

TREDYFFRIN/EASTTOWN SCHOOL DISTRICT

# DISTRICT LEVEL GOALS

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2016-2017 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.*

# 2016-2017 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

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**Context:** In 2011-2012 the District selected and the Board approved a new elementary math program aligned with the Pennsylvania Core Standards. This program, *Math in Focus*, has now been successfully implemented in grades K-5. During the 2016-2017 school year, this program will be implemented in grade 6. Given the adoption of the new Every Student Succeeds Act (ESSA) and the moratorium on Keystone Exams as a graduation requirement until the class of 2019, the District will continue to align courses with the Core Standards and monitor changing assessment, remediation, and graduation requirements as the state develops its own implementation plan for ESSA. The redesigned PSSA assessments were administered for the second time in the spring of 2016. The College Board's revised suite of assessments, including the PSAT and SAT, were administered for the first time during the 2015-2016 school year. The District will continue to analyze data from these new assessments in order to make recommendations for additional curricular alignment and/or revisions to administration practices. The District implemented a program of electronic learning opportunities during the 2015-2016 school year. The District will review the results of the program implementation in order to inform decisions about future offerings. Finally, during the 2016-2017 school year, the District will begin implementation of the 1:1 initiative with ninth and tenth grade students. The District will support teachers as they develop meaningful instructional opportunities integrating this new technology resource.

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

Objective 1.1 To implement the *Math in Focus* program in grade 6, along with support resources for parents and teachers, and review the grade 7 math program in order to recommend modifications.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Nancy Adams  
Support: Middle school principals

Objective 1.2 To review and continue the implementation of an electronic learning program aligned with strategic planning initiatives.

Start: July 2016  
Complete: June 2017  
Primary Responsibility: Mike Szymendera  
Support: Curriculum supervisors

- Objective 1.3 To review data from both the PSSA and PSAT/SAT assessments and make recommendations for any necessary curricular alignment changes.
- Start: July 2016
- Complete: June 2017
- Primary Responsibility: Nancy Adams, Pat Gately
- Support: Wendy Towle, Mark Cataldi, principals
- Objective 1.4 To continue to review opportunities for integration of STEAM (Science, Technology, Engineering, Arts, Math) throughout the curriculum.
- Start: July 2016
- Complete: Ongoing
- Primary Responsibility: Wendy Towle
- Support: Nancy Adams, Mike Szymendera, Jacqui Rothera, principals
- Objective 1.5 To review technology curriculum and instruction in grades 1-8.
- Start: September 2016
- Complete: June 2017
- Primary Responsibility: Mike Szymendera
- Support: Wendy Towle, Nancy Adams
- Objective 1.6 To examine world languages curricular scope and sequence.
- Start: September 2016
- Complete: June 2017
- Primary Responsibility: Wendy Towle
- Support: Oscar Torres
- Objective 1.7 To review non-mandated programs throughout the curriculum.
- Start: September 2016
- Complete: Ongoing
- Primary Responsibility: Wendy Towle
- Support: Curriculum supervisors

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## FINANCE

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**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 2016  
Complete: September 2016  
Primary Responsibility: Art McDonnell  
Support: David Francella

Objective 2.2 To provide the Board with financial analysis to support the development of a budget which addresses District educational goals and informs the Board 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 for the reduction of expenditures and/or increasing revenue and the tax rate in adopting a final budget.

Start: July 2016  
Complete: June 2017  
Primary Responsibility: Art McDonnell  
Support: David Francella

Objective 2.3 To provide the Board with options to manage the use of fund balance.

Start: July 2016  
Complete: June 2017  
Primary Responsibility: Art McDonnell  
Support: David Francella

Objective 2.4 To develop, examine and present budget impact items as part of the 2017-2018 budget development process. As part of this goal, past budget strategies may be examined to determine on-going impact to the development of the current budget.

Start: July 2016  
Complete: June 2017  
Primary Responsibility: Art McDonnell  
Support: All administrators

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## TECHNOLOGY

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**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. Consistent with a goal in the District Strategic Plan to “harness the power of technology to advance learning while engaging and empowering students in a connected world,” the District is implementing a 1:1 Technology Initiative that will provide laptops to all 9<sup>th</sup> and 10<sup>th</sup> grade students in the 2016-2017 school year for their use in school and at home. The District is implementing Schoology, a learning management system, for all students in grades 5-12 during the 2016-2017 school year. Schoology will also replace Pinnacle as the District’s online gradebook for grades 5-12. Additionally, the District is continuing the process of transitioning to cloud computing using Microsoft Office 365. 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, personalized learning and efficiency and to examine options for standards to measure effectiveness.

Start: September 2016

Complete: May 2017

Primary Responsibility: Mike Szymendera

Support: Wendy Towle

Objective 3.2 To implement the 1:1 Technology Initiative at Conestoga High School and develop opportunities for meaningful integration of the program into curriculum and instruction for students in grades 9 and 10.

Start: July 2016

Complete: June 2017

Primary Responsibility: Mike Szymendera

Support: Wendy Towle

Objective 3.3 To implement Schoology for students at Conestoga High School, Tredyffrin/Easttown Middle School, and Valley Forge Middle School.

Start: September 2016

Complete: May 2017

Primary Responsibility: Mike Szymendera

- Support: High school administrators
- Objective 3.4 To evaluate student and staff access to technology at the elementary and middle levels.
- Start: September 2016
- Complete: May 2017
- Primary Responsibility: Mike Szymendera
- Support: Building principals
- Objective 3.5 To identify and address staff training needs pertaining to the 1:1 Technology Initiative, Schoology, and Microsoft Office 365.
- Start: September 2016
- Complete: May 2017
- Primary Responsibility: Mike Szymendera
- Support: Wendy Towle



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## STUDENT SERVICES

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**Context:** During the 2015-2016 school year, the Office of Student Services continued to work to support success for all students in our schools in the appropriate least restrictive environment. In collaboration with the building principals, the first phase of the District's Multi-tiered Intervention (MI) model was implemented in both middle schools and the high school. MI is a systematic, multi-tiered, research-based, data-based instruction and intervention process. Multi-tiered intervention teachers (MIT) worked directly with students referred through the student support teams in each building. In collaboration with the administration, professional staff and support staff, student needs were successfully addressed. For the 2016-2017 school year, the District will continue the implementation of Multi-tiered Intervention (MI) at the middle and high school levels and increase the use components of the model at the elementary level. Over the last several years, the District has seen a significant increase in students with high level needs. As an example, the number of children on the Autism Spectrum, has increased significantly. This trend is nationwide with no evidence of these numbers decreasing in the near future. In order to assure that the District is prepared to meet the needs of all students and provide successful learning experiences, there is a need to gather data and determine a plan of action for all students who require a higher level of support.

**Goal 4:** To continue to address the needs and support the success of all students at their individual skill levels.

Objective 4.1 To provide building-based staff development and on-site assistance for professional staff at each of the elementary buildings to enhance the function of their core teams using the MI process.

Start: September 2016

Complete: June 2017

Primary Responsibility: Andrea Chipego

Support: All administrators

Objective 4.2 To implement and monitor the use of specific components, processes, data forms and electronic tools of the MI model throughout the District.

Start: September 2016

Complete: June 2017

Primary Responsibility: Andrea Chipego

Support: Curriculum supervisors, special education supervisors

Objective 4.3 To gather data and develop a recommendation to address the needs of all students who require a higher level of support.

Start: September 2016

Complete: June 2017

Primary Responsibility: Andrea Chipego

Support: Special education supervisors

Objective 4.4 To review District substance abuse education and intervention programs and parent resources designed to support students and families.

Start: September 2016

Complete: June 2017

Primary Responsibility: Andrea Chipego

Support: Mark Cataldi, building principals

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## SCHOOL SAFETY

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**Context:** To maintain an ongoing dialogue among students, parents, community members, teachers, counselors, and administrators about the needs of students, the District Safety Committee annually reviews current practices and emerging safety data. The District regularly reviews programs to identify new resources and to align with best practices. Bullying prevention education for students has been implemented through a variety of platforms, including the Olweus Bully Prevention Program (OBPP) and other pro-social initiatives. Bullying prevention procedures and the definition of bullying are posted in each classroom and on the District website. In May 2016 the Pennsylvania State Police conducted a Risk & Vulnerability Assessment at Conestoga in response to our 2013 request for such an audit. The assessment was free of charge and non-regulatory in nature. The assessment was intended to identify vulnerabilities and mitigate potential threats to students and staff members. A confidential written report was issued to the District.

**Goal 5:** To review the implementation of safe school practices in order to maintain effective communications and develop new safety initiatives for rising needs.

- |               |   |
|---------------|---|
| Objective 5.1 | To review the District’s emergency response exercises from an “all hazards” response perspective.                                 |
|               | Start: August 2016  |
|               | Complete: January 2017  |
|               | Primary Responsibility: Mark Cataldi  |
|               | Support: Building principals  |
| Objective 5.2 | To review the District’s bullying prevention education in promoting safe and secure learning environments.                        |
|               | Start: September 2016   |
|               | Complete: June 2017   |
|               | Primary Responsibility: Mark Cataldi  |
|               | Support: Building principals  |
| Objective 5.3 | To evaluate the observations and recommendations from the risk and vulnerability assessment and to implement safety enhancements. |
|               | Start: August 2016  |
|               | Complete: Ongoing   |
|               | Primary Responsibility: Mark Cataldi  |
|               | Support: Building principals  |

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## STRATEGIC PLANNING

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**Context:** The District has adopted a strategic plan effective for the years 2014-2020. During the 2016-2017 school year, the District will continue to communicate the plan to the school community and continue to implement all facets of the plan.

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

Objective 6.1	To provide opportunities to further explore and support the dispositions identified as leading to artistry in teaching.
	Start: July 2016
	Complete: Ongoing
	Primary Responsibility: Wendy Towle
	Support: Curriculum supervisors
Objective 6.2	To develop a revised District Comprehensive Plan, consistent with current regulations.
	Start: September 2016
	Complete: June 2017
	Primary Responsibility: Wendy Towle
	Support: Curriculum supervisors
Objective 6.3	To develop and submit a revised Chapter 14 Special Education plan, consistent with current regulations.
	Start: September 2016
	Complete: June 2017
	Primary Responsibility: Andrea Chipego
	Support: Chris Groppe, Nicole Roy, Lisa Snyder
Objective 6.4	To implement a framework for delivering Resiliency Strategies to all middle school students.
	Start: July 2016
	Complete: June 2017
	Primary Responsibility: Nicole Roy and Oscar Torres
	Support: Middle school principals

Objective 6.5 To develop a framework for delivering Resiliency Strategies to all high school students.

Start: July 2016

Complete: June 2017

Primary Responsibility Nicole Roy and Oscar Torres

Support: Amy Meisinger, Pat Boyle

Objective 6.6 To explore opportunities for integrating coding literacy into the curricular program.

Start: July 2016

Complete: Ongoing

Primary Responsibility: Nancy Adams, Mike Szymendera

Support: Principals

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## COMMUNICATIONS

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**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 2016-2017 school year, the District will refine its communications program based on feedback received from the community. 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 provides stakeholders with important information and highlights District successes and student achievements.

Objective 7.1 To review data and feedback from the community communications survey.

Start: July 2016  
Complete: December 2016  
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 2016  
Complete: Ongoing  
Primary Responsibility: Mark Cataldi  
Support: Principals, Chris Connolly

Objective 7.3 To provide parents with a tool to receive emergency school closing information via text message.

Start: September 2016  
Complete: June 2017  
Primary Responsibility: Chris Connolly  
Support: Art McDonnell

Objective 7.4 To review the District website for ADA compliance and communicate guidelines to all staff who maintain webpages.

Start: July 2016

Complete: Ongoing

Primary Responsibility: Chris Connolly

Support: Principals

Objective 7.5 To begin archiving School Board meeting agendas and minutes on the District website for a period of five years at a time.

Start: July 2016

Complete: Ongoing

Primary Responsibility: Chris Connolly

Support: Art McDonnell

Objective 7.6 To continue notifying the Board and community of emerging legislation and forthcoming regulatory changes, including updates on the Every Student Succeeds Act (ESSA), that will impact the District and its students.

Start: July 2016

Complete: Ongoing

Primary Responsibility: Wendy Towle

Support: Chris Connolly

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## STAFF DEVELOPMENT

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**Context:** In December 2015, the Federal Government enacted the new Every Student Succeeds Act (ESSA), replacing the No Child Left Behind Act (NCLB). The ESSA will be effective beginning with the 2017-2018 school year. States will use 2016-2017 school year to develop their own plans to meet the new ESSA requirements. The District will monitor developments related to the implementation of ESSA and share information with the professional staff members and administrators as appropriate. In addition, staff development initiatives will support the implementation of the 2014-2020 District Strategic Plan.

**Goal 8:** To monitor developments related to the implementation of ESSA while continuing to support implementation of the 2014-2020 District Strategic Plan.

Objective 8.1 To provide staff and administrators with information regarding ESSA as available.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Wendy Towle  
Support: Nancy Adams, Pat Gately, Oscar Torres

Objective 8.2 To support the staff in integrating opportunities for students to develop a capacity for innovation, creativity, and an entrepreneurial spirit.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Wendy Towle  
Support: Nancy Adams, Pat Gately, Oscar Torres

Objective 8.3 To support the staff in collaborating to innovate in the classroom, with the artistry of teaching in mind.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Wendy Towle  
Support: Nancy Adams, Pat Gately, Oscar Torres



Objective 8.4

To support the staff in developing a culture that promotes personal integrity and social responsibility and a culture of acceptance and respect.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Wendy Towle  
Support: Nancy Adams, Pat Gately, Oscar Torres

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## FACILITIES

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**Context:** During the 2016-2017 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 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 2016  
Complete: December 2017  
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 2016  
Complete: December 2016  
Primary Responsibility: Art McDonnell  
Support: Colm Kelly
- Objective 9.3 To complete Board-approved projects designated in the Capital Plan for the 2016-2017 school year and an analysis of the field needs for the opening of the schools in September 2016.
- Start: July 2016  
Complete: June 30, 2017 with carry-over into summer 2017  
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 2016  
Complete: Fall 2016  
Primary Responsibility: Art McDonnell  
Support: Colm Kelly

Objective 9.5 To support District efforts to promote a sustainable environment and continue to investigate opportunities to incorporate additional energy efficient practices.

Start: September 2016  
Complete: June 2017  
Primary Responsibility: Art McDonnell  
Support: Colm Kelly

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## HUMAN RESOURCES

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**Context:** In 2017, employee group agreements with the Tredyffrin/Easttown Education Association (TEEA), the Tredyffrin/Easttown Non-Instructional Group (TENIG) and the Act 93 group Administrator Compensation Plan will expire. In addition, the District seeks to maintain compliance with the employer mandate portion of the Affordable Care Act (ACA) which requires the District to offer health care coverage to at least ninety-five (95) percent of full-time employees and their dependents in 2016. The District must now begin monthly monitoring of employee health care measurement periods and hours worked to ensure continued compliance with the ACA. Lastly, recent revisions to the Pennsylvania Child Protective Services Law require District volunteers (as defined under Act 153) to obtain a Child Abuse History Clearance, PA State police criminal record check, and a FBI criminal history clearance; and to renew those clearances every sixty (60) months.

**Goal 10:** To engage in the process for renewal or renegotiation of expiring employee group contracts, ensure District compliance with the employer mandate portions of the Affordable Care Act (ACA) and implement the volunteer clearance requirements mandated by Act 153 of 2015 as revised.

Objective 10.1 To engage in the process for renewal or renegotiation of contracts with the Tredyffrin/Easttown Education Association (TEEA), the Tredyffrin/Easttown Non-Instructional Group (TENIG) and Act 93 administrative employees.

Start: July 2016  
Complete: June 2017  
Primary Responsibility: Jeanne Pocalyko  
Support: Art McDonnell

Objective 10.2 To monitor employee health care measurement periods, along with hours worked, and to continue to offer health care coverage to at least (95) ninety-five percent of full-time employees and their dependents (as defined under the ACA).

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Jeanne Pocalyko  
Support: Art McDonnell

Objective 10.3 To orient building personnel to the new clearance mandates for school volunteers and to the electronic Volunteer Management System.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Jeanne Pocalyko  
Support: Jeanne Braun

Objective 10.4 To assist volunteers in obtaining background clearances required by Act 15 of 2015.

Start: July 2016  
Complete: Ongoing  
Primary Responsibility: Jeanne Pocalyko  
Support: Jeanne Braun