

CONEWAGO VALLEY SD

130 Berlin Rd

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

Conewago Valley School District promotes individual and collaborative excellence enabling students to become competent, confident, and creative builders of the future.

VISION STATEMENT

Conewago Valley School District empowers students.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

All students should be challenged and accept ownership of learning in order to reach their full potential. All students should learn the value of collaboration and competition. All students will be given a variety of opportunities to assist them in becoming well-rounded individuals. All students can grow academically, emotionally, physically, and socially.

STAFF

Quality education promotes life-long learners leading to new knowledge and personal growth. Making learning relevant is the key to engagement.

ADMINISTRATION

Excellence in education depends on the continuous evaluation of curriculum, development of staff, and quality facilities. Our educational programs provide authentic opportunities to develop basic skills, life skills, critical thinking skills, conflict resolution, and problem solving skills. All students deserve a safe learning environment. All students have the greatest opportunity to learn in a safe environment.

PARENTS

All students are responsible for determining their own future with the support of family, community, and educators. Students learn best when parents and/or guardians partner with their school.

COMMUNITY

Conewago Valley School District is a community of respect where each person has intrinsic worth, and, therefore must be accepted and treated with dignity. Our educational programs provide opportunities for students to be an asset to their school and community.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Jeff Kindschuh	Board Member	Conewago Valley School District
Sharon Perry	Administrator	Conewago Valley School District
Stephanie Mueller	Staff Member	Conewago Valley Education Association
Amanda Sipe	Staff Member	Conewago Valley Education Association School District
Katie Yaukey	Staff Member	New Oxford Elementary
Jill Smith	Staff Member	Conewago Township Elementary
Jessica Plank	Staff Member	Conewago Valley Intermediate School
Joanna Knott	Staff Member	Conewago Valley Intermediate School
Anthony Angelini	Staff Member	New Oxford Middle School
Sarah Lewis	Staff Member	New Oxford High School
Ashlie Murren	Staff Member	New Oxford High School
Emily Kress	Staff Member	New Oxford High School
Doug Epley	Administrator	Conewago Valley School District

Name	Position	Building/Group
Lynne Miller	Administrator	Conewago Valley School District
Stephanie Corbin	Administrator	Conewago Valley School District
Christopher Bowman	Administrator	New Oxford High School
Garry Himes	Administrator	New Oxford High School
Alecia Kraus	Administrator	New Oxford High School
John Beeman	Administrator	New Oxford Middle School
Lori Baxter	Staff Member	New Oxford High School
Matthew Muller	Administrator	New Oxford Middle School
Lawrence Sanders	Administrator	Conewago Valley Intermediate School
Drew Little	Administrator	New Oxford High School
Autumn Zaminski	Administrator	Conewago Township Elementary
Bonnie Little	Staff Member	Conewago Valley School District
Caitlynne Edwards	Staff Member	Coach - New Oxford High School
Krista Hayward	Community Member	Conewago Valley Foundation for Education President
Diana Fasnaught	Community Member	Director for Ready to Learn/United Way of Adams County

Name	Position	Building/Group
Andrew Walker	Administrator	Conewago Valley Intermediate School
Lauren Herring	Community Member	Photographer
Christopher Cobb	Administrator	New Oxford Elementary
BJ Wilke	Community Member	Wilke Enginuity
Shawn Cuffley	Community Member	Eastern Adams Regional Police Department
Janelle Boyer	Community Member	Children's Aid Society
Mackinzie Loughlin	Community Member	Jacobs Tool and Manufacturing/Hanover Chamber of Commerce
Sami Slusser	Community Member	Strategic Prevention Framework Director/Center for Youth and Community Development
Kendall Bowman	Student	Conewago Valley Intermediate School
Meredith Bergen	Student	New Oxford Middle School Student Council President
Tanner Haugh	Student	New Oxford Middle School Student Council Executive Officer
Abigail Sullivan	Student	New Oxford High School Student Council President
RyLee Haugh	Student	New Oxford High School Student Council Vice President
Nicki Redding	Parent	Conewago Township Elementary
Jessica Barajas	Parent	New Oxford Elementary

Name	Position	Building/Group
Jerle Byrd	Parent	Conewago Valley Intermediate School
Tasha Byrd	Parent	Conewago Valley Intermediate School
Tiffanie Garmin	Parent	New Oxford Middle School
Jennifer Haugh	Parent	New Oxford Middle School and New Oxford High School
Melissa LaVallee	Parent	New Oxford High School
Amy Still	Parent	New Oxford High School
Aida Flores	Community Member	Miller Chemical
Elizabeth Coover	Other	Conewago Township Elementary Student Teacher

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Curriculum Research Review will begin in 2023-2024. New standards will be reviewed initially in the 2022-2023 school year.	STEM
Utilize support teams to monitor progress towards graduation.	Graduation rate
Curriculum Research Review will begin in the 2022-2023 school year to determine alignment between eligible content, standards, and accommodations as set forth through best practice.	Mathematics
Curriculum Writing will begin in the 2022-2023 school year to determine alignment between eligible content, standards, and accommodations as set forth through best practice.	English Language Arts

ACTION PLAN AND STEPS

Evidence-based Strategy
Data Culture

Measurable Goals		
<table><thead><tr><th>Goal Nickname</th><th>Measurable Goal Statement (Smart Goal)</th></tr></thead></table>	Goal Nickname	Measurable Goal Statement (Smart Goal)
Goal Nickname	Measurable Goal Statement (Smart Goal)	

Science Curriculum Review Cycle	Engage in Year 2 Curriculum Review Cycle: Curriculum Writing
ELA Improvement/Curriculum Review	Engage in Year 4 of Curriculum Review Cycle: Data Analysis
Mathematics Improvement/Curriculum Review	Engage in Year 3 of Curriculum Review Cycle: Implementation
Graduation Rate Improvement	Implement and track data on how well the research-based actions improved graduation rate.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Continue to expand data understanding K-12	2022-08-16 - 2025-05-23	Assistant Superintendent	Data from local and state metrics
Update CVSD Assessment Data & Create Assessment Calendar	2022-08-16 - 2023-05-26	Assistant Superintendent	Google Doc/Sheet

Anticipated Outcome
 Ability to utilize data for curriculum updates and responsive teaching and learning practices.

Monitoring/Evaluation

Data review activities will be documented.

Evidence-based Strategy

Standards Alignment

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Science Curriculum Review Cycle	Engage in Year 2 Curriculum Review Cycle: Curriculum Writing
ELA Improvement/Curriculum Review	Engage in Year 4 of Curriculum Review Cycle: Data Analysis
Mathematics Improvement/Curriculum Review	Engage in Year 3 of Curriculum Review Cycle: Implementation

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Determine power standards and eligible content in each content area prior to unit development.	2021-08-24 - 2025-05-23	Assistant Superintendent	PA Academic Standards, Eligible Content, Power Standards articles

Anticipated Outcome

Improvement and transparency of curriculum

Monitoring/Evaluation

Will occur during Year 1 of Curriculum Review

Evidence-based Strategy

Explore Early Middle School Warning System

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Graduation Rate Improvement	Implement and track data on how well the research-based actions improved graduation rate.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Explore Early Middle School Warning System	2022-08-16 - 2023-05-26	Intermediate School Principal/Assistant Principal, School Counselors & Director of Special Education	Research

Anticipated Outcome

Early identification leading to supportive measures.

Monitoring/Evaluation

Data will be documented and shared as part of transition to the high school.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement and track data on how well the research-based actions improved graduation rate. (Graduation Rate Improvement)	Explore	Explore Early	08/16/2022
	Early	Middle School	-
	Middle School Warning System	Warning System	05/26/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Engage in Year 2 Curriculum Review Cycle: Curriculum Writing (Science Curriculum Review Cycle)	Data Culture	Continue to expand data understanding K-12	08/16/2022 - 05/23/2025
Engage in Year 4 of Curriculum Review Cycle: Data Analysis (ELA Improvement/Curriculum Review)			
Engage in Year 3 of Curriculum Review Cycle: Implementation (Mathematics Improvement/Curriculum Review)			
Implement and track data on how well the research-based actions improved graduation rate. (Graduation Rate Improvement)			

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.

School Board Minutes or Affirmation Statement

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

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

2020 PSSA ELA 3-6 - Above state averages in all grade levels for all 3 schools. CTE is 58.1% and NOE is 64.3% Proficient or Advanced with state average of 55%. CVIS is 57.6% Proficient or Advanced with state average of 55%.

2020 PSSA Math 3 - Above state average by around 10 points at both K-3 schools. CTE is 48.7% and NOE is 49.7% Proficient or Advanced with state average of 37.3%

2020 PVAAS Math CVIS - Academic growth score of 100 with state average of 74.3.

2020 PVAAS Science/Biology NOHS - Above state average at 100 academic growth score with state average of 74.5

K-1 Acadience data shows that at the end of 2021-22 school year, 63% and 64% of students respectively, were at or above reading benchmark guidelines.

2nd-3rd Acadience data shows that at the end of 2021-22 school year, 51% and 56% of students respectively, were at or above reading benchmark guidelines.

6th grade Acadience data shows that at the end of 2021-22 school

Challenges

2020 PSSA NOMS Math/Algebra - Below state average at 21.2% Proficient or Advanced with state average of 37.3% Proficient or Advanced

2020 PSSA NOMS Science/Biology - Below state average at 56% Proficient or Advanced with state average of 63.7% Proficient or Advanced

2020 Keystone NOHS ELA/Lit - Below state average at 19% Proficient or Advanced with state average of 55% Proficient or Advanced

2020 PVAAS Math/Algebra NOMS - Below state average at 51.7 academic growth score with state average of 74.3

4th-5th Acadience data shows that at the end of 2021-22 school year, 39% and 31% of students respectively, were at or above reading benchmark guidelines.

Review of LinkIt by the ELA curriculum writing team to ensure alignment to standards and eligible content.

Do not have newly established math curriculum as we are entering our math research review of the curriculum writing

Strengths

year, 57% of students respectively, were at or above reading benchmark guidelines.

Developing a data culture where teachers look to data first to make adjustments to the curriculum.

The willingness of curriculum leaders to engage in the curriculum review cycle and to nurture a data culture in their teams.

Developing a data culture where teachers look to data first to make adjustments to the curriculum.

K-6 STEM and Coding initiatives to embed more active learning in the early grades.

Grades 4-6 have 100% of students meeting career standards.

We have a growing CTE program with high community engagement and support.

9-12 Math/Algebra PVAAS growth is at the state average. CVSD had a score of 75 on 2020 PVAAS growth scores with a state average of 75.3.

9-12 Science/Biology PVAAS growth is above the state average. CVSD had a score of 100 on 2020 PVAAS growth scores with a state average of 75.1.

Challenges

process in 2022-23.

There is currently a lack of structured math interventions. There are also no math interventionist positions.

We have access to Acadience math assessments but have not fully implemented assessment schedules and review cycles.

The skill-based nature of mathematics has been impacted by loss of instruction due to COVID.

Do not have newly established science curriculum as we are entering our science research review of the curriculum writing process in 2023-24.

Adjusting to the new PA science and technology standards.

COVID impacted ability of some students in grades 7-12 to complete career standards benchmarks for 2021-22.

Prioritizing programs for CTE development in future years and supporting those programs with staffing.

9-12 ELA/Literature PVAAS growth is below the state average. CVSD had a score of 68 on 2020 PVAAS growth scores with a state average of 75.

9-12 Students with Disabilities Graduation Rate

Strengths

Coordinate and monitor supports aligned with students' and families' needs

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

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

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

Challenges

9-12 Students with Disabilities Algebra proficiency & growth

9-12 Students with Disabilities ELA proficiency & growth

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

Support schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction

Build the capacity of central office and school administrators as instructional leaders to effectively monitor, supervise, and support high quality teaching and learning

Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities

Most Notable Observations/Patterns

Challenges

**Discussion
Point**

Priority for Planning

2020 PSSA NOMS Math/Algebra - Below state average at 21.2% Proficient or Advanced with state average of 37.3% Proficient or Advanced

2020 PSSA NOMS Science/Biology - Below state average at 56% Proficient or Advanced with state average of 63.7% Proficient or Advanced

2020 Keystone NOHS ELA/Lit - Below state average at 19% Proficient or Advanced with state average of 55% Proficient or Advanced

The skill-based nature of mathematics has been impacted by loss of instruction due to COVID.

Adjusting to the new PA science and technology standards.

Build the capacity of central office and school administrators as instructional leaders to effectively monitor, supervise, and support high quality teaching and learning

9-12 Students with Disabilities Graduation Rate

9-12 Students with Disabilities Algebra proficiency & growth

9-12 Students with Disabilities ELA proficiency & growth

ADDENDUM B: ACTION PLAN

Action Plan: Data Culture

Action Steps	Anticipated Start/Completion Date
Continue to expand data understanding K-12	08/16/2022 - 05/23/2025

Monitoring/Evaluation	Anticipated Output
Data review activities will be documented.	Ability to utilize data for curriculum updates and responsive teaching and learning practices.

Material/Resources/Supports Needed	PD Step	Comm Step
Data from local and state metrics	no	yes

Action Steps**Anticipated Start/Completion Date**

Update CVSD Assessment Data & Create Assessment Calendar

08/16/2022 - 05/26/2023

Monitoring/Evaluation**Anticipated Output**

Data review activities will be documented.

Ability to utilize data for curriculum updates and responsive teaching and learning practices.

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

Google Doc/Sheet

no

no



Action Plan: Standards Alignment

Action Steps

Anticipated Start/Completion Date

Determine power standards and eligible content in each content area prior to unit development.

08/24/2021 - 05/23/2025

Monitoring/Evaluation

Anticipated Output

Will occur during Year 1 of Curriculum Review

Improvement and transparency of curriculum

Material/Resources/Supports Needed

PD Step

Comm Step

PA Academic Standards, Eligible Content, Power Standards articles

no

no



Action Plan: Explore Early Middle School Warning System

Action Steps

Anticipated Start/Completion Date

Explore Early Middle School Warning System

08/16/2022 - 05/26/2023

Monitoring/Evaluation

Anticipated Output

Data will be documented and shared as part of transition to the high school.

Early identification leading to supportive measures.

Material/Resources/Supports Needed

PD Step

Comm Step

Research

yes

no

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement and track data on how well the research-based actions improved graduation rate. (Graduation Rate Improvement)	Explore Early Middle School Warning System	Explore Early Middle School Warning System	08/16/2022 - 05/26/2023



PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Early Middle School Warning Committee	6th grade teachers, school counselors, principals and Director of Special Education.	Johns Hopkins research on dropout prevention by Dr. Robert Balfanz

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Identify attendance, behavior, course failures.	08/16/2022 - 05/26/2023	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	
3a: Communicating with Students	
1b: Demonstrating Knowledge of Students	



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Engage in Year 2 Curriculum Review Cycle: Curriculum Writing (Science Curriculum Review Cycle)	Data Culture	Continue to expand data understanding K-12	2022-08-16 - 2025-05-23
Engage in Year 4 of Curriculum Review Cycle: Data Analysis (ELA Improvement/Curriculum Review)			
Engage in Year 3 of Curriculum Review Cycle: Implementation (Mathematics Improvement/Curriculum Review)			
Implement and track data on how well the research-based actions improved graduation rate. (Graduation Rate Improvement)			

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Data	K-12 Teachers, Aides, Principals, Families	Data vocabulary, data analysis tips, identify areas for growth, and identify strengths.
Anticipated Timeframe	Frequency	Delivery Method
08/16/2022 - 05/23/2025	Ongoing	Presentation
Lead Person/Position		
Assistant Superintendent		

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step

Topics of Message

Mode

Audience

Anticipated Timeline

