

## **RADNOR TOWNSHIP SD**

135 S Wayne Ave

Comprehensive Plan | 2021 - 2024

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### **MISSION STATEMENT**

The mission of Radnor Township School District is to inspire in all students the love of learning and creating, and to empower them to discover and pursue their individual passions with knowledge, confidence, and caring to shape the future.

### **VISION STATEMENT**

Vision Statement: • Each student will demonstrate caring by enhancing community through ongoing choice and action. • Each student will consistently demonstrate excitement and persistence by constructing knowledge and developing novel solutions. • All students will demonstrate dedication to the pursuit of their passions. Shared Values: • Respecting and valuing diversity is essential for communities to thrive. • Lifelong learning is essential to creating a better life and world. • Nurturing is critical for individual and community growth. • Faith in one's potential fosters confidence which motivates effort and ultimately leads to accomplishment. • All people have worth and the capacity to grow and learn. • The most powerful learning results from meaningful active engagement. • There is a direct connection between the pursuit of one's passion and the joy of learning.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

See "Other" section for shared educational values for all stakeholder groups.

### **STAFF**

See "Other" section for shared educational values for all stakeholder groups.

### **ADMINISTRATION**

See "Other" section for shared educational values for all stakeholder groups.

### **PARENTS**

See "Other" section for shared educational values for all stakeholder groups.

### **COMMUNITY**

See "Other" section for shared educational values for all stakeholder groups.

### **OTHER (OPTIONAL)**

The Radnor Township School District views the school community as one that embraces a shared partnership in the responsibility of living our mission, vision, and shared values and unlocking the potential in all students. Through school and community collaboration, it is our students, staff, parents, and community members that support a meaningful and rich educational experience, both within and outside of the school environment. Development of the intellectual, social-emotional, and physical aspects of each student takes a comprehensive approach to teaching and learning, and creating and supporting opportunities for a well-rounded education helps to develop the 'whole child'. This requires all stakeholders to embrace continuous learning, perseverance, and self-awareness. This requires staff to facilitate and personalize learning through fostering problem-solving, critical-thinking, collaboration, and resilience in a positive, safe, and respectful learning

environment. This requires parents and community members to embrace the learning process, and engage and collaborate with staff and school officials in the support of their own child(ren) and the greater student body of Radnor Township S.D.

## STEERING COMMITTEE

Name	Position	Building/Group
Shawn Dutkiewicz	Administrator	Radnor Township S.D.
Jim Kearney	Administrator	Radnor Township S.D.
Dan Bechtold	Administrator	Radnor Township S.D.
George Reigle	Administrator	Radnor Township S.D.
Mary Claire Smith	Community Member	Radnor Township Community
Janis Rindone	Staff Member	Radnor Township S.D.
Jennifer Hervada	Staff Member	Radnor Township S.D.
Jennifer Becker	Staff Member	Radnor Township S.D.
Abigail Wheble	Staff Member	Radnor Township S.D.
Abby Daniels	Staff Member	Radnor Township S.D.
Sue Dahlstrom	Staff Member	Radnor Township S.D.
Christine Kulp	Staff Member	Radnor Township S.D.
Darcy DiGiacomo	Staff Member	Radnor Township S.D.

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Jeanette Barnes	Staff Member	Radnor Township S.D.
Kathy Sonier	Parent	Radnor Township Community
Lauren O'Rourke	Parent	Radnor Township Community
Elizabeth Krugler	Community Member	Radnor Township Community
Patty Balachandran	Parent	Radnor Township Community
Amy VanGelder	Other	Radnor Township Community
Sara Whitehead	Parent	Radnor Township Community

## ESTABLISHED PRIORITIES

### Priority Statement

Radnor Township is in need of expanded supports for college and career awareness and preparedness.

### Outcome Category

Career Standards Benchmark

Post-secondary transition to school, military, or work

STEM

Radnor Township is in need of a comprehensive and systematic approach that works to meet the needs of all learners.

Essential Practices 1: Focus on Continuous Improvement of Instruction

Essential Practices 2: Empower Leadership

Essential Practices 5: Allocate Resources Strategically and Equitably

## ACTION PLAN AND STEPS

### Evidence-based Strategy

MTSS

### Measurable Goals

#### Goal Nickname

#### Measurable Goal Statement (Smart Goal)

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

MTSS

Implement and facilitate a comprehensive system (MTSS) for benchmarking student performance across academics, behavior, and social skill areas which is paired with strategic interventions and aligned to a uniform procedure for evaluating eligibility for Title 1, special education or 504 services.

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

Provide extensive professional development to teachers on the implementation of MTSS framework.

2021-08-31 -  
2024-06-14

Dr. Shawn Dutkiewicz,  
Director of Elementary  
Teaching and Learning

All supports will be provided through the Department of Teaching and Learning and the Montgomery County Intermediate Unit.

**Anticipated Outcome**

Full implementation and facilitation of the MTSS framework.

**Monitoring/Evaluation**

The implementation and evaluation will be an ongoing process that includes both formal and informal feedback from all stakeholders.

**Evidence-based Strategy**

Inclusion and Social-Emotional Wellness

**Measurable Goals**

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

Inclusion and Social-Emotional Wellness

Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual.

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

Implement new Social-Emotional Learning program K-12.

2021-09-07 - 2024-06-14

Mr. George Reigle, Assistant Director of Student Services.

Second Step, SEL Program materials and online resources.

Provide professional development of the SEL program to all teachers/staff. Monitor progress.

2021-08-31 - 2024-06-14

Mr. George Reigle, Assistant Director of Student Services.

Second Step, SEL Program materials and online resources.

**Anticipated Outcome**

Full implementation of the SEL Program and increased supports in place for students and staff.

**Monitoring/Evaluation**

The implementation and evaluation will be an ongoing process that includes both formal and informal feedback from all stakeholders.

**Evidence-based Strategy**

College and Career

**Measurable Goals**



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

College and Career

Expand our post-secondary career awareness, planning, and student support services for 9-12 grade students.

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

Expand and enhance college and career planning and support at the 9-12 levels.

2022-01-03 -  
2024-06-14Mr. Dan Bechtold, Director of  
Secondary Teaching and LearningPersonnel; Act339  
Resources**Anticipated Outcome****Monitoring/Evaluation**

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement and facilitate a comprehensive system (MTSS) for benchmarking student performance across academics, behavior, and social skill areas which is paired with strategic interventions and aligned to a uniform procedure for evaluating eligibility for Title 1, special education or 504 services. (MTSS)	MTSS	Provide extensive professional development to teachers on the implementation of MTSS framework.	08/31/2021 - 06/14/2024

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual. (Inclusion and Social-Emotional Wellness)	Inclusion and Social-Emotional Wellness	Provide professional development of the SEL program to all teachers/staff. Monitor progress.	08/31/2021 - 06/14/2024

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Implement and facilitate a comprehensive system (MTSS) for benchmarking student performance across academics, behavior, and social skill areas which is paired with strategic interventions and aligned to a uniform procedure for evaluating eligibility for Title 1, special education or 504 services. (MTSS)	MTSS	Provide extensive professional development to teachers on the implementation of MTSS framework.	08/31/2021 - 06/14/2024

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual. (Inclusion and Social-Emotional Wellness)	Inclusion and Social-Emotional Wellness	Implement new Social-Emotional Learning program K-12.	09/07/2021 - 06/14/2024

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual. (Inclusion and Social-Emotional Wellness)	Inclusion and Social-Emotional Wellness	Provide professional development of the SEL program to all teachers/staff. Monitor progress.	08/31/2021 - 06/14/2024

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Expand our post-secondary career awareness, planning, and student support services for 9-12 grade students. (College and Career)	College and Career	Expand and enhance college and career planning and support at the 9-12 levels.	01/03/2022 - 06/14/2024

## **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 of 28 days prior to approval by the board or governing body and submission to the Department.

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School Board Minutes or Affirmation Statement

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

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Chief School Administrator

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

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All ancillary plans within the Comprehensive Plan are associated with the supports and services associated with the formal implementation of Multi-tiered Systems of Supports (MTSS) in our schools, K-12.

The district has made an explicit and significant investment in the implementation of Multi-tiered Systems of Supports (MTSS) in our schools, K-12.

Radnor Township S.D. meets the statewide goal for English Language Arts achievement based on 18-19 Data.

Radnor Township S.D. meets the statewide goal for Mathematics achievement based on 18-19 Data.

Foster a vision and culture of high expectations for success for all students, educators, and families

Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district

Ensure effective, standards-aligned curriculum and assessment

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### Challenges

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The implementation of MTSS at three distinct levels (elementary, middle, and high school), presents significant work with communication, professional development, training, and support. This is a multi-year implementation that will require a great deal of human and financial investments.

WIDA Testing indicated that 64% of K-12 ELL students met the growth attainment of the Annual Access Test. Current growth falls below the state-wide goal of 70.3% by 2030.

Internal data and state testing data analyzed by subgroup indicates a lower proportion of students (identified as economically disadvantaged) performed proficient/advanced on the PSSA than those unidentified.

Although there are no essential practices that were rated below "Operational", Radnor Township is investing in many new initiatives that will help to support our mission and vision, and work to provide continuous improvement of our programs.

Radnor Township S.D. meets the statewide goal for Science/Biology Growth (PVAAS) - 75% of the 3-5 all-student group met the standard for demonstrating growth on the PSSA

## Strengths

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers

Allocate resources, including money, staff, professional learning, materials, and support to schools based on the analysis of a variety of data

Radnor Township S.D. has a strong history of high academic achievement in English-Language Arts.

Radnor Township S.D. has a strong history of high academic achievement in Mathematics.

The Radnor Township S.D. attendance average exceeds the statewide goal and statewide average and is nearly 100%.

Radnor Township S.D. has a strong history of high academic achievement in English-Language Arts.

Radnor Township S.D. has a strong history of high academic achievement in Mathematics.

Radnor Township S.D. has a strong history of high academic achievement in Science.

Radnor students participate in a variety of programs and activities that immerse them in authentic career and technical experiences.

## Challenges

Science/Biology Assessment (PVAAS); 50% of the 8th grade all-student group met the standard for demonstrating growth on the PSSA Science/Biology Assessment (PVAAS)

Career Standards Benchmark - Radnor Township S.D. fell below the statewide standard benchmark of 98% in 3 of the 5 schools.

Radnor Township views our overall achievement on the PSSA Mathematics Assessment as an area for improvement.

There were no apparent challenges specific to ELA on the Future Ready Index.

There were no apparent challenges specific to Mathematics on the Future Ready Index.

There were no apparent challenges specific to Science on the Future Ready Index.

Radnor Township S.D. (2 of 5 schools) fell below the statewide standard benchmark of 98%.

Radnor Township S.D. is working to establish a consistent model for teaching career standards and collecting/analyzing student artifacts.

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**Most Notable Observations/Patterns**

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**Challenges**

**Discussion Point**

**Priority for Planning**

Career Standards Benchmark - Radnor Township S.D. fell below the statewide standard benchmark of 98% in 3 of the 5 schools.

Radnor Township S.D. has plans to improve and increase our percentage of students fully completing the Career Standards benchmark.

The implementation of MTSS at three distinct levels (elementary, middle, and high school), presents significant work with communication, professional development, training, and support. This is a multi-year implementation that will require a great deal of human and financial investments.

The MTSS implementation process has been a priority initiative.

Radnor Township views our overall achievement on the PSSA Mathematics Assessment as an area for improvement.

Based on state assessment data, Mathematics has been an identified need.

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## ADDENDUM B: ACTION PLAN

### Action Plan: MTSS

Action Steps	Anticipated Start/Completion Date
Provide extensive professional development to teachers on the implementation of MTSS framework.	08/31/2021 - 06/14/2024

Monitoring/Evaluation	Anticipated Output
The implementation and evaluation will be an ongoing process that includes both formal and informal feedback from all stakeholders.	Full implementation and facilitation of the MTSS framework.

Material/Resources/Supports Needed	PD Step	Comm Step
All supports will be provided through the Department of Teaching and Learning and the Montgomery County Intermediate Unit.	yes	yes

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### Action Plan: Inclusion and Social-Emotional Wellness

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

Implement new Social-Emotional Learning program K-12.

09/07/2021 - 06/14/2024

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

The implementation and evaluation will be an ongoing process that includes both formal and informal feedback from all stakeholders.

Full implementation of the SEL Program and increased supports in place for students and staff.

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

Second Step, SEL Program materials and online resources.

no

yes



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

Provide professional development of the SEL program to all teachers/staff. Monitor progress.

08/31/2021 - 06/14/2024

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

The implementation and evaluation will be an ongoing process that includes both formal and informal feedback from all stakeholders.

Full implementation of the SEL Program and increased supports in place for students and staff.

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

Second Step, SEL Program materials and online resources.

yes

yes



## Action Plan: College and Career

### Action Steps

### Anticipated Start/Completion Date

Expand and enhance college and career planning and support at the 9-12 levels.

01/03/2022 - 06/14/2024

### Monitoring/Evaluation

### Anticipated Output

### Material/Resources/Supports Needed

### PD Step

### Comm Step

Personnel; Act339 Resources

no

yes

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## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement and facilitate a comprehensive system (MTSS) for benchmarking student performance across academics, behavior, and social skill areas which is paired with strategic interventions and aligned to a uniform procedure for evaluating eligibility for Title 1, special education or 504 services. (MTSS)	MTSS	Provide extensive professional development to teachers on the implementation of MTSS framework.	08/31/2021 - 06/14/2024
Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual. (Inclusion and Social-Emotional Wellness)	Inclusion and Social-Emotional Wellness	Provide professional development of the SEL program to all teachers/staff. Monitor progress.	08/31/2021 - 06/14/2024

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## PROFESSIONAL DEVELOPMENT PLANS



<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
MTSS	K-12 Teachers	Topics included: MTSS vision, timeline, and framework; school-based systems, roles and responsibilities; data analysis processes; schedules and logistics; and Tier 1 Intervention strategies.

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teacher informal and formal feedback; implementation process and schedule; data collection and analysis of interventions.	08/31/2021 - 06/14/2024	Dr. Shawn Dutkiewicz, Director of Elementary Teaching and Learning

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
1d: Demonstrating Knowledge of Resources	Teaching Diverse Learners in an Inclusive Setting
3b: Using Questioning and Discussion Techniques	Teaching Diverse Learners in an Inclusive Setting
4b: Maintaining Accurate Records	Teaching Diverse Learners in an Inclusive Setting
1b: Demonstrating Knowledge of Students	
1f: Designing Student Assessments	
3d: Using Assessment in Instruction	
1a: Demonstrating Knowledge of Content and Pedagogy	
1e: Designing Coherent Instruction	
3c: Engaging Students in Learning	

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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2b: Establishing a Culture for Learning

1c: Setting Instructional Outcomes

3a: Communicating with Students

3e: Demonstrating Flexibility and Responsiveness

1a: Demonstrating Knowledge of Content and Pedagogy

1e: Designing Coherent Instruction

4b: Maintaining Accurate Records

2a: Creating and Environment of Respect and Rapport

1c: Setting Instructional Outcomes

2b: Establishing a Culture for Learning

3c: Engaging Students in Learning

1b: Demonstrating Knowledge of Students

1f: Designing Student Assessments

3e: Demonstrating Flexibility and Responsiveness

1d: Demonstrating Knowledge of Resources

4e: Growing and Developing Professionally

3b: Using Questioning and Discussion Techniques

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

Inclusion and Social-Emotional Wellness

K-12 Teachers

Social-Emotional Learning - Second Step  
Curriculum Training

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Completion of the training and implementation evidence through classroom instruction and student artifacts.

08/31/2021 - 06/14/2024

Mr. George Reigle, Assistant Director of Student Services.

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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2a: Creating and Environment of Respect and Rapport

Teaching Diverse Learners in an Inclusive Setting

3d: Using Assessment in Instruction

1a: Demonstrating Knowledge of Content and Pedagogy

3a: Communicating with Students

1d: Demonstrating Knowledge of Resources

2b: Establishing a Culture for Learning

1e: Designing Coherent Instruction

3c: Engaging Students in Learning

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Implement and facilitate a comprehensive system (MTSS) for benchmarking student performance across academics, behavior, and social skill areas which is paired with strategic interventions and aligned to a uniform procedure for evaluating eligibility for Title 1, special education or 504 services. (MTSS)	MTSS	Provide extensive professional development to teachers on the implementation of MTSS framework.	2021-08-31 - 2024-06-14
Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual. (Inclusion and Social-Emotional Wellness)	Inclusion and Social-Emotional Wellness	Implement new Social-Emotional Learning program K-12.	2021-09-07 - 2024-06-14
Foster and maintain a caring and responsive culture for all students, staff and parents, working toward development of a positive environment, emphasizing the uniqueness of each individual. (Inclusion and Social-Emotional Wellness)	Inclusion and Social-Emotional Wellness	Provide professional development of the SEL program to all teachers/staff. Monitor progress.	2021-08-31 - 2024-06-14
Expand our post-secondary career awareness, planning, and student support services for 9-12 grade students. (College and Career)	College and Career	Expand and enhance college and career	2022-01-03 - 2024-06-14

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

planning and  
support at the 9-12  
levels.

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## COMMUNICATIONS PLAN

**Communication Step**

**Audience**

**Topics/Message of Communication**

MTSS

Community Members

MTSS Implementation - All parent and community  
details of the system and program

**Anticipated Timeframe**

**Frequency**

**Delivery Method**

08/30/2021 - 06/14/2024

Ongoing; updated as necessary

Posting on district website

**Lead Person/Position**

Dr. Shawn Dutkiewicz, Director of Elementary Teaching and Learning

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
MTSS	Community Members	MTSS Implementation - All parent and community details of the system and program

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
10/07/2021 - 06/14/2024	1 time	Webinar

<b>Lead Person/Position</b>
Dr. Shawn Dutkiewicz, Director of Elementary Teaching and Learning

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Live Board Meeting to review the Comprehensive Plan	The full Comprehensive Plan will be reviewed with the Radnor Township School District Board of Directors.	Live Board Meeting and Webpage	All Community Members	October 2021
The Comprehensive Plan will be posted for public viewing for 28 days	Public review of the Comprehensive Plan	Webpage	All Community Members	October - November 2021

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