. It ensures everyone is familiar with the direction being set and has participated in setting that direction for the benefit of our students. Finally, a statement of Goals enables the Board and staff to look back at the end of the year to see if the plans have indeed been accomplished. Depending on an evaluation of the outcomes, it may be appropriate to either revisit a particular Goal or to move on to new areas of priority.

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CURRICULUM, INSTRUCTION AND ASSESSMENT

Context: In 2011-2012 the District selected and the Board approved a new elementary math program aligned with the Pennsylvania Core Standards. This program has been successfully implemented in grades K-4, and will be implemented in grade 5 in 2015-2016. Because students entering grade 6 in 2016-2017 will have experience with the *Math in Focus* program, the District will review the grade 6 math program and make recommendations as needed for alignment. As the State-mandated graduation requirements for the classes of 2017 and beyond will require proficiency on Keystone Exams in Algebra I, Literature and Biology, the District will continue to align these courses with testing requirements, including the development of supplemental instruction for students who do not demonstrate proficiency. The newly designed PSSA exams were implemented in grades 3-8 during the spring of 2015. The College Board will be implementing the redesigned PSAT and SAT during the 2015-2016 school year. The District will study data from the new assessments and make recommendations for any revisions to current administration practices. Finally, during 2014-2015, the District developed a program for electronic learning opportunities for students that is being implemented in 2015-2016. The District will review the results of the program implementation in order to recommend any appropriate revisions.

Goal 1:   To continue the alignment of current educational programming with the State-mandated Pennsylvania Core Standards, PSSA tests, Keystone Exams and District Strategic Plan initiatives.

Objective 1.1   To implement the *Math in Focus* program in grade 5, along with support resources for parents and teachers, and review the grade 6 math program in order to recommend modifications.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Nancy Adams
Support:	Elementary and middle school principals

Objective 1.2   To implement an electronic learning program aligned with strategic planning initiatives during the 2015-2016 school year.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Mike Szymendera
Support:	Curriculum supervisors

Objective 1.3   To continue to review and modify supplemental instruction courses, including the delivery of the project-based assessment, for students who do not demonstrate proficiency on the Algebra 1, Literature, and Biology Keystone Exams.

Start:	July 2015

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	Complete:	June 2016
	Primary Responsibility:	Nancy Adams, Patrick Gately
	Support:	Wendy Towle, Mark Cataldi, Amy Meisinger

Objective 1.4   To review and modify supplemental instruction opportunities for students who do not demonstrate proficiency on the PSSA tests in grades 3-8.

	Start:	July 2015
	Complete:	June 2016
	Primary Responsibility:	Nancy Adams, Patrick Gately
	Support:	Wendy Towle, Mark Cataldi, elementary principals

Objective 1.5   To monitor and evaluate the implementation of the redesigned PSAT and SAT in order to make any recommendations for current administration practices.

	Start:	July 2015
	Complete:	June 2016
	Primary Responsibility:	Mark Cataldi
	Support:	Amy Meisinger, Wendy Towle, Matt Gibson, Andy Phillips

Objective 1.6   To review opportunities for integration of STEAM (Science, Technology, Engineering, Arts, Math) throughout the curriculum.

	Start:	July 2015
	Complete:	Ongoing
	Primary Responsibility:	Wendy Towle
	Support:	Nancy Adams, Mike Szymendera, Jacqui Hickey, building principals

FINANCE

Context: The District's budget development process is directed by the following three major objectives: (1) to continue to provide students with exceptional educational opportunities; (2) to maximize the use of all available resources to optimize student achievement in a manner that is fiscally responsible; and (3) to comply with applicable law. The Tax Payer Relief Act (Act 1 of 2006) requires local tax increases to remain at or below the annual state index unless granted exceptions by the state to raise rates above the index. Budget impact items will be examined and prior year budget strategies monitored.

Goal 2:   To develop a budget consistent with the provisions of the Tax Payer Relief Act (Act 1) and to continue financial reporting practices to reflect the results of District business operations while enhancing efficiencies within District financial practices.

Objective 2.1   To establish budget development calendar(s) and budget guidelines consistent with Act 1 of 2006.

Start:	July 2015
Complete:	September 2015
Primary Responsibility:	Art McDonnell
Support:	David Francella

Objective 2.2   To provide the Board with financial analysis that supports the development of a budget that addresses District educational goals and informs the Board with information to assist Board members in decision making; such as whether to remain at or below the Act 1 index and/or apply for available exceptions. In addition, to provide the Board with options to use fund balance, reduce expenditures and/or increase taxes to adopt a balanced budget.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Art McDonnell
Support:	David Francella

Objective 2.3   To monitor Board-approved prior year budget strategies of cost containment and revenue enhancement.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Art McDonnell

Support: David Francella

Objective 2.4   To develop, examine and present budget impact items as part of the 2016-2017 budget development process.

Start: July 2015

Complete: June 2016

Primary Responsibility: Art McDonnell

Support: All administrators

TECHNOLOGY

Context: As technology applications become increasingly available to schools and society, the District continues to evaluate its technology needs and to engage in ongoing evaluation of the use of technology by students and staff. Network infrastructure improvements and the new wireless network were commissioned during the 2014-2015 school year. The District Technology Committee worked over the past two years to prepare for a Bring Your Own Device (BYOD) initiative at Conestoga High School, which will be implemented at the beginning of the 2015-2016 school year. Additionally, the District is currently in the process of transitioning to cloud computing using Office 365. Staff members began using Office 365 at the end of the 2014-2015 school year, and students at Conestoga High School will begin using Office 365 at the beginning of the 2015-2016 school year. As in the past, meeting the technology needs of students and teachers will remain a primary District objective.

Goal 3: To analyze the integration of technology resources, access and training to support innovative teaching and learning.

Objective 3.1 To evaluate new and existing technology resources, including those related to online learning, blended learning, learning management and efficiency.

Start:	September 2015
Complete:	May 2016
Primary Responsibility:	Mike Szymendera
Support:	IT staff and District Technology Committee

Objective 3.2 To implement the BOYD initiative and Office 365 for students at Conestoga High School.

Start:	September 2015
Complete:	May 2016
Primary Responsibility:	Mike Szymendera
Support:	IT staff and District Technology Committee

Objective 3.3 To evaluate student and staff access to technology.

Start:	September 2015
Complete:	December 2015
Primary Responsibility:	Mike Szymendera
Support:	IT staff and District Technology Committee

Objective 3.4   To identify and address staff training needs on BYOD and Office 365.

Start:	September 2015
Complete:	May 2016
Primary Responsibility:	Mike Szymendera
Support:	IT staff and District Technology Committee

STUDENT SERVICES

Context: During the 2014-2015 school year, the Office of Student Services in collaboration with the building principals, comprehensively reviewed the student support systems across our District schools. As a result of this review, the administration recommended a multi-tiered intervention (MI) model be utilized to clearly define the District's continued work to provide student support. MI is a systematic, multi-tiered, research-based, data-based instruction and intervention process. This process will provide supports for students in the appropriate Least Restrictive Environment (LRE) and will inform referrals and eligibility for special education services. Multi-tiered intervention teachers (MIT) will work with students requiring supports and collaborate with the administration, professional staff and support staff to proactively address student needs. For the 2015-2016 school year, the District will begin the implementation of Multi-tiered Intervention (MI) at the middle and high school levels.

Goal 4: To address the needs and support the success of all students at their individual skill levels using the District's Multi-tiered Intervention (MI) model.

Objective 4.1   To clearly define and document the District's secondary level MI process including the referral criteria, interventions and assessment tools in each tier of the District's MI model.

Start:	September 2015
Complete:	June 2016
Primary Responsibility:	Andrea Chipego
Support:	All District and secondary administrators

Objective 4.2   To provide District staff and administrators with professional development on the use of the MI model in support of students.

Start:	September 2015
Complete:	June 2016
Primary Responsibility:	Andrea Chipego
Support:	All District and secondary administrators

Objective 4.3   To monitor and evaluate the MI process and modify as needed to align with District and student needs.

Start:	September 2015
Complete:	June 2016
Primary Responsibility:	Andrea Chipego
Support:	Principals, assistant principals, MIT

Objective 4.4   To continue to support the elementary core teams in enhancing their intervention model through collaboration and participation with the District MI team.

Start: September 2015

Complete: June 2016

Primary Responsibility: Andrea Chipego, elementary principals

Support: MIT, curriculum supervisors, special education supervisors

SCHOOL SAFETY

Context: In its ongoing efforts to promote community collaboration in providing a safe and secure environment for all students within the T/E community, the District Safety Committee annually reviews current practices and emerging safety data. During the 2015-2016 school year, the District will review the implementation of safe practices for students to guide emergency preparedness plans.

Goal 5:   To evaluate existing systems to ensure safe school practices, maintain effective communications and develop new safety initiatives to address rising needs.

Objective 5.1   To review and adjust current crisis response plans as necessary.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Mark Cataldi
Support:	District Safety Committee

Objective 5.2   To identify actions that the District may take in partnership with community resources to positively influence student behaviors.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Mark Cataldi and Andrea Chipego
Support:	Building principals

Objective 5.3   To expand and evaluate the implementation of the Signs of Suicide (SOS) suicide prevention program.

Start:	August 2015
Complete:	June 2016
Primary Responsibility:	Andrea Chipego
Support:	Building principals

STRATEGIC PLANNING

Context: The District has adopted a strategic plan effective for the years 2014-2020. During the 2015-2016 school year, the District will continue to communicate the plan to the school community and begin implementation.

Goal 6:   To communicate the goals of the new District Strategic Plan, to expand the capacity of teachers to implement strategic initiatives, and to initiate implementation of the plan's strategies.

Objective 6.1   To identify and develop those characteristics that foster the artistry of teaching among the teaching staff.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Wendy Towle
Support:	Building principals and curriculum supervisors

Objective 6.2   To develop a framework for delivering Resiliency Strategies to all middle school students.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Nicole Roy, Oscar Torres
Support:	Middle school principals

Objective 6.3   To expand the committee of teachers designing opportunities for coding literacy for all students.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Nancy Adams
Support:	Building principals, Mike Szymendera

COMMUNICATIONS

Context: The District continues to utilize an integrated communications network to maximize community awareness of current projects, issues and legislation while promoting the successes of students and staff. In the 2015-2016 school year, the District will maintain its existing paperless communication channels while expanding its presence in print media through participation in a new community magazine. District staff will monitor trends in school communication through membership in state and national school public relations associations with a focus on methods that meet the needs of T/E stakeholders.

Goal 7: To enhance a strong, cost-effective communication program that informs stakeholders and highlights District successes and student achievements.

Objective 7.1 To provide timely content about T/E students, staff, programs and current issues for inclusion in the new quarterly community magazine *In Tredyffrin & Easttown*.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Chris Connolly
Support:	All administrators

Objective 7.2 To communicate with T/E families and the community regarding changes to large-scale standardized tests including PSSAs, PSATs, SATs and Keystone Exams.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Mark Cataldi
Support:	Building principals, Chris Connolly

Objective 7.3 To review the District's communication program on an ongoing basis for effectiveness and make recommendations as appropriate.

Start:	September 2015
Complete:	June 2016
Primary Responsibility:	Chris Connolly
Support:	Mike Szymendera, All administrators

Objective 7.4   To communicate the latest requirements for background clearances for school volunteers and community senior internship sponsors.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Jeanne Braun
Support:	Chris Connolly, Amy Meisinger

Objective 7.5   To monitor the release of new products and services by Schoolwires and SchoolMessenger that may enhance the District's communications program.

Start:	September 2015
Complete:	Ongoing
Primary Responsibility:	Chris Connolly
Support:	Mike Szymendera, Art McDonnell

Objective 7.6   To continue notifying the community of emerging legislation and forthcoming regulatory changes that will impact the District and its students.

Start:	August 2015
Complete:	Ongoing
Primary Responsibility:	Wendy Towle
Support:	Chris Connolly

STAFF DEVELOPMENT

Context: In June 2012, the State announced that a new evaluation system would be effective for classroom teachers beginning in 2013-2014 and for educational specialists and administrators in 2014-2015. The implementation by the State of all components of the new system for classroom teachers was complete in 2014-2015. The implementation by the State of all components of the new system for administrators was not complete in 2014-2015, and additional requirements will be in place for the 2015-2016 school year. The District will monitor developments related to the new evaluation system and share information with professional staff members and administrators to support implementation. In addition, staff development initiatives will support the implementation of the 2014-2020 District Strategic Plan.

Goal 8:   To monitor information from the Pennsylvania Department of Education (PDE) regarding the new professional evaluation system and to implement the required elements of the new system.

   Objective 8.1   To implement the State requirements related to evaluation of District administrators.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Wendy Towle
Support:	Nancy Adams, Patrick Gately, Oscar Torres

   Objective 8.2   To support the implementation of the 2014-2020 District Strategic Plan in K-12 classrooms, including specific focus on fostering the artistry of teaching.

Start:	September 2015
Complete:	Ongoing
Primary Responsibility:	Wendy Towle
Support:	Nancy Adams, Patrick Gately, Oscar Torres

   Objective 8.3   To provide the teaching staff with resources to support and reinforce Resiliency Strategies for all middle school students.

Start:	September 2015
Complete:	June 2016
Primary Responsibility:	Wendy Towle

	Support:	Nicole Roy, Oscar Torres

Objective 8.4	To support the teaching staff in integrating opportunities for students to learn coding skills.	
	Start:	September 2015
	Complete:	Ongoing
	Primary Responsibility:	Mike Szymendera
	Support:	Nancy Adams, Wendy Towle

FACILITIES

Context: During the 2015-2016 school year, the administration will continue to review enrollment patterns and programming needs to ensure that facilities are available to deliver approved programs. The long-range capital improvement plan will be prioritized and implemented with Board approval.

Goal 9:   To ensure that District facilities are adequate to deliver both current programs and forecasted new programs for District students.

Objective 9.1   To continue to review building capacity projections from the latest Demographic Study update in order to explore options to ensure the availability of adequate space for the instructional program based on student enrollment patterns and projections.

Start:	September 2015
Complete:	December 2016
Primary Responsibility:	Wendy Towle
Support:	Art McDonnell

Objective 9.2   To develop and present to the Board Facilities Committee a priority list of District facilities needs derived from the District infrastructure report for alignment with District budget development.

Start:	September 2015
Complete:	December 2015
Primary Responsibility:	Art McDonnell
Support:	Colm Kelly

Objective 9.3   To complete Board-approved projects designated in the Capital Plan for the 2015-2016 school year and an analysis of the field needs for the opening of the schools in September 2015.

Start:	July 2015
Complete:	June 30, 2016 with carry-over into summer 2016
Primary Responsibility:	Art McDonnell
Support:	Colm Kelly

Objective 9.4   To complete the Maintenance/Storage/Construction building project as approved by the Board.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Art McDonnell
Support:	Colm Kelly

Objective 9.5   To complete the New Eagle Elementary School classroom addition project as approved by the Board.

Start:	July 2015
Complete:	June 2016
Primary Responsibility:	Art McDonnell
Support:	Colm Kelly

HUMAN RESOURCES

Context: The District is in compliance with the employer mandate portion of the Affordable Care Act (ACA) which requires the District to offer health care coverage to at least seventy (70) percent of full-time employees and their dependents (as defined under the Act) in 2015. Federal mandates require that the District offer health care coverage to ninety five (95) percent of full-time staff and their dependents in 2016. In addition, Act 15 of 2015 mandates new requirements for background clearances for District employees. Employees are now required to obtain a Child Abuse History Clearance, PA State police criminal record check, and a FBI criminal history clearance every sixty (60) months. Employees with clearances older than sixty (60) months or employees who were previously grandfathered from obtaining clearances must submit new clearances by December 31, 2015. Recent revisions to the Pennsylvania Child Protective Services Law require District volunteers who will have regular and repeated contact with students and who are responsible for care, supervision guidance or control of children to obtain a Child Abuse History Clearance, PA State police criminal record check, and a FBI criminal history clearance every sixty (60) months as well.

Goal 10:   To ensure District compliance with the employer mandate portions of the Affordable Care Act (ACA) and the new employee and volunteer clearance requirements mandated by Act 15 of 2015.

Objective 10.1   To continue District compliance with the ACA by providing information and guidance to principals and staffing managers.

Start:	July 2015
Complete:	Ongoing
Primary Responsibility:	Jeanne Pocalyko
Support:	All administrators

Objective 10.2   To communicate new employee clearance requirements mandated by Act 15 of 2015.

Start:	Ongoing
Complete:	Ongoing
Primary Responsibility:	Jeanne Pocalyko
Support:	Principals

Objective 10.3   To assist volunteers in obtaining background clearances required by Act 15 of 2015.

Start:	Ongoing
Complete:	Ongoing
Primary Responsibility:	Jeanne Pocalyko
Support:	Human Resources Department, Jeanne Braun

Objective 10.4   To create a database of volunteer clearance expiration dates which interfaces with the electronic volunteer management system.

Start:	Ongoing
Complete:	Ongoing
Primary Responsibility:	Jeanne Pocalyko
Support:	Human Resources Department, IT and IS Departments, Jeanne Braun

Objective 10.5   To oversee implementation of building use of the electronic volunteer management system.

Start:	TBD
Complete:	TBD
Primary Responsibility:	Jeanne Pocalyko
Support:	Human Resources Department, IT & IS Departments, principals, Jeanne Braun

Objective 10.6   To monitor services provided by CCRES and Delta-T to ensure that student needs are met.

Start:	September 2015
Complete:	Ongoing
Primary Responsibility:	Jeanne Pocalyko, Andrea Chipego
Support:	Building principals, special education supervisors