

## **BERMUDIAN SPRINGS SD**

7335 Carlisle Pike

Comprehensive Plan | 2021 - 2024

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### **MISSION STATEMENT**

Inspiring to lead, learn, compete, and serve.

### **VISION STATEMENT**

The vision of the Bermudian Springs School District, in partnership with parents, and the community, is to empower all students to become responsible and respectful citizens, while inspiring them to lead, learn, and compete academically in a global society, and to ensure that student seeks to achieve personal excellence in order to serve the community.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

As a District we have created a Portrait of a Graduate. As students traverse through each grade level, 6 competencies have been developed for students to develop throughout their Bermudian Springs School District experience they are as follows: 1. Initiative and Self- Direction 2. Critical Thinking and Problem Solving 3. Collaboration 4. Global Citizenship 5. Creativity and Innovation 6. Communication

### **STAFF**

As a staff we expect all members of our learning community to foster positive relationships with students. We expect our staff to do what is best for our students and make instructional changes in the classroom based on the needs of the learners. Our staff is provided the opportunity to take educational risks through trying new strategies, assessments, or project based learning experiences for students.

### **ADMINISTRATION**

Our administration is expected to support and hear the voices of students and staff. Administration is expected to maximize resources and provide these to students and staff. In addition, administration is expected to encourage, support and reduce any barriers that may occur for student and staff success.

### **PARENTS**

Our parents and guardians are essential to the overall success of our District. Parents are vital partners in the educational process, sharing their learning goals for the son/daughter and working at home and in conjunction with our schools for the progress of their academic and social development. We encourage parents/guardians to participate in the many engagement activities that we have and we encourage a family to reach out to us with questions, concerns, ideas, and partner with our school family organizations to continue to strengthen and support our schools.

### **COMMUNITY**

We believe that our District: 1. Promotes partnerships with all stakeholders in order to provide a safe, supportive, and comprehensive educational environment for all students. 2. Values all stakeholders as critical members of our school/district community. 3. Provides opportunities for all students.

## STEERING COMMITTEE

Name	Position	Building/Group
Amanda Gerringer	Parent and Staff	Parents, Community
Quinn Turocy	Parent	Parent/Community
Ryan Updike	Teacher- HS	High School
Michelle Murren	Teacher- MS	Middle School
William Smith	Teacher- ES	Elementary School
Wade Hunt	Administrator	Student Services
Lisa Conrad	Adminstrator	Special Education
Joanne Riley	EL Program Specialist	Middle School
Sherri Umbaugh	Counselor	Middle and Elementary School
Jennifer Eley	Principal	Elementary School
Shannon Myers	Principal	Middle School
Jon DeFoe	Principal	High School
Mike Aiello	Business Owner, Community	Community and Business

**Name**

**Position**

**Building/Group**

Erin Green

Parent, Support Staff

Community

Shane Hotchkiss

Superintendent

District

Jon Fox

Assistant Superintendent

District

## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Through an aligned curriculum unit mapping system,	Community Engagement Rigorous Courses of Study Section
As a District we will continue our mapping process.	Rigorous Courses of Study Section
Continuing and enhancing business partnerships.	Career Standards Benchmark

## ACTION PLAN AND STEPS

Evidence-based Strategy
Curriculum Unit Mapping

Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create aligned standards system	2021-08-23 -	Assistant Superintendent, Principals, Curriculum	Support for planning,

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
and maps for each subject	2024-08-19	Council and Professional Development Committee.	review, and concentrated time

**Anticipated Outcome**  
 Teachers, in common grades and departments constructing assessments that are modernized and have students demonstrating their learning

**Monitoring/Evaluation**  
 Professional Development Committee (task force) will review assessments along with Principals and Assistant Superintendent

**Evidence-based Strategy**  
 Community Business Partnerships

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)
Community Partnerships Expanded	Review and strengthen existing business partnerships, while creating new relationships that focus on student opportunities.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop a clear purpose for business partnerships, visit local businesses and partners for student opportunities and support	2021-08-23 - 2024-08-17	Assistant Superintendent, Principals, Counselors, and Career and Technology Teachers	listing of businesses and conversation points

### Anticipated Outcome

Listing of community resources and business partnerships for student internships and visits

### Monitoring/Evaluation

Ongoing list through conversations, inquiry and visits

### Evidence-based Strategy

Stakeholder Engagement

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Community Partnerships Expanded	Review and strengthen existing business partnerships, while creating new relationships that focus on student opportunities.

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

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**Monitoring/Evaluation**

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Curriculum Unit Mapping	Create aligned standards system and maps for each subject	08/23/2021 - 08/19/2024

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Review and strengthen existing business partnerships, while creating new relationships that focus on student opportunities. (Community Partnerships Expanded )	Community Business Partnerships	Develop a clear purpose for business partnerships, visit local businesses and partners for student opportunities and support	08/23/2021 - 08/17/2024

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Curriculum Unit Mapping	Create aligned standards system and maps for each subject	08/23/2021 - 08/19/2024

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Review and strengthen existing business partnerships, while creating new relationships that focus on student opportunities. (Community Partnerships Expanded )	Community Business Partnerships	Develop a clear purpose for business partnerships, visit local businesses and partners for student opportunities and support	08/23/2021 - 08/17/2024

## **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

2022-01-11

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

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Chief School Administrator

Shane Hotchkiss

2022-02-07

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Attendance- at all levels

Career Readiness

Student Growth as reported from PVAAS.

PSSA and Keystone Performance at the HS and MS

PVAAS Growth for Algebra I at the High School

Student performance for Algebra I is higher than the state average

Science growth at the High School is trending toward meeting the state standard

Graduation rates for the four year cohort

Student growth as displayed on PVAAS for students with disabilities at Middle School: 80% ELA, and 86 Math

Attendance at all levels. MS- 96.2% for students with disabilities, ES-

Attendance at all three schools

### Challenges

Science scores as reported through the FRI are below the State Average

Economically Disadvantaged student groups in all areas

ELA on track measure for grade 3

ELA, PSSA performance at Elementary School below the state average

PVAAS Growth at the Middle School

Performance on the PSSA State Assessment

Overall performance on track measure

below the state average in PA State Assessment

Career and Tech program completes (meeting hours, task completion and NOCTI)

Students obtaining certifications from CTE Program

Performance of Hispanic student group on state assessment measures at the MS, HS and ES fall below state average

## Strengths

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Recruit and Retain High Quality Teachers

Foster a vision and culture of high expectations for success for all stakeholders

Coordinate and monitor supports aligned with student's and families' needs

## Challenges

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EL Performance falls below statewide average and mid term 2030 goal for language growth and attainment

Establish and maintain a focused system for continuous improvement and ensure organizational coherence

Ensure effective, standards-aligned curriculum and assessment

Partner with local business, employers, community organizations, and other agencies to meet the needs of the district

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## Most Notable Observations/Patterns

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**Challenges****Discussion Point****Priority for Planning**

Economically Disadvantaged student groups in all areas

Performance on the PSSA State Assessment

Performance on assessments is something our students do, not our central focus.

Ensure effective, standards-aligned curriculum and assessment

Partner with local business, employers, community organizations, and other agencies to meet the needs of the district

## ADDENDUM B: ACTION PLAN

### Action Plan: Curriculum Unit Mapping

Action Steps	Anticipated Start/Completion Date
Create aligned standards system and maps for each subject	08/23/2021 - 08/19/2024

Monitoring/Evaluation	Anticipated Output
Professional Development Committee (task force) will review assessments along with Principals and Assistant Superintendent	Teachers, in common grades and departments constructing assessments that are modernized and have students demonstrating their learning

Material/Resources/Supports Needed	PD Step	Comm Step
Support for planning, review, and concentrated time	yes	yes

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## Action Plan: Community Business Partnerships

### Action Steps

### Anticipated Start/Completion Date

Develop a clear purpose for business partnerships, visit local businesses and partners for student opportunities and support

08/23/2021 - 08/17/2024

### Monitoring/Evaluation

### Anticipated Output

Ongoing list through conversations, inquiry and visits

Listing of community resources and business partnerships for student internships and visits

### Material/Resources/Supports Needed

### PD Step

### Comm Step

listing of businesses and conversation points

yes

yes

## Action Plan: Stakeholder Engagement

## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Curriculum Unit Mapping	Create aligned standards system and maps for each subject	08/23/2021 - 08/19/2024
Review and strengthen existing business partnerships, while creating new relationships that focus on student opportunities. (Community Partnerships Expanded )	Community Business Partnerships	Develop a clear purpose for business partnerships, visit local businesses and partners for student opportunities and support	08/23/2021 - 08/17/2024

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## PROFESSIONAL DEVELOPMENT PLANS

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Curriculum Unit Mapping	Teachers and administrators	Curriculum unit mapping, essential questions and assessments

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Modernized curriculum unit maps, assessments aligned with standards	08/19/2021 - 10/13/2023	Assistant Superintendent

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
1a: Demonstrating Knowledge of Content and Pedagogy	Teaching Diverse Learners in an Inclusive Setting

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Standards unpack	K-12 teachers	Unpacking the standards through grade level and vertical grade level planning

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Unpacked standards, developed to identify what students should know at the end of each grade level and rather the skills at each grade level are introduction, developing , or mastered.	08/16/2021 - 08/17/2022	Assistant Superintendent and Principals,

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

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

Language and Literacy Acquisition for All Students

**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

Assessment

Teachers K-12

elements of assessment and common assessment, develop multiple ways to assess (culminating project, performance tasks) and time for teachers to review together

**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Common Assessment

08/17/2022 - 08/18/2023

Assistant Superintendent and Principals

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

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

Language and Literacy Acquisition for All Students

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Integration of content through unit planning at grade levels	K-12 teachers	Integration of content across multiple disciplines

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Integrated unit plans and/or project based learning	08/11/2023 - 08/12/2024	Assistant Superintendent and 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

<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Trauma Informed Training	All K-12 Faculty and Staff, School Board Directors, Bus Drivers	Mental Health of Staff and Student Trauma Informed educational approached Positive Behavior Reinforcement

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Increased supports and awareness/identification of struggling students and families	10/01/2021 - 10/20/2024	Shannon Myers

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

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

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2a: Creating an Environment of Respect and Rapport

Trauma Informed Training (Act 18)

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Curriculum Unit Mapping	Create aligned standards system and maps for each subject	2021-08-23 - 2024-08-19
Review and strengthen existing business partnerships, while creating new relationships that focus on student opportunities. (Community Partnerships Expanded )	Community Business Partnerships	Develop a clear purpose for business partnerships, visit local businesses and partners for student opportunities and support	2021-08-23 - 2024-08-17

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## COMMUNICATIONS PLAN

<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Curriculum Mapping	Teachers and Administrators	Curriculum mapping review, along with the update of the new PA Science Standards
<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
10/11/2021 - 10/09/2023	As needed	Presentation
<b>Lead Person/Position</b>	Principals and Assistant Superintendent	

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Presentation at Board Meeting	Overview of the Comprehensive Plan	Presentation	Board of Directors and Community	January 2021

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