

## **OXFORD AREA SD**

125 Bell Tower Lane

Comprehensive Plan | 2022 - 2025

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### **MISSION STATEMENT**

The mission of the Oxford Area School District is to have all students achieve academic excellence in a safe and nurturing environment. In partnership with families and the community, we will prepare each student to be a confident, contributing, productive and responsible citizen.

### **VISION STATEMENT**

Kids first, progress and unity.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

All students can learn and should actively be involved in their education. Everyone has value and has a responsibility to be a contributing member of society. All individuals are responsible and accountable for their own behavior. Learning is a lifelong process.

### **STAFF**

Educators and parents working together is critical to student's success. All students can learn and should actively be involved in their education. Learning is a lifelong process.

### **ADMINISTRATION**

Educators and parents working together is critical to student's success. All students can learn and should actively be involved in their education. Learning is a lifelong process.

### **PARENTS**

Educators and parents working together is critical to student's success. Learning is a lifelong process.

### **COMMUNITY**

Everyone has value and has a responsibility to be a contributing member of society. Learning is a lifelong process.

## STEERING COMMITTEE

Name	Position	Building/Group
Margaret Billings-Jones, Ed.D.	Administrator	Oxford Area School District
David Woods, Ed.D.	Administrator	Oxford Area School District
Jamie Canaday	Administrator	Oxford Area School District
Tami Motes	Administrator	Oxford Area School District
Nicole Addis, Ed.D.	Administrator	Oxford Area School District
Lisa Yingst-Pyle	Administrator	Oxford Area School District
Dave Hamburg, Ed.D.	Administrator	Oxford Area School District
Tiffany McPeak	Parent	Oxford Area School District
Joseph Tighe	Board Member	Oxford Area School District
Marsha Phillips	Parent	Oxford Area School District
Mark DeEmilio	Parent	Oxford Area School District
Matthew Hovanec	Administrator	Oxford Area School District
Jenifer Warren	Board Member	Oxford Area School District

**Name**

**Position**

**Building/Group**

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## ESTABLISHED PRIORITIES

### Priority Statement

### Outcome Category

MTSS in each school will be effective in the delivery of customized education with review of individualized data

Essential Practices 3: Provide Student-Centered Support Systems

English Language Growth and Attainment

Essential Practices 3: Provide Student-Centered Support Systems

The new standards will require rewriting of the science standards within the next two years.

STEM

Essential Practices 1: Focus on Continuous Improvement of Instruction

Rigorous Courses of Study Section

Students enter grade K underprepared and grades 1 and 2, although instructing in a meaningful way has not yet been able to elevate third grade students to be able to reach state average for proficiency

Mathematics

Early childhood development

Early Literacy

**Priority Statement****Outcome Category**

All students at the all grade levels will advance proficiency levels to be more successful in the next step in their educational program and beyond

English Language Arts

Professional learning

Early Literacy

**ACTION PLAN AND STEPS****Evidence-based Strategy**

Leveled literacy Intervention

**Measurable Goals****Goal Nickname****Measurable Goal Statement (Smart Goal)**

ELA increased student performance

All students will demonstrate increases in proficiency levels in all tested grades

Professional learning resulting in increased student performance

PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores

K through grade 2 impact student performance grade 3, increased proficiency scores of all

Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2

Goal Nickname	Measurable Goal Statement (Smart Goal)
students by grade 3	
Pre-K and District Collaboration	Working with community pre-k programs to continue to define needed skills for entry to grade K
Effective MTSS in all schools grades K-8	Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students.
Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students	All students will advance in ELA growth
Customized Instruction through the use of MTSS framework	Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Delivery of Literacy Intervention in grades k-3	2022-05-13 - 2025-06-10	School Principals and English Curriculum Committee	SAVAAS ELA Resources

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Provide time within the MTSS to provide individualized instruction to all students to advance their literacy proficiency, Use of Text Dependent Analysis	2022-06-10 - 2022-06-10	School Principals and ELA Curriculum Committee	SAVAAS, MyView/ Read Naturally/ Exact Path/ Te

### Anticipated Outcome

Effective use of data and delivery of ELA resources through targeted instruction

### Monitoring/Evaluation

Principals will engage with teachers at individual data level meetings and monitor with the teacher progress of each student

### Evidence-based Strategy

Text Dependent Analysis, Read Naturally, Peer Reading

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA increased student performance	All students will demonstrate increases in proficiency levels in all tested grades
Professional learning resulting in increased	PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores



**Goal Nickname****Measurable Goal Statement (Smart Goal)**

student performance

K through grade 2 impact  
student performance  
grade 3, increased  
proficiency scores of all  
students by grade 3

Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2

Math advancement as  
measured in grade 3 and  
continued increased  
math performance in all  
grade levels

Increased proficiency levels of students in grade 3 based upon advancements in student performance in grades k, 1 and 2 leading to increased math performance in all grade levels

Pre-K and District  
Collaboration

Working with community pre-k programs to continue to define needed skills for entry to grade K

New Science Standards  
will be in alignment in  
District Curriculum

Rewriting of the science standards to align with the new science standards

Science Standards to  
align with new standards

Professional development to support the new curriculum as aligned to the new science standards

Effective MTSS in all  
schools grades K-8

Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students.

**Goal Nickname****Measurable Goal Statement (Smart Goal)**

Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students

All students will advance in ELA growth

Customized Instruction through the use of MTSS framework

Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments

**Action Step****Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Advancement of Math Performance in all grade levels

2022-06-10 -  
2025-06-30

School Principals and Math Curriculum Committee

MIF and supplemental math resources appropriate to grade level

**Anticipated Outcome**

Increased student performance on standardized assessments

**Monitoring/Evaluation**

School level data teams that analyze content level data and assess growth and also data analyzed at the individual level to assure all students are progressing. Meetings to occur between teachers and school principals

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## Evidence-based Strategy

MIF

## Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Professional learning resulting in increased student performance	PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores
K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3	Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2
Math advancement as measured in grade 3 and continued increased math performance in all grade levels	Increased proficiency levels of students in grade 3 based upon advancements in student performance in grades k, 1 and 2 leading to increased math performance in all grade levels
Pre-K and District Collaboration	Working with community pre-k programs to continue to define needed skills for entry to grade K
Effective MTSS in all	Comprehensive MTSS program is implemented and developed to deliver instruction in the school community

Goal Nickname	Measurable Goal Statement (Smart Goal)
schools grades K-8	addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students.
Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students	All students will advance in ELA growth
Customized Instruction through the use of MTSS framework	Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
All teachers demonstrate instruction using MIF with fidelity to the content and strategies	2022-07-15 - 2022-07-15	Each school principal	MIF/ Exact Path/ ST Math

**Anticipated Outcome**  
Increased student performance in mathematics

**Monitoring/Evaluation**

School Principals with teachers



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Leveled literacy	Delivery of Literacy	05/13/2022 -
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)	Intervention	Intervention in grades k-3	06/10/2025
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)			
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)			
Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)			
All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)			
Implementation of MTSS that will provide the framework of customized instruction for			

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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each student yielding, increased academic performance on standardized assessments  
(Customized Instruction through the use of MTSS framework)

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Leveled literacy Intervention	Provide time within the MTSS to provide	06/10/2022 - 06/10/2022
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)		individualized instruction to all students to	
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)		advance their literacy proficiency, Use of Text	
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)		Dependent Analysis	
Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)			
All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)			
Implementation of MTSS that will provide the framework of customized instruction for			



**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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each student yielding, increased academic performance on standardized assessments  
(Customized Instruction through the use of MTSS framework)

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Text Dependent Analysis, Read Naturally, Peer Reading	Advancement of Math Performance in all grade levels	06/10/2022 - 06/30/2025
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)			
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)			
Increased proficiency levels of students in grade 3 based upon advancements in student performance in grades k, 1 and 2 leading to increased math performance in all grade levels (Math advancement as measured in grade 3 and continued increased math performance in all grade levels)			
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)			
Rewriting of the science standards to align with the new science standards (New Science Standards will be in alignment in District Curriculum)			
Professional development to support the new curriculum as aligned to the new science standards (Science Standards to align with new standards)			

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)

All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)

Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)</p>	MIF	<p>All teachers demonstrate instruction using</p>	<p>07/15/2022 - 07/15/2022</p>
<p>Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)</p>		<p>MIF with fidelity to the content and strategies</p>	
<p>Increased proficiency levels of students in grade 3 based upon advancements in student performance in grades k, 1 and 2 leading to increased math performance in all grade levels (Math advancement as measured in grade 3 and continued increased math performance in all grade levels)</p>			
<p>Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)</p>			
<p>Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)</p>			
<p>All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)</p>			

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Leveled literacy	Delivery of Literacy	05/13/2022 -
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)	Intervention	Intervention in grades k-3	06/10/2025
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)			
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)			
Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)			
All students will advance in ELA growth (Development of the MTSS framework in all			

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

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schools that enables a customized education to promote academic and social growth for all students)

Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)

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## **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 made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

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School Board Minutes or Affirmation Statement

2022-06-21

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

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Chief School Administrator

David A. Woods, Ed.D.

2022-07-19

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Music program provides a strong program for students to develop talent

Science is supported by knowledge in related science areas such as agriculture

Music supports the development in core content

Interdisciplinary approach to education

Student engagement is high

Economically Disadvantaged students performance is consistent with the general student population

ELL students are supported in curriculum by ESL certified instructors

Students with IEPs are supported by special education certified instructors

Curriculum supports the diverse learner

The MTSS process focuses instruction to individual needs of the

### Challenges

Scheduling all students to receive courses that expand their education beyond the core subjects

Scheduling MTSS in all schools so the education system is comprehensive and addresses the needs of all students

Developing language acquisition for the ELL student who enters the district in upper grade levels

High percentage of students identified with disabilities

Mental health needs as a result of the pandemic and trauma

Students with Disabilities continue to need additional services to increase their performance levels specifically in math

Advancing achievement of ELL Newcomers who enter the district in the upper grade levels

Mental Health and community services

Elevation of student performance when students enter the District underprepared for grade level work

## Strengths

learner

Special Education Plan was developed to advance student progress, it was recently submitted and approved by PDE

The District supports Title I services for students in all schools grade K-6 through the delivery of additional services by certified reading specialists

The District supports the development of language acquisition through the delivery of services by ESL certified instructors

The District has a strong 339 Plan that delivers services in academic, social and emotional and career guidance from grade K-12

The District has a strong technology department and use of technology equipment in the delivery of instruction

District mission of Kids First Progress and Unity speaks to the strength of the district

Professional development is targeted and ongoing to advance capacity of all teachers

The community has an OEF (education foundation) that provides supports and tutoring to students in the school system

## Challenges

Advancing all students when students have unequal opportunities in the community

The community has a high percentage of low economic families

Students enter the educational system less prepared to begin the grade level program

Community resources are limited due to the wealth of the county and the location of the district from county services

Student preparedness upon entry to the school system

Increasing student proficiency levels in both ELA and Math

High percentage of economic disadvantage families in the district

Addressing mental health needs

The low preparation prior to grade three that impacts student performance

Meeting interim state target goals

Establishing content specialists in the primary grades in the area of math

Providing time within the system to address the level of deficits in

## Strengths

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The community has a neighborhood service (LightHouse) that provides additional support to students

The district leadership team meets regularly to discuss and review district goals, progress and direction

Curriculum is aligned to state standards

Curriculum resources are rigorous and robust

Instructional Strategies using technology

PVAAS Growth is evident and Professional Development is focused on ELA content

Rigorous curriculum and student growth

Standard aligned resources MIF

Math Coaching grades k-9

Targeted Professional Development

Strong STEM program beginning in grade three and continued through the high school

PLTW Engineering, Principles of Engineering, Concepts of Engineering, Civil Engineering and Aerospace Engineering

## Challenges

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math

The new science standards to be implemented

Science performance supports in grades 4 and 8

Performance in science on the state standardized assessments in grades 4 and 8

implementing the MTSS process to include science since focus was placed on reading and math

Growth standards in math in grades 7 and 8

Increasing ELA in grades 3 and 4 through growth standards from grades 2

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## Strengths

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PLTW Computer Science including Advanced Computer Science and AP Computer Science

Strong technology use in the district with 1:1 IPAD and effective instructional strategies

Exceeding growth standards in ELA in grades 5 and 6

Exceeding growth standards in math in grades 5 and 6

Exceeding growth standards in ELA in the HS grades 9-12

Exceeding growth standards in ELA in grades 7 and 8

Exceeding growth standards in Biology in grade 9-12

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## Most Notable Observations/Patterns

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Meeting the needs of all students particularly all the subgroups identified by the state within the District. Student preparation to enter grade level programs and advancement of student proficiency levels throughout the District

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<b>Challenges</b>	<b>Discussion Point</b>	<b>Priority for Planning</b>
Increasing student proficiency levels in both ELA and Math	Grade 3, 7 and 8 performance level increases to provide students with a path for success within the school district	
The low preparation prior to grade three that impacts student performance	Student performance does not advance sufficiently prior to grade 3 to level student performance consistent with research findings.	
The new science standards to be implemented	Science curriculum will need to be written with in the next 2 years to aligned with the new science standards.	
Scheduling MTSS in all schools so the education system is comprehensive and addresses the needs of all students	MTSS delivers a comprehensive program and reduces the needs for special services as a result of customized education	

## ADDENDUM B: ACTION PLAN

### Action Plan: Leveled literacy Intervention

Action Steps	Anticipated Start/Completion Date
Delivery of Literacy Intervention in grades k-3	05/13/2022 - 06/10/2025

Monitoring/Evaluation	Anticipated Output
Principals will engage with teachers at individual data level meetings and monitor with the teacher progress of each student	Effective use of data and delivery of ELA resources through targeted instruction

Material/Resources/Supports Needed	PD Step	Comm Step
SAVAAS ELA Resources	yes	yes



**Action Steps****Anticipated Start/Completion Date**

Provide time within the MTSS to provide individualized instruction to all students to advance their literacy proficiency, Use of Text Dependent Analysis

06/10/2022 - 06/10/2022

**Monitoring/Evaluation****Anticipated Output**

Principals will engage with teachers at individual data level meetings and monitor with the teacher progress of each student

Effective use of data and delivery of ELA resources through targeted instruction

**Material/Resources/Supports Needed****PD Step****Comm Step**

SAVAAS, MyView/ Read Naturally/ Exact Path/ Te

yes

no



## Action Plan: Text Dependent Analysis, Read Naturally, Peer Reading

Action Steps	Anticipated Start/Completion Date
Advancement of Math Performance in all grade levels	06/10/2022 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
School level data teams that analyze content level data and assess growth and also data analyzed at the individual level to assure all students are progressing. Meetings to occur between teachers and school principals	Increased student performance on standardized assessments

Material/Resources/Supports Needed	PD Step	Comm Step
MIF and supplemental math resources appropriate to grade level	yes	no





## Action Plan: MIF

Action Steps	Anticipated Start/Completion Date
All teachers demonstrate instruction using MIF with fidelity to the content and strategies	07/15/2022 - 07/15/2022

Monitoring/Evaluation	Anticipated Output
School Principals with teachers	Increased student performance in mathematics

Material/Resources/Supports Needed	PD Step	Comm Step
MIF/ Exact Path/ ST Math	yes	no

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## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Leveled literacy	Delivery of Literacy	05/13/2022 -
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)	Intervention	Intervention in grades k-3	06/10/2025
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)			
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)			
Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)			
All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)			
Implementation of MTSS that will provide the framework of customized instruction for			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)			
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Leveled literacy	Provide time within the MTSS	06/10/2022 -
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)	Intervention	to provide individualized instruction to all students to advance their literacy proficiency, Use of Text	06/10/2022
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)		Dependent Analysis	
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)			
Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)			
All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)			
Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
(Customized Instruction through the use of MTSS framework)			
All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)	Text Dependent Analysis,	Advancement of Math Performance	06/10/2022 -
PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)	Read Naturally,	in all grade levels	06/30/2025
Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)	Peer Reading		
Increased proficiency levels of students in grade 3 based upon advancements in student performance in grades k, 1 and 2 leading to increased math performance in all grade levels (Math advancement as measured in grade 3 and continued increased math performance in all grade levels)			
Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)			
Rewriting of the science standards to align with the new science standards (New Science Standards will be in alignment in District Curriculum)			
Professional development to support the new curriculum as aligned to the new science standards (Science Standards to align with new standards)			
Comprehensive MTSS program is implemented and developed to deliver instruction in			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)</p> <p>All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)</p> <p>Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)</p>			
<p>PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)</p> <p>Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)</p> <p>Increased proficiency levels of students in grade 3 based upon advancements in student performance in grades k, 1 and 2 leading to increased math performance in all grade levels (Math advancement as measured in grade 3 and continued increased math performance in all grade levels)</p> <p>Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)</p>	MIF	All teachers demonstrate instruction using MIF with fidelity to the content and strategies	07/15/2022 - 07/15/2022

**Measurable Goals**

**Action Plan Name**

**Professional Development Step**

**Anticipated Timeline**

Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)

All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)

Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)

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## **PROFESSIONAL DEVELOPMENT PLANS**

**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

SAVAAS

All ELA and ELD Teachers

Literacy at the specified grade level

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Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Performance of students in ELA and language acquisition	08/30/2022 - 06/30/2025	Asst. Superintendent with school principals

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
Language and Literacy Acquisition for All Students	

Professional Development Step	Audience	Topics of Prof. Dev
MIF	All math teachers	Math specific content and delivery

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Student performance on assessments	07/31/2022 - 06/30/2025	Asst. Superintendent and Principals

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
Teaching Diverse Learners in an Inclusive Setting	

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
MIF	All teachers instructing MIF	MIF content

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Student performance on assessments	07/31/2022 - 06/30/2025	Assistant Superintendent and Principals

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
	Teaching Diverse Learners in an Inclusive Setting





## **ADDENDUM D: ACTION PLAN COMMUNICATION**

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>All students will demonstrate increases in proficiency levels in all tested grades (ELA increased student performance)</p>	<p>Leveled literacy Intervention</p>	<p>Delivery of Literacy Intervention in grades k-3</p>	<p>2022-05-13 - 2025-06-10</p>
<p>PVAAS measurements will demonstrate growth for students and will be reflected in professional staff instruction scores (Professional learning resulting in increased student performance)</p>			
<p>Increase ELA proficiency in grade 3 as a result of advancement of student performance in grades K, 1 and 2 (K through grade 2 impact student performance grade 3, increased proficiency scores of all students by grade 3)</p>			
<p>Working with community pre-k programs to continue to define needed skills for entry to grade K (Pre-K and District Collaboration)</p>			
<p>Comprehensive MTSS program is implemented and developed to deliver instruction in the school community addressing individual student needs. Data Teams are conducted to review individual and school level data to provide individualized supports for all students. (Effective MTSS in all schools grades K-8)</p>			
<p>All students will advance in ELA growth (Development of the MTSS framework in all schools that enables a customized education to promote academic and social growth for all students)</p>			
<p>Implementation of MTSS that will provide the framework of customized instruction for each student yielding, increased academic performance on standardized assessments (Customized Instruction through the use of MTSS framework)</p>			

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## COMMUNICATIONS PLAN

<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Advancing student literacy throughout the district	Teachers, students and community	Literacy development and advancement
<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
07/31/2022 - 06/30/2025	quarterly	Posting on district website Email Public service announcement Presentation
<b>Lead Person/Position</b>	Title I Instructors, Principals and Assistant Superintendent	

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Posting on district website	Comprehensive Plan including all required state reports	district website	all community members and staff	2022 to 2025
District presentation	Comprehensive Plan and all state reports	public meeting of the district Board of Directors and Administration	community members both present and televised	2022

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