PENN-DELCO SD

2821 Concord Rd

Comprehensive Plan I 2020 - 2023

MISSION STATEMENT

The Mission of the Penn-Delco School District is to enable all students to achieve, succeed, and excel: -Achieve at least a year of academic growth in a year's time - Succeed at mastering "Ready for Life" skills - Excel in the pursuit of a personal interest or talent

VISION STATEMENT

We envision a districtwide culture committed to ensuring that all graduates are Ready for Life, prepared and capable of making a positive contribution to society. The Penn-Delco Portrait of a Graduate delineates 5 Core Ready for Life Competencies (our 5C's) that all graduates should possess upon completion of our program of studies: Character, Critical Thinking, Communication, Collaboration, and Creativity. The School District Motto/Tagline remains "Excellence in Education" Our Five Keys to Excellence are: Safe and Supportive Schools, High Expectations, Continuous Improvement, Communication, and Servant Leadership.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

The students of the Penn Delco School District can help to successfully attain the mission and the vision of the district by attending school regularly, being prepared, organized, and attentive, completing and returning assignments, respecting themselves and others, observing student rules, and by being kind at all times.

STAFF

The staff of the Penn Delco School District can help to attain the mission and the vision of the district by providing a safe and caring learning environment for students. The learning environment should be grounded on instruction that is standards-based and reflects effective best practices. Staff should also provide appropriate and meaningful assignments for students, encourage parents to check and monitor student homework and assignments, and regularly communicate to students and parents by providing information related to student's progress. All staff can help ensure students are Ready for Life by reinforcing or developing our 5c Skills: Character, Critical Thinking, Communication, Collaboration, and Creativity.

ADMINISTRATION

The administration is charged with leading and supporting the school community by creating a student-centered environment and culture. Administrators must ensure that there are a variety of learning experiences and personalized levels of academic rigor that prepares each child for their future. The Administration will practice fiscal responsibility, maintain safe and effective operations, engage in collaboration and shared decision making with staff and stakeholder groups, and work to utilize individual strengths of their team. The Administrators must clearly articulate to employees the mission and vision of our district through word and deed.

PARENTS

Penn-Delco School District parents can help to attain the mission and the vision of the district by ensuring that children are punctual and attend school regularly, supporting the school discipline policies, establishing and monitoring healthy study habits and routines, attending to

their children's overall health and wellness, and encouraging digital citizenship and reduced use of social media from their children. Parents should reiterate the importance of working hard at student school work and collaborate with district staff. Parents can be effective and essential partners to ensure that their children are receiving and responding to an excellent educational program. Parents should have confidence that they can trust school staff to make the best-intentioned and well-informed decisions for their child's education.

COMMUNITY

The Penn-Delco School District Community can assist the district in attaining its mission and vision by supporting our district through deed and word. The community can help by sharing positive experiences that make us all Penn Delco Proud. The Community can assist by realizing that investments in its schools meets both a civic and personal obligation. Funding schools ensures that the students who reside in PDSD are properly prepared for life beyond high school. Additionally, it is simply smart financial sense as school support leads to increased property values as a result of effective stewardship by the district. The Community can provide relevant and engaging career and work partnerships, support in a volunteer capacity, and remain committed to making our district as best as it can be.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
George Steinhoff	Administrator	Central Administration
Regina McClure	Administrator	Central Administration
Nina Tyre	Administrator	Central Administration
Mark Thomas	Administrator	Central Administration
Lisa Palmarini	Administrator	Central Administration
Danielle Murray	Administrator	Central Administration
Ryan Coughlin	Administrator	Central Administration
Patrick Sasse	High School Principal	Sun Valley High School
Joel Alutius	Middle School Principal	Northley Middle School
Susan Phillips	Elementary School Principal	Aston Elementary School
Leon Armour	Board Member	School Board
Kevin Tinsley	Board Member	School Board
Karen Scharrer	Parent	PDSD

Name	Position	Building/Group
Tara Young	Administrator	Parkside Elementary School
Teri Ford	Administrator	Coebourn Elementary School
Josh Leight	Administrator	Pennell Elementary School
Bernie Seasock	Board Member	School Board
Kate Denney	Board Member	School Board
Al Groer	Staff Member	Service Center
Nicole Armbruster	Staff Member	Northley Middle School
Eric Zebley	Administrator	Central Administration
Eric Kuminka	Administrator	Central Administration
Jo-ell Robinson	Parent	District Parent
AnnaMarie Guille	Staff Member	SVHS
Linda Giles	Staff Member	Asst Principal
Chris Gorniok	Administrator	Service Center

Name	Position	Building/Group
Eileen Martin	Administrator	NMS
Lisa Esler	Board Member	PDSD
Joe Kochersberger	Staff Member	Sun Valley High School
Cathy Hilferti	Parent	PDSD
Dawn Jones	Board Member	PDSD
Mike McCormick	Staff Member	PDSD
Elementary Staff Focus Group/Middle School Staff Focus Group/High School Focus Group	Staff Member	PDSD
Amy Bell	Staff Member	PDSD
High School Student Focus Group	Student	Sun Valley High School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
The Penn-Delco School District shall commit to implementing targeted and intentional student supports to ensure that all students are making progress towards Ready for Life benchmarks.	Essential Practices 3: Provide Student-Centered Support Systems
The Penn Delco School District shall commit to ensuring the consistent delivery of effective proven and personalized instructional practices across all classrooms in each school.	Essential Practices 1: Focus on Continuous Improvement of Instruction
The Penn-Delco School District shall commit to re-engaging collaborative efforts with district stakeholder and community groups as it expands its Ready for Life culture.	Community Engagement Early Literacy Community Engagement
The Penn-Delco School District shall commit to building upon and connecting standards-aligned course content to relevant 21st century skill development.	Rigorous Courses of Study Section

ACTION PLAN AND STEPS

Evidence-based Strategy
Personalized Instructional Techniques

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Culture of Personalized Instruction	100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The district will complete a comprehensive, vertical curriculum assessment to determine whether scheduled instruction is properly aligned.	09/01/2021 - 06/30/2023	Eric Kuminka, Assistant Superintendent	Additional EPER hours approved
The district will ensure that paraeducator support professionals are providing targeted interventions using proven techniques	08/01/2021 - 01/30/2023	McClure/McCormick	Additional EPER hours approved Training Modules loaded onto Schoology
The district will acquire and utilize a data dashboard resource that will provide real-time data leading to targeted interventions and prescriptors.	10/01/2021 - 08/01/2022	Thomas/Gorniok;Director of Technology;Supv of Tech	Purchase or development of actionable database
The district will update its walkthrough assessment tool to ensure there is a comprehensive check for the use of personalized instructional techniques	06/01/2021 - 08/30/2021	Eric Kuminka, Asst Supt	Additional EPER hours for committee work to update the assessment
The district will complete a K-12 assessment audit to ensure that existing screeners and assessments provide meaningful diagnostic and actionable data	06/01/2022 - 06/30/2023	Danielle Murray, Supv of Instruction	Third-party consultant engagement

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The district will commit to a multi-year focus on UDL, Gradual Release of Responsibility, and Differentiated Instruction within PD development	05/01/2021 - 06/30/2023	Superintendent/Assistant Superintendent.	State and Local funding sources Book and Materials purchase for staff study. Schoology Course Development
The district will leverage technology applications to acquire and access additional online systems providing adaptable and responsive instruction	05/01/2021 - 06/30/2022	Chris Gorniok, Supv of Virtual Learning	Purchase or Development of Adaptive Learning Systems
The district will establish an agreed-upon, district-wide, best-practice instructional model that includes guiding principles for effective personalized instruction.	7/1/2021 - 6/30/2022	Danielle Murray - Supv of Instruction Ryan Coughlin - Supv of Instruction	Approval of EPER hours for committee work

Anticipated Outcome

The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Monitoring/Evaluation

Student Assessment data Formal observation data Informal Walkthrough data

Evidence-based Strategy

Adoption and Commitment to a Multi-Tiered System of Supports

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Culture of Care and Supports for Students	The district will ensure that 100% of its schools (6/6) adopt and effectively utilize an MTSS program of student supports by the end of the 2023 school year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
A district-wide audit of current MTSS practices will be conducted and an action plan for improvement established.	06/01/2021 - 01/30/2022	Regina McClure, Dir of Spec Education	Support from PATTAN, Intermediate Unit. Engagement with MTSS consultant.
The PDSD Administrative Team and select Teacher/Staff Leaders shall complete an introductory overview of training and study on MTSS essentials	07/01/2021 - 06/30/2022	Eric Kuminka, Assistant Superintendent	Funding for training Outreach to PATTAN and other state organizations

Anticipated Outcome

100% of Penn Delco Schools will have a comprehensive MTSS program of supports in place by the expiration date of the comprehensive plan.

Monitoring/Evaluation

District-wide MTSS Pre and Post Audit conducted by external evaluator.

Evidence-based Strategy

Rigorous and Relevant Coursework

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Planned Course Curriculum Guides shall be updated to include explicit and relevant Ready for Life skill objectives and resources	07/01/2021 - 06/30/2023	Ryan Coughlin, Supv of Instruction	Allocation of additional EPER hours
Dual Enrollment Opportunities for SVHS students shall be reviewed and expanded as needed.	05/01/2021 - 11/30/2021	Kuminka/Coughlin/Bell/Sasse Asst Supt/Supv/Supv/Principal	Updated Articulation Agreements
Elective and Related Arts Offerings shall be examined to ensure coursework connects to 21st century skill development and relevancy to support success in college, careers and life.	04/01/2021 - 03/31/2022	Steinhoff/Kuminka/Alutius/Sasse Supt/Asst Supt/Principals	N/A

Anticipated Outcome

School district course offerings and course curricula will better reflect current student interests and content critical to Ready for Life skill development.

Monitoring/Evaluation

Annual stakeholder satisfaction survey. Annual Report to the School Board.

Evidence-based Strategy

Stakeholder collaboration and engagement

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Success by 6	The Penn-Delco School District will have its "Success by 6" Early Literacy Development Community Outreach Program implemented by December of 2023

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The Penn Delco School District shall establish a "Success by 6" (SS6) community outreach early literacy readiness plan.	05/01/2021 - 10/01/2021	Danielle Murray, Supv of Instruction	Allocation of EPER hours Substitute coverage for staff participation.
The SS6 Committee shall develop a bank of early literacy resources and presentation materials for community promotion and use	11/01/2021 - 6/01/2022	Danielle Murray, Supv of Instruction	Allocation of additional EPER hours Technical support from Tech Dept. Digital Design support from Comm Dept.
The SS6 Committee shall identify a comprehensive list	09/01/2021 -	Charon Verica,	N/A

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
of early childhood community partners and stakeholders for promotional outreach	12/30/2021	Executive Administrative Assistant	
The School District shall promote and deliver a minimum of 3 early childhood school readiness programs for districts stakeholders each year.	08/01/2022 - 06/30/2023	Eric Kuminka, Asst Supt.	Technical AV Support Communication Support

Anticipated Outcome

The district will have a fully developed Success by 6 school readiness program by the completion of the current Comprehensive Plan

Monitoring/Evaluation

Kindergarten Readiness Pre Assessments First Grade Readiness Post Assessments Annual Report to Board of School Directors

Evidence-based Strategy

Community Engagement via Penn-Delco Proud campaign

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Penn Delco Proud	90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign

Goal Nickname	Measurable Goal Statement (Smart Goal)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The District will recommit to a comprehensive Penn-Delco Proud (PDP) informational outreach campaign to engage and inform	05/01/2021 - 06/30/2022	Lisa Palmarini, Comm. Coordinator	Digitization of Promotional Materials Purchase of additional Promotional Materials Business/Corp Sponshortships
The District will establish a dedicated social media channel focusing solely on Penn-Delco Proud concepts	07/01/2021 - 06/30/2022	Lisa Palmarini, Comm. Coordinator	Digital Design Supports
The District will create Penn Delco Proud promotional materials focusing particularly on Secondary School achievements	08/01/2021 - 01/31/2022	Palmarini, Alutius, Sasse: Coordinator, Principals	Digital and Technical Support

Anticipated Outcome

80% of district stakeholders will report a positive engagement/interaction with an element of Penn-Delco Proud information.

Monitoring/Evaluation

Annual district community satisfaction survey

Evidence-based Strategy

Establish Collaborative Community Partnerships

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Culture of Collaboration and Community Engagement	Over 90% of respondents will agree that the district effectively collaborates and partners with family, community, and district stakeholder groups on an annual satisfaction survey.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The district will establish a PDSD Community Business Advisory Committee to effect increased business partnerships with the school district.	05/01/2021 - 08/30/2021	Ryan Coughlin, Supv of Instruction Amy Bell, Supv of Pupil Services	N/A
The district will support the establishment of a collaborative between PTL groups (parents) and representatives of district staff (teachers/admins) to create a two-way pathway to improve school-home communications and partnerships.	06/01/2022 - 06/30/2023	George Steinhoff/Superintendent	N/A

Anticipated Outcome

The district will provide increased access to local corporate and business partners to improve Ready for Life skill development for students

Monitoring/Evaluation

Semi-Annual Reports to the School Board Annual Stakeholder Satisfaction Survey

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year. (Culture of Personalized Instruction)	Personalized Instructional Techniques	The district will ensure that paraeducator support professionals are providing targeted interventions using proven techniques	08/01/2021 - 01/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year. (Culture of Personalized Instruction)	Personalized Instructional Techniques	The district will acquire and utilize a data dashboard resource that will provide real-time data leading to targeted interventions and prescriptors.	10/01/2021 - 08/01/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year. (Culture of Personalized Instruction)	Personalized Instructional Techniques	The district will commit to a multi-year focus on UDL, Gradual Release of Responsibility, and Differentiated Instruction within PD development	05/01/2021 - 06/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The district will ensure that 100% of its schools (6/6) adopt and effectively utilize an MTSS program of student supports by the end of the 2023 school year. (Culture of Care and Supports for Students)	Adoption and Commitment to a Multi-Tiered System of Supports	The PDSD Administrative Team and select Teacher/Staff Leaders shall complete an introductory overview of training and study on MTSS essentials	07/01/2021 - 06/30/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Penn-Delco School District will have its "Success by 6" Early Literacy Development Community Outreach Program implemented by December of 2023 (Success by 6)	Stakeholder collaboration and engagement	The SS6 Committee shall develop a bank of early literacy resources and presentation materials for community promotion and use	11/01/2021 - 06/01/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Rigorous and Relevant Coursework	Dual Enrollment Opportunities for SVHS students shall be reviewed and expanded as needed.	05/01/2021 - 11/30/2021

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Penn-Delco School District will have its "Success by 6" Early Literacy Development Community Outreach Program implemented by December of 2023 (Success by 6)	Stakeholder collaboration and engagement	The SS6 Committee shall develop a bank of early literacy resources and presentation materials for community promotion and use	11/01/2021 - 06/01/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign (Penn Delco Proud)	Community Engagement via Penn-Delco Proud campaign	The District will recommit to a comprehensive Penn-Delco Proud (PDP) informational outreach campaign to engage and inform	05/01/2021 - 06/30/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign (Penn Delco Proud)	Community Engagement via Penn-Delco Proud campaign	The District will establish a dedicated social media channel focusing solely on Penn-Delco Proud concepts	07/01/2021 - 06/30/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign (Penn Delco Proud)	Community Engagement via Penn-Delco Proud campaign	The District will create Penn Delco Proud promotional materials focusing particularly on Secondary School achievements	08/01/2021 - 01/31/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Over 90% of respondents will agree that the district effectively collaborates and partners with family, community, and district stakeholder groups on an annual satisfaction survey. (Culture of Collaboration and Community Engagement)	Establish Collaborative Community Partnerships	The district will establish a PDSD Community Business Advisory Committee to effect increased business partnerships with the school district.	05/01/2021 - 08/30/2021

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was placed for public inspection and comment in the LEA offices and in the nearest public library before the next regularly scheduled meeting of the board and for a minimum or 28 days prior to approval by the board or governing body and submission to the Department.

School Board Minutes or Affirmation Statement		2021-03-24

Signature (Entered Electronically and must have access to web application).

Superintendent/Chief Executive Officer	George Steinhoff	2021-03-25

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

The Middle School offers a double-period block of ELA instruction and ELA performance has improved as a result.

HS overall percent proficient or advanced in ELA is above the state average

Elementary ELA proficiency scores are above the state average

Students recognize and understand the value of the high expectations that are placed upon them as they engage with the school experience.

7th Grade Math Achievement stands out at the MS level

Elementary Math Growth Rates meet expectations.

All students have been provided a Chromebook for 1:1 access to technology

The High School adopted the Project Lead the Way course continuum with an initial course offering.

There is student and community interest and support to expand STEM offerings in the district program of studies,

Challenges

Students with disabilities are performing below the growth average in Biology, Literature, and Science.

Students with disabilities are attending school at a lower rate than their peers.

Nearly 25% of third graders continue to fall below proficiency in ELA.

K-12 Mathematics Achievement is below expectations.

Too few students are enrolled in an Algebra course at the Middle School Level.

Elementary, Middle and HS Science Achievement Growth is below the state target

HS SAT and ACT Reading scores are below the state average.

ELA Growth rates are stalling at the MS with the PVAAS score well below the state target.

4th and 8th grade Math achievement continue to reflect notable math achievement dips as a whole.

Strengths

School Admin Team is fully trained to effective monitor and lead staff.

Career Readiness Scores remain above expectations and state averages K-12

Career Readiness on the Future Ready Index remain above the state average

Economically Disadvantaged students are meeting or exceeding the growth standard in assessed subjects in the elementary schools.

Disaggregated groups are exceeding the state benchmark for career standards

Challenges

Process of determining direction and allocation of resources to areas of greatest need requires development and clarification.

The district cannot yet guarantee that curriculum and instructional strategies utilized in 100% of classrooms is standards-aligned with strategies based on effective, research-based best practices

Elementary, Middle, and High School Mathematics achievement remains below expectations K-12

On average, nearly 25% of students remain below proficiency in ELA at the end of third grade.

There are limited STEM opportunities at the Elementary School level

Courses in the non-core areas require a review for relevancy and applicability to Ready for Life skills

Students with Disabilities are performing well below the state average in science assessments

Student who fail to meet proficiency benchmarks at critical foundational grades continue to perform poorly in subsequent years

District stakeholder groups believe that community and stakeholder outreach and collaboration is not yet maximized.

Challenges

The district should increase its number of community partnerships with area business/community groups to meet the needs of the district.

The district is challenged by meaningfully lower revenue compared to regional peer districts that limits its ability to provide a comparable level of services and demands an system-wide commitment to best practices and efficiencies.

District stakeholder groups believe coursework can be better geared towards developing college, career, and critical life success skills.

Students with disabilities continue to have an unacceptably low rate of proficiency on state assessments at the MS and HS

Too few Economically Disadvantaged Students are scoring at the Advanced Level on state assessments

The performance of the Black student subgroup is stalling at the secondary level in the subjects of Math and Science

There is a clear and compelling need for comprehensive targeted student supports and interventions to eliminate achievement gaps

The promise of the District's Portrait of a Graduate remains underrepresented in course content and objectives.

Most Notable Observations/Patterns

Data indicates there is a clear and compelling need for increased amounts of personalized, targeted and intentional instruction and supports for students at all grades. The district can be responsive to student, parent and community interest in delivering increased learning opportunities that are relevant, rigorous, and personally meaningful to student interests and life plans. Incongruent student achievement gaps indicate that a district-wide commitment to best practices, embraced with fidelity, should be a priority.

Challenges	Discussion Point	Priority for Planning
Students with disabilities are performing below the growth average in Biology, Literature, and Science.		
The district cannot yet guarantee that curriculum and instructional strategies utilized in 100% of classrooms is standards-aligned with strategies based on effective, research-based best practices		
Elementary, Middle, and High School Mathematics achievement remains below expectations K-12		
On average, nearly 25% of students remain below proficiency in ELA at the end of third grade.		
Nearly 25% of third graders continue to fall below proficiency in ELA.		
Courses in the non-core areas require a review for relevancy and applicability to Ready for Life skills		

Challenges	Discussion Point	Priority for Planning
There is a clear and compelling need for comprehensive targeted student supports and interventions to eliminate achievement gaps		
Student who fail to meet proficiency benchmarks at critical foundational grades continue to perform poorly in subsequent years		
District stakeholder groups believe that community and stakeholder outreach and collaboration is not yet maximized.		
The district is challenged by meaningfully lower revenue compared to regional peer districts that limits its ability to provide a comparable level of services and demands an system-wide commitment to best practices and efficiencies.		
District stakeholder groups believe coursework can be better geared towards developing college, career, and critical life success skills.		
The promise of the District's Portrait of a Graduate remains underrepresented in course content and objectives.		

ADDENDUM B: ACTION PLAN

Action Plan: Personalized Instructional Techniques

Action Steps	Anticipated Start/Completion Date
The district will complete a comprehensive, vertical curriculum assessment to determine whether scheduled instruction is properly aligned.	09/01/2021 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
Additional EPER hours approved	no	no

Action Steps	Anticipated Start/Completion Date
The district will ensure that paraeducator support professionals are providing targeted interventions using proven techniques	08/01/2021 - 01/30/2023

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
Additional EPER hours approved Training Modules loaded onto Schoology	yes	no

Action Steps	Anticipated Start/Completion Date
The district will acquire and utilize a data dashboard resource that will provide real-time data leading to targeted interventions and prescriptors.	10/01/2021 - 08/01/2022

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed		PD Step	Comm Step
Purchase or development of actionable database		yes	no

Action Steps	Anticipated Start/Completion Date
The district will update its walkthrough assessment tool to ensure there is a comprehensive check for the use of personalized instructional techniques	06/01/2021 - 08/30/2021

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
Additional EPER hours for committee work to update the assessment	no	no

Action Steps	Anticipated Start/Completion Date
The district will complete a K-12 assessment audit to ensure that existing screeners and assessments provide meaningful diagnostic and actionable data	06/01/2022 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
Third-party consultant engagement	no	no

Action Steps	Anticipated Start/Completion Date
The district will commit to a multi-year focus on UDL, Gradual Release of Responsibility, and Differentiated Instruction within PD development	05/01/2021 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
State and Local funding sources Book and Materials purchase for staff study. Schoology Course Development	yes	no

Action Steps	Anticipated Start/Completion Date
The district will leverage technology applications to acquire and access additional online systems providing adaptable and responsive instruction	05/01/2021 - 06/30/2022

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed	PD Step	Comm Step
Purchase or Development of Adaptive Learning Systems	no	no

Action Steps	Anticipated Start/Completion Date
The district will establish an agreed-upon, district-wide, best-practice instructional model that includes guiding principles for effective personalized instruction.	07/01/2021 - 06/30/2022

Monitoring/Evaluation	Anticipated Output
Student Assessment data Formal observation data Informal Walkthrough data	The district will achieve increases in disaggregated student group academic achievement growth through increased tailored and targeted instruction.

Material/Resources/Supports Needed		PD Step	Comm Step
Approval of EPER hours for committee work		no	no

Action Plan: Adoption and Commitment to a Multi-Tiered System of Supports

Action Steps	Anticipated Start/Completion Date
A district-wide audit of current MTSS practices will be conducted and an action plan for improvement established.	06/01/2021 - 01/30/2022

Monitoring/Evaluation	Anticipated Output
District-wide MTSS Pre and Post Audit conducted by external evaluator.	100% of Penn Delco Schools will have a comprehensive MTSS program of supports in place by the expiration date of the comprehensive plan.

Material/Resources/Supports Needed	PD Step	Comm Step
Support from PATTAN, Intermediate Unit. Engagement with MTSS consultant.	no	no

Action Steps	Anticipated Start/Completion Date
The PDSD Administrative Team and select Teacher/Staff Leaders shall complete an introductory overview of training and study on MTSS essentials	07/01/2021 - 06/30/2022

Monitoring/Evaluation	Anticipated Output
District-wide MTSS Pre and Post Audit conducted by external evaluator.	100% of Penn Delco Schools will have a comprehensive MTSS program of supports in place by the expiration date of the comprehensive plan.

Material/Resources/Supports Needed	PD Step	Comm Step
Funding for training Outreach to PATTAN and other state organizations	yes	no

Action Plan: Rigorous and Relevant Coursework

Action Steps	Anticipated Start/Completion Date
Planned Course Curriculum Guides shall be updated to include explicit and relevant Ready for Life skill objectives and resources	07/01/2021 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Annual stakeholder satisfaction survey. Annual Report to the School Board.	School district course offerings and course curricula will better reflect current student interests and content critical to Ready for Life skill development.

Material/Resources/Supports Needed	PD Step	Comm Step
Allocation of additional EPER hours	no	no

Action Steps	Anticipated Start/Completion Date
Dual Enrollment Opportunities for SVHS students shall be reviewed and expanded as needed.	05/01/2021 - 11/30/2021

Monitoring/Evaluation	Anticipated Output
Annual stakeholder satisfaction survey. Annual Report to the School Board.	School district course offerings and course curricula will better reflect current student interests and content critical to Ready for Life skill development.

Material/Resources/Supports Needed		PD Step	Comm Step
Updated Articulation Agreements		no	yes

Action Steps	Anticipated Start/Completion Date
Elective and Related Arts Offerings shall be examined to ensure coursework connects to 21st century skill development and relevancy to support success in college, careers and life.	04/01/2021 - 03/31/2022

Monitoring/Evaluation	Anticipated Output
Annual stakeholder satisfaction survey. Annual Report to the School Board.	School district course offerings and course curricula will better reflect current student interests and content critical to Ready for Life skill development.

Material/Resources/Supports Needed		PD Step	Comm Step
N/A		no	no

Action Plan: Stakeholder collaboration and engagement

Action Steps	Anticipated Start/Completion Date
The Penn Delco School District shall establish a "Success by 6" (SS6) community outreach early literacy readiness plan.	05/01/2021 - 10/01/2021

Monitoring/Evaluation	Anticipated Output
Kindergarten Readiness Pre Assessments First Grade Readiness Post Assessments Annual Report to Board of School Directors	The district will have a fully developed Success by 6 school readiness program by the completion of the current Comprehensive Plan

Material/Resources/Supports Needed	PD Step	Comm Step
Allocation of EPER hours Substitute coverage for staff participation.	no	no

Action Steps	Anticipated Start/Completion Date
The SS6 Committee shall develop a bank of early literacy resources and presentation materials for community promotion and use	11/01/2021 - 06/01/2022

Monitoring/Evaluation	Anticipated Output
Kindergarten Readiness Pre Assessments First Grade Readiness Post Assessments Annual Report to Board of School Directors	The district will have a fully developed Success by 6 school readiness program by the completion of the current Comprehensive Plan

Material/Resources/Supports Needed	PD Step	Comm Step
Allocation of additional EPER hours Technical support from Tech Dept. Digital Design support from Comm Dept.	yes	yes

Action Steps	Anticipated Start/Completion Date
The SS6 Committee shall identify a comprehensive list of early childhood community partners and stakeholders for promotional outreach	09/01/2021 - 12/30/2021

Monitoring/Evaluation	Anticipated Output
Kindergarten Readiness Pre Assessments First Grade Readiness Post Assessments Annual Report to Board of School Directors	The district will have a fully developed Success by 6 school readiness program by the completion of the current Comprehensive Plan

Material/Resources/Supports Needed	PD Step	Comm Step
N/A	no	no

Action Steps	Anticipated Start/Completion Date
The School District shall promote and deliver a minimum of 3 early childhood school readiness programs for districts stakeholders each year.	08/01/2022 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Kindergarten Readiness Pre Assessments First Grade Readiness Post Assessments Annual Report to Board of School Directors	The district will have a fully developed Success by 6 school readiness program by the completion of the current Comprehensive Plan

Material/Resources/Supports Needed	PD Step	Comm Step
Technical AV Support Communication Support	no	no

Action Plan: Community Engagement via Penn-Delco Proud campaign

Action Steps	Anticipated Start/Completion Date
The District will recommit to a comprehensive Penn-Delco Proud (PDP) informational outreach campaign to engage and inform	05/01/2021 - 06/30/2022

Monitoring/Evaluation	Anticipated Output
Annual district community satisfaction survey	80% of district stakeholders will report a positive engagement/interaction with an element of Penn-Delco Proud information.

Material/Resources/Supports Needed	PD Step	Comm Step
Digitization of Promotional Materials Purchase of additional Promotional Materials Business/Corp Sponshortships	no	yes

Action Steps	Anticipated Start/Completion Date
The District will establish a dedicated social media channel focusing solely on Penn-Delco Proud concepts	07/01/2021 - 06/30/2022

Monitoring/Evaluation	Anticipated Output
Annual district community satisfaction survey	80% of district stakeholders will report a positive engagement/interaction with an element of Penn-Delco Proud information.

Material/Resources/Supports Needed	PD Step	Comm Step
Digital Design Supports	no	yes

Action Steps	Anticipated Start/Completion Date
The District will create Penn Delco Proud promotional materials focusing particularly on Secondary School achievements	08/01/2021 - 01/31/2022

Monitoring/Evaluation	Anticipated Output
Annual district community satisfaction survey	80% of district stakeholders will report a positive engagement/interaction with an element of Penn-Delco Proud information.

Material/Resources/Supports Needed	PD Step	Comm Step
Digital and Technical Support	no	yes

Action Plan: Establish Collaborative Community Partnerships

Action Steps	Anticipated Start/Completion Date
The district will establish a PDSD Community Business Advisory Committee to effect increased business partnerships with the school district.	05/01/2021 - 08/30/2021

Monitoring/Evaluation	Anticipated Output
Semi-Annual Reports to the School Board Annual Stakeholder Satisfaction Survey	The district will provide increased access to local corporate and business partners to improve Ready for Life skill development for students

Material/Resources/Supports Needed	PD Step	Comm Step
N/A	no	yes

Action Steps	Anticipated Start/Completion Date
The district will support the establishment of a collaborative between PTL groups (parents) and representatives of district staff (teachers/admins) to create a two-way pathway to improve school-home communications and partnerships.	06/01/2022 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Semi-Annual Reports to the School Board Annual Stakeholder Satisfaction Survey	The district will provide increased access to local corporate and business partners to improve Ready for Life skill development for students

Material/Resources/Supports Needed	PD Step	Comm Step
N/A	no	no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year. (Culture of Personalized Instruction)	Personalized Instructional Techniques	The district will ensure that paraeducator support professionals are providing targeted interventions using proven techniques	08/01/2021 - 01/30/2023
100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year. (Culture of Personalized Instruction)	Personalized Instructional Techniques	The district will acquire and utilize a data dashboard resource that will provide real-time data leading to targeted interventions and prescriptors.	10/01/2021 - 08/01/2022
100% of observed classroom instruction shall reflect the effective use of personalized instructional techniques by the end of 2022-2023 school year. (Culture of Personalized	Personalized Instructional	The district will commit to a multi-	05/01/2021 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Instruction)	Techniques	year focus on UDL, Gradual Release of Responsibility, and Differentiated Instruction within PD development	06/30/2023
The district will ensure that 100% of its schools (6/6) adopt and effectively utilize an MTSS program of student supports by the end of the 2023 school year. (Culture of Care and Supports for Students)	Adoption and Commitment to a Multi-Tiered System of Supports	The PDSD Administrative Team and select Teacher/Staff Leaders shall complete an introductory overview of training and study on MTSS essentials	07/01/2021 - 06/30/2022
The Penn-Delco School District will have its "Success by 6" Early Literacy Development Community Outreach Program implemented by December of 2023 (Success by 6)	Stakeholder collaboration and engagement	The SS6 Committee shall develop a bank of early literacy resources and presentation	11/01/2021 - 06/01/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		materials for community promotion and use	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Personalized Instructional Techniques	All Support Staff who work directly with students or are involved in supporting classroom instruction	Differentiated Instruction; Personalized Learning, Elements of Effective Explicit Teaching; Effective student supports.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PDSD Administrators will assess and document increased levels of effective student supports from paraeducators. Schoology course completion Exit tickets and Post Assessments following staff professional development	07/01/2021 - 06/30/2023	Regina McClure/Director of Special Education

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3e: Demonstrating Flexibility and Responsiveness	Teaching Diverse Learners in an Inclusive Setting
1d: Demonstrating Knowledge of Resources	
2d: Managing Student Behavior	

Professional Development Step	Audience	Topics of Prof. Dev
Personalized Instructional Techniques: Data Analysis	School District Administrators and Teaching Staff	Use of a student data dashboard; How to turn data into actionable interventions; Data input into data warehouse tools

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Staff will demonstrate an understanding of effective use of data warehouse and data dashboard tools through informal performance assessments	07/01/2021 - 06/30/2022	Chris Gorniok/Supv of Digital learning

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3d: Using Assessment in Instruction	Teaching Diverse Learners in an Inclusive Setting

Professional Development Step	Audience	Topics of Prof. Dev
Personalized Instructional Techniques	Staff Administrators, Teachers, and Para-educators	Universal Design for Learning; Effective use of technology for adaptive instruction; Effective Differentiated Instruction Techniques and Strategies

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Informal Assessment Data from Updated Walkthrough Assessment Tool Student Achievement Data Future Ready Index Achievement Data Gains in student subgroups	07/01/2021 - 06/30/2023	Eric Kuminka/Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1a: Demonstrating Knowledge of Content and Pedagogy 1b: Demonstrating Knowledge of Students	Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Adoption and Implementation of Effective Multi-Tiered Systems of Support	District Administrators and Teaching Staff	Implementation of an MTSS Program; Tiered Strategies for Reaching All Learners

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Reduced numbers of students referred for special education identification PVAAS Data Future Ready Index Data	08/15/2021 - 08/15/2022	Eric Kuminka/Assistant Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Language and Literacy Acquisition for All Students Teaching Diverse Learners in an Inclusive Setting Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Development and Implementation of Success by Six Early Literacy Program	Staff involved in the development and delivery of Success by Six Programming	Early Literacy Fundamentals; Brain Research; Pre-K and Kindergarten Readiness Skill Development; Language Acquisition and Development

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
100% of SS6 Committee Members will indicate they are properly informed to develop supplemental resource materials	01/05/2022 - 12/30/2022	Danielle Murray, Supv of Instruction

Danielson Framework Component Met in this Plan: **This Step meets the Requirements of State Required Trainings:**

Language and Literacy Acquisition for All Students

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Rigorous and Relevant Coursework	Dual Enrollment Opportunities for SVHS students shall be reviewed and expanded as needed.	05/01/2021 - 11/30/2021
The Penn-Delco School District will have its "Success by 6" Early Literacy Development Community Outreach Program implemented by December of 2023 (Success by 6)	Stakeholder collaboration and engagement	The SS6 Committee shall develop a bank of early literacy resources and presentation materials for community promotion and use	11/01/2021 - 6/01/2022
90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign (Penn Delco Proud)	Community Engagement via Penn-Delco Proud	The District will recommit to a comprehensive Penn-Delco Proud	05/01/2021 - 06/30/2022

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	campaign	(PDP) informational outreach campaign to engage and inform	
90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign (Penn Delco Proud)	Community Engagement via Penn-Delco Proud campaign	The District will establish a dedicated social media channel focusing solely on Penn-Delco Proud concepts	07/01/2021 - 06/30/2022
90% of district stakeholders will have read, interacted or engaged with a "Penn-Delco Proud" informational outreach campaign (Penn Delco Proud)	Community Engagement via Penn-Delco Proud campaign	The District will create Penn Delco Proud promotional materials focusing particularly on Secondary School achievements	08/01/2021 - 01/31/2022
Over 90% of respondents will agree that the district effectively collaborates and partners with family, community, and district stakeholder groups on an annual satisfaction survey. (Culture of Collaboration and Community Engagement)	Establish Collaborative Community	The district will establish a PDSD Community	05/01/2021 - 08/30/2021

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Partnerships	Business Advisory Committee to effect increased business partnerships with the school district.	

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Career Pathways	SVHS and NMS Students	Educational and Career Pathways

Anticipated Timeframe	Frequency	Delivery Method
08/01/2021 - 06/01/2022	As needed	Newsletter Posting on district website

Lead Person/Position
Palamarini/Guidance Dept/Principals

Communication Step	Audience	Topics/Message of Communication
Success by Six School Readiness Program	PDSD parents and families of students between the ages of birth and age 6	Early Literacy Strategies; Parenting Tips; Promotion of District Public presentations

Anticipated Timeframe	Frequency	Delivery Method
08/01/2022 - 06/30/2023	As needed	Posting on district website Presentation

Lead Person/Position
Lisa Palmarini

Communication Step	Audience	Topics/Message of Communication
Penn Delco Proud Informational Outreach Campaign	Penn Delco School District Community of Stakeholders - All Residents/All Businesses	Highlights of School District Achievements, Best Practices, Awards, Student Success Stories, and Positive Data

Anticipated Timeframe	Frequency	Delivery Method
07/01/2021 - 06/30/2023	Ongoing Comprehensive Campaign to promote PDP. Minimally, bi-weekly submissions..	Other

Lead Person/Position
Lisa Palmarini/Communications Coordinator

Communication Step	Audience	Topics/Message of Communication
Penn Delco Proud Social Media Presence	School District Community: All Residents, All Employees, All Businesses, All Families	Establishment of an additional Social Media Channel(s) to promote PDP

Anticipated Timeframe	Frequency	Delivery Method
09/01/2021 - 11/01/2021	One time establishment of social media channels to resurrect Penn Delco Proud concepts and themes	Other

Lead Person/Position

Lisa Palmarini, Communications Coordinator

Communication Step	Audience	Topics/Message of Communication
Penn-Delco Proud: Sun Valley Focus	School District community of stakeholders	Special focus section highlighting secondary school achievements from Northley Middle School and Sun Valley High School. Academics, Athletics, Arts, and Alumni

Anticipated Timeframe	Frequency	Delivery Method
10/15/2021 - 06/30/2023	Minimal Commitment will be Bi-Weekly communications.	Newsletter

Lead Person/Position

Lisa Palmarini, Communications Coordinator

Communication Step	Audience	Topics/Message of Communication
PDSD Business Advisory Committee	PDSD Area and Regional Business Partners	Role of Corporate Support; Feedback on Course Offerings, Request for volunteer assistance on Career Awareness Programs

Anticipated Timeframe	Frequency	Delivery Method
05/15/2021 - 06/30/2023	As needed	Letter Newsletter

Lead Person/Position
Ryan Coughlin, Supv of Instruction

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
District-wide communication of Comprehensive Plan Approval	Topics addressed in the comprehensive plan. Relevancy to students. Relevancy to residents.	Penn Delco Newsletter story; Notice on PD Social media Accounts; Posts on PDSD Website.	Entire PDSD Stakeholder Community	Within 45 days of Comprehensive Plan Approval
Superintendents Social Media and Podcast Channels	Ready For Life efforts; Summary of Focus Group Feedback and Themes for Improvement.	Via posts to social media and Podcast topics	Entire PDSD Stakeholder Community	Within 45 days of Comprehensive Plan Approval
Districtwide Staff Assembly	Review of Key Topics In Comprehensive Plan and Action Plans	School District Welcome Back Assembly of Employees for Start of the School Year	School District Employees	August, 2021; February, 2022; August 2022

LEA Name

Address 123 Street, City Town, PA 12345

Board Affirmation Statement

As required by the Pennsylvania Department of Education and State Board Regulations, the Board of Education for the Penn-Delco School District reviewed and approved the plan(s) at the following Board Meeting, held on **03/24/2021**. The plan(s) was (were) approved by a vote of 8 **(yes)** and 0 **(no)**.

Plan(s) Approved at School Board Meeting:
> *Place a check in the box next to the board approved plan(s).*

☑ Comprehensive Plan

> Board Affirmation also includes review and approval of the following state reports:

- Induction Plan (Chapter 49)
- Professional Development Plan (Act 48)
- Gifted Education Plan Assurances* (Chapter 16)

☐ School Plan(s)
> *List school name and plan type on the next page.*

Affirmed on this _25_ day of _March_ , 20_21_

By: _____ (Signature of Board President)

_Leon Armour_____ (Print Name)

_Penn Delco School Dist._Board of Education