

# TREDYFFRIN/EASTTOWN SCHOOL DISTRICT



## DISTRICT LEVEL GOALS

### 2024-2025 SCHOOL YEAR

**Mission:** To empower students to pursue their individual and collective potential as global citizens by creating a safe and equitable community that fosters well-being, integrity, social responsibility and a passion for learning.

#### **Change**

*Goal: We will engage in a process of inquiry by capturing, exchanging, and memorializing lessons evolving from COVID-19 and harness the opportunities for continued growth and development of student, staff and community.*

#### **Curriculum**

*Goal: We will create an inclusive learning culture that promotes academic and social emotional skills while valuing multiple pathways to student success.*

#### **Engagement**

*Goal: We will pursue effective and authentic engagement to maximize communications and connections with stakeholders within the community and beyond to develop partnerships that support and advance our District mission.*

#### **Equity**

*Goal: We will foster an atmosphere where all voices are heard, respected, and valued by critically evaluating systems, policies, and practices through a lens of equity, examining our decisions for both impact on and opportunity for our community including all students, faculty, staff and families.*

#### **Faculty Support**

*Goal: We will empower, support, and nurture faculty and staff as valued individuals, collaborative innovators, and essential catalysts for propelling the District forward.*

#### **Mental Health and Well-being**

*Goal: We will proactively work in partnership with families to prioritize mental health and social-emotional well-being as fundamental to learning and teaching.*

#### **Safety**

*Goal: We will vigilantly ensure all students, families, staff, and members of the community are safe in our schools, feel a sense of belonging, and are informed as active partners in safeguarding psychological and physical safety.*

#### **Sustainability**

*Goal: We will plan for and provide infrastructure and sustainable resources to accommodate the District's evolving needs.*

## CHANGE

### Contact Person: Dr. Wendy Towle

**Goal:** We will engage in a process of inquiry by capturing, exchanging, and memorializing lessons evolving from COVID-19 and harness the opportunities for continued growth and development of student, staff and community.

#### Success Indicators:

By June 30, 2025, the District will have:

- Completed and evaluated year one of the new high school schedule
- Implemented the additional math pathway at the middle school supported by analysis of student performance data
- Developed guidelines and practices for meaningful use of artificial intelligences in District classrooms and workplaces

## CURRICULUM

### Contact Person: Dr. Wendy Towle

**Goal:** We will create an inclusive learning culture that promotes academic and social emotional skills while valuing multiple pathways to student success.

#### Success Indicators:

By June 30, 2025, the District will have:

- Begun review and revision of the Elementary Blueprint for Instruction as part of the process leading to the opening of the new elementary school
- Established a committee and scope of work needed to develop a comprehensive full day kindergarten program
- Developed the schedule and curriculum for a STEM special at both the elementary and middle school levels
- Convened an ad hoc committee of the School Board to determine the parameters for redistricting
- Implemented the math benchmark protocol in grades 1 and 2 and analyzed results to inform instruction and program enhancements
- Expanded dual enrollment opportunities at the high school

## ENGAGEMENT

### Contact Person: Chris Connolly, Dr. Mike Szymendera

**Goal:** We will pursue effective and authentic engagement to maximize communications and connections with stakeholders within the community and beyond to develop partnerships that support and advance our District mission.

#### Success Indicators:

By June 30, 2025, the District will have:

- Developed and implemented a multi-faceted awareness campaign to share information about the progress of the new elementary school with stakeholders and provide opportunities for engagement

## ENGAGEMENT, continued

- Expanded the dedicated new elementary school webpage to include project updates, new developments, methods for submitting questions, contact information and resources
- Developed a dynamic FAQ document on the new elementary school and updated as new information becomes available
- Informed staff and stakeholders about any changes to the District's website template

## EQUITY

**Contact Person: Dr. Anthony Stevenson, Dr. Oscar Torres, Dr. Wendy Towle**

**Goal:** We will foster an atmosphere where all voices are heard, respected, and valued by critically evaluating systems, policies, and practices through a lens of equity, examining our decisions for both impact on and opportunity for our community including all students, faculty, staff and families.

### **Success Indicators:**

By June 30, 2025, the District will have:

- Developed and implemented the District's own foundational equity training for staff
- Revised the teacher model to include indicators reflective of the District's Equity Guiding Principles
- Worked with the design team of the new elementary school on accessibility and belonging
- Conducted ongoing hiring efforts to attract candidates who may have diverse backgrounds and experiences
- Increased participation from underrepresented groups at school events and continued outreach efforts as determined by feedback provided from diverse groups within the community
- Held a series of meetings designed for families of color to gather, voice concerns and work collaboratively with District staff and administration to enhance District communication and ensure needs and perspectives are integrated into District processes
- Provided opportunities for secondary students to collaborate with peers throughout the region and participate in leadership training from the Delaware Valley Consortium for Excellence & Equity and the Chester County Student Belonging Collaborative
- Updated the Equity Initiative webpage to provide information and resources for TESD staff and community members

## FACULTY SUPPORT

**Contact Person: Dr. Anthony Stevenson, Dr. Wendy Towle**

**Goal:** We will empower, support, and nurture faculty and staff as valued individuals, collaborative innovators, and essential catalysts for propelling the District forward.

### **Success Indicators:**

By June 30, 2025, the District will have:

- Implemented and evaluated year one of the newly required two-year induction program for new faculty

## FACULTY SUPPORT, continued

- Completed a needs assessment to ascertain staffing needs for the new elementary school
- Enhanced efficiency by phasing in a digitized onboarding plan that utilizes electronic forms and documents and eliminates paperwork
- Leveraged technology to improve the recruitment process by incorporating prerecorded videos into the initial screening phase

## MENTAL HEALTH AND WELL-BEING

**Contact Person:** Dr. Chris Groppe, Dr. Oscar Torres

**Goal:** We will proactively work in partnership with families to prioritize mental health and social-emotional well-being as fundamental to learning and teaching.

### **Success Indicators:**

By June 30, 2025, the District will have:

- Continued to leverage use of existing data and information regarding student well-being and identified possible additional tools to help determine opportunities for growth.
- Identified opportunities to use grant funds to support student mental health needs

## SAFETY

**Contact Person:** Dr. Chris Groppe

**Goal:** We will vigilantly ensure all students, families, staff, and members of the community are safe in our schools, feel a sense of belonging, and are informed as active partners in safeguarding psychological and physical safety

### **Success Indicators:**

By June 30, 2025, the District will have:

- Collaborated with local law enforcement, first responders and relevant agencies in ongoing reviews of emergency protocols and practices
- Identified security priorities in the design process of the new elementary school
- Identified and implemented staff development sessions that align with Act 55 on practices related to school safety and security
- Updated District and building level Emergency Operations Plans to align with guidance published by PA Emergency Management Agency (PEMA)
- Embedded trauma-informed practices in safety exercises

## SUSTAINABILITY

**Contact Person:** Art McDonnell, Dr. Mike Szymendera

**Goal:** To plan for and to provide infrastructure and sustainable resources to accommodate the District's evolving needs.

## SUSTAINABILITY, continued

### **Success Indicators:**

By June 30, 2025, the District will have:

#### ***Finance***

- Developed a financial plan to fund the renovation and opening of the new elementary school
- Developed a financial plan to fund the ongoing operation of the new elementary school within the Board approved budget
- Trained and cross-trained new employees in the Business Office
- Submitted the Annual Comprehensive Financial Report to the Association of School Business Officials (ASBO) International

#### ***Technology***

- Monitored the evolving cybersecurity landscape in K-12 school districts to identify potential enhancements to ensure student and staff cyber safety
- Completed the transition of the District website to Finalsity, the vendor that purchased the District's previous website service provider
- Facilitated training on Finalsity for staff members with website editing access

#### ***Facilities***

- Completed design development, construction documents, bidding, awarding bids, notices to proceed and initial construction of the new elementary school
- Completed bidding, procuring equipment and began construction on the new athletic fields with an anticipated completion during the 2025 calendar year
- Completed playground improvement at elementary schools utilizing the Playground Infrastructure Report
- Pursued opportunities for grants to fund the installation of solar panels to reduce energy costs and promote environmental sustainability
- Assessed current practices related to energy usage, and implemented practices that prioritize energy efficiency and environmentally friendly operations