

GETTYSBURG AREA SD

900 Biglerville Rd

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

Gettysburg Area School District, in partnership with the family and community, is dedicated to excellence and committed to maximizing every student's opportunity to reach their full potential for achievement. Our purpose is to provide a safe and healthy environment in which all students can learn. We embrace our responsibility in developing a caring school community that enables all students to become active and productive members of our diverse and ever-changing global society.

VISION STATEMENT

Gettysburg Area School District provides a safe and caring learning environment where students develop skills to learn in an ever-changing world and accept responsibility to use these skills to achieve and graduate ready to learn, work, serve, and succeed in today's world and in a world we cannot yet define or imagine.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Develop skills to learn in an ever-changing world and accept responsibility to use these skills to achieve and graduate ready to learn, work, serve, and succeed in today's world and in a world, we cannot yet define or imagine.

STAFF

Provide a safe and caring learning environment where students develop skills to learn. Embrace responsibility in developing a caring school community that enables all students to become active and productive members of our diverse and ever-changing global society. In partnership with the family and community, be dedicated to excellence and committed to maximizing every student's opportunity to reach their full potential for achievement.

ADMINISTRATION

Provide a safe and caring learning environment where students develop skills to learn. Embrace responsibility in developing a caring school community that enables all students to become active and productive members of our diverse and ever-changing global society. In partnership with the family and community, be dedicated to excellence and committed to maximizing every student's opportunity to reach their full potential for achievement.

PARENTS

In partnership with the school and community, be dedicated to excellence and committed to maximizing every student's opportunity to reach their full potential for achievement.

COMMUNITY

In partnership with the school and community, be dedicated to excellence and committed to maximizing every student's opportunity to reach their full potential for achievement.

STEERING COMMITTEE

Name	Position	Building/Group
Christine Lay	Administrator	Administration Building
Jason Perrin	Administrator	Administration Building
Kelly Dewees	Administrator	Administration Building
Brandi Glenn-Akers	Administrator	Administration Building
Ann Baum	Administrator	Administration Building
Rebecca Leathery	Administrator	Administration Building
Jeff Williams	Administrator	Administration Building
Belinda Wallen	Administrator	Administration Building
Carrie Soliday	Community Member	Gettysburg
Al Moyer	Board Member	School Board
Jeremy Lusk	Administrator	High School
Nancy Herb	Administrator	Middle School
Matthew McFarland	Administrator	Lincoln Elementary

Name	Position	Building/Group
Shelly Lappi	Administrator	Franklin Township Elementary
Ted Wells	Administrator	James Gettys Elementary
Christine Biggins	Staff Member	High School
April McCleaf	Staff Member	Middle School
Beth Persinger	Staff Member	High School
Karen Roper	Staff Member	High School
Michael Bishop	Parent	High School
Jill Sellers	Community Member	Main Street Gettysburg
Justine Sieg	Staff Member	High School
Leon Reed	Community Member	Gettysburg
Chauntai Franklin	Student	GAHS
Ella Williams	Student	GAHS
Alison Harvey	Student	GAHS
Jenine Weaver	Community Member	Gettysburg
Jenna Scott	Community Member	Gettysburg

Name	Position	Building/Group
Michael Dickerson	Board Member	School Board
Tam McConaghy	Administrator	GASD
Jennifer Weigle	Staff Member	GASD

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If there is a clearly articulated data collection system at each level, communicated to staff, students, and families, the district can be more effective as a partner in supporting the academic needs of students.	Essential Practices 1: Focus on Continuous Improvement of Instruction
	Essential Practices 1: Focus on Continuous Improvement of Instruction
If we create a district-wide process for identifying and meeting individual student needs (behavioral and mental health) and communicate that to families, they will better understand how GASD supports the whole child.	Essential Practices 3: Provide Student-Centered Support Systems

ACTION PLAN AND STEPS

Evidence-based Strategy	
Schools implements Positive Behavioral Interventions and Supports	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Student Wellness	By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will

Goal Nickname	Measurable Goal Statement (Smart Goal)		
	increase by .5 for the student stakeholder group in all buildings.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Complete BOQ and artifact review for all PBIS Teams except James Gettys.	2022-09-01 - 2023-06-30	Assistant Superintendent	Tiered Fidelity (TFI) Measure for each building LIU Support Action Planning Based TFI
Create District-level PBIS.	2024-01-31 - 2024-06-30	Coordinator of Educational Services	Benchmarks of Quality (BOQ) Measure for each building LIU Support Action Planning Based TFI
Anticipated Outcome			
Building PBIS Universal Plans (Expectations, Matrix, Disruptive Behavior Flowchart, Lessons, and Major/Minor List). Meeting Agendas and Minutes from K-12 Wellness Plan			
Monitoring/Evaluation			
Fidelity Inventories for PBIS Team			
Evidence-based Strategy			
Develop and maintain a districtwide data system.			

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)			
Systematizing the Data Process (ELA)	By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement).			
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed	
Convene dashboard development subcommittee.	2022-09-01 - 2022-10-26	Instructional Technology Director Operational Technology Director	Include comprehensive planning external members	
Development of assessment calendar for 23-24 (including addressing gap analysis).	2022-10-03 - 2023-06-30	Assistant Superintendent	Current assessment calendar Survey results from department heads	
Identify/vet system for housing data/data collection.	2022-10-03 - 2023-06-30	Instructional Technology Director Operational Technology Director	Direction of essential dashboard components by committee. Budget approval.	
Dashboard Development Sub-Committee convenes quarterly.	2023-08-21 - 2024-06-28	Instructional Technology Director Operational Technology Director	Sub-coverage (TBD)	
K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	2023-08-21 - 2024-06-28	Instructional Technology Director Operational Technology Director	Ongoing feedback/surveys to data team members	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Finalize Dashboard Choice and Purchase System.	2023-07-01 - 2023-10-31	Instructional Technology Director Operational Technology Director	Technical resources Training
Develop and Pilot Dashboard.	2024-01-02 - 2024-06-28	Instructional Technology Director Operational Technology Director	Website integration
Dashboard Development Sub-Committee convenes quarterly.	2024-08-19 - 2025-06-27	Instructional Technology Director Operational Technology Director	Sub-coverage (TBD) Agenda
K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	2024-08-19 - 2025-06-27	Instructional Technology Director Operational Technology Director	

Anticipated Outcome
Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Monitoring/Evaluation
Agenda and meeting minutes, parent survey data, student performance data in ELA and math

Evidence-based Strategy

Established Mental Health Model

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Student Wellness

By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Development of a K-12 Committee that will guide the planning and implementation of the evidence based model to promote Student Wellness.

2022-09-30 -
2023-06-30

Coordinator of
Educational
Services

Personnel (team) (Reps from each building: Special Ed, Principals, Business Manager, Social Worker, Psychologist, Counselor)

Audit of all internal programs, funding sources, and implementation strategies that define GASD Student Wellness Model.

2022-09-30 -
2023-01-30

Coordinator of
Educational
Services

Personnel (team) (Reps from each building: Special Ed, Principals, Business Manager, Social Worker, Psychologist, Counselor, Nurse)

Develop an action plan that supports the implementation of the GASD Student Wellness Model.

2023-02-01 -
2023-08-31

Coordinator of
Educational
Services

Personnel (team) (Reps from each building: Special Ed, Principals, Business Manager, Social Worker, Psychologist, Counselor, Nurse)

K-12 Committee will coordinate monitoring and

2023-09-01 -

Assistant

Time to Observe process and

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
implementation of any already established strategies identified as part of the GASD Student Wellness Model from year 1.	2024-06-30	Superintendent	documentation Database that identifies measures and targets for fidelity purposes
K-12 Committee will coordinate implementation and monitoring of elements of the plan identified as part of the GASD Student Wellness Model from Year 1 & 2.	2024-09-15 - 2025-06-30	Assistant Superintendent	Time to Observe process and documentation Database that identifies measures and targets for fidelity purposes Completed Plan Web Page

Anticipated Outcome
K-12 Wellness Plan Student Data related to Wellness

Monitoring/Evaluation
Student Wellness Updates

Evidence-based Strategy
Establish a clear vision for schoolwide data use.

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)
Systematizing the Data Process (ELA)	By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement).
Systematizing the Data Process (Math)	By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Formation of K-12 data team (inclusive of district and building representation of admin and teacher leaders).	2022-08-20 - 2022-09-20	Assistant Superintendent	New department heads Identified teacher leaders at each building
Develop purpose for and use of data for committee.	2022-09-20 - 2022-10-26	Assistant Superintendent	Mission/Vision Protocol
Identification of data that the district is currently collecting (K-12).	2022-09-20 - 2022-10-26	Assistant Superintendent	Assessment Calendar Survey of Department Heads
Convene dashboard development committee.	2022-10-01 - 2022-10-26	Assistant Superintendent	Assessment Calendar Survey of Department Heads
Auditing of assessment calendar & data collection measure to eliminate duplication and over assessing.	2022-08-20 - 2022-09-30	Assistant Superintendent	Assessment Calendar Survey of Department Heads
Develop Assessment Map.	2023-07-01 -	Assistant	Current Assessment Calendar GASD District

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2023-08-23	Superintendent	Calendar Benchmark Assessment Testing Windows Committee Members
Articulate Purpose of Data.	2023-08-11 - 2024-05-31	Assistant Superintendent	Document Defining Assessment Terms, Examples, Purpose/Use of Data District Developed Presentation to Share with Internal/External Stakeholders
K-12 Data Team Convenes Quarterly.	2023-10-02 - 2024-05-31	Assistant Superintendent	Building & District Level Data Ongoing Agenda Assessment Calendars Technical Assistance
Refine Assessment Map.	2024-06-03 - 2024-08-20	Assistant Superintendent	Current Assessment Calendar GASD District Calendar Benchmark Assessment Testing Windows4 Committee Members
Develop public data dashboard.	2022-11-01 - 2023-06-30	Instructional and Operational Technology Specialist/Director	Visitation/discussion with LEAs currently using a dashboard Public dashboard templates
Anticipated Outcome			
Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports			

Monitoring/Evaluation

Agenda and meeting minutes, parent survey data, student performance data in ELA and math

Evidence-based Strategy

Make data part of an ongoing cycle of instructional improvement.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Systematizing the Data Process (ELA)	By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement).

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Identification/adoption of data protocols (IDEAL - Elementary TIPS - Secondary).	-	Assistant Superintendent	
Develop growth and achievement goals for each building.	2022-08-22 - 2022-10-03	Assistant Superintendent	Principal performance goals Student Performance Measures FRPAI data
Develop formal protocols regarding decision-making for advancement through courses in tested areas.	-	Assistant Superintendent	
Development of protocols for pass-through data at transitions points (grades 5-6 and 8-9).	2023-01-02 - 2023-04-02	Assistant Superintendent	
Operationalize formal advancement protocols for tested grades/subjects.	2023-08-18 - 2024-05-31	Building principals	

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Communicate student goals and performance measures with families.	2024-09-19 - 2025-05-30	Building Principals	

Anticipated Outcome
Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Monitoring/Evaluation
Agenda and meeting minutes, parent survey data, student performance data in ELA and math

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Establish a clear vision for schoolwide data use.	Develop public data dashboard.	11/01/2022 - 06/30/2023
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Schools implements Positive Behavioral Interventions and Supports	Complete BOQ and artifact review for all PBIS Teams except James Gettys.	09/01/2022 - 06/30/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	Develop and Pilot Dashboard.	01/02/2024 - 08/01/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Established Mental Health Model	K-12 Committee will coordinate monitoring and implementation of any already established strategies identified as part of the GASD Student Wellness Model from year 1.	09/01/2023 - 06/30/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Established Mental Health Model	K-12 Committee will coordinate implementation and monitoring of elements of the plan identified as part of the GASD Student Wellness Model from Year 1 & 2.	09/15/2024 - 06/30/2025

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))	Establish a clear vision for schoolwide data use.	Formation of K-12 data team (inclusive of district and building representation of admin and teacher leaders).	08/20/2022
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))			- 09/20/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Establish a clear vision for schoolwide data use.	Develop public data dashboard.	11/01/2022 - 06/30/2023
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))			

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Establish a clear vision for schoolwide data use.	Articulate Purpose of Data.	08/11/2023
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))			- 05/31/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Make data part of an ongoing cycle of instructional improvement.	Operationalize formal advancement protocols for tested grades/subjects.	08/18/2023 - 05/31/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Make data part of an ongoing cycle of instructional improvement.	Communicate student goals and performance measures with families.	09/19/2024 - 05/30/2025

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Schools implements Positive Behavioral Interventions and Supports	Complete BOQ and artifact review for all PBIS Teams except James Gettys.	09/01/2022 - 06/30/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Schools implements Positive Behavioral Interventions and Supports	Create District-level PBIS.	01/31/2024 - 06/30/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	08/21/2023 - 06/28/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	Develop and Pilot Dashboard.	01/02/2024 - 08/01/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	08/19/2024 - 06/27/2025

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	2022-10-17
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Signature (Entered Electronically and must have access to web application).

Chief School Administrator	Jason Perrin	2022-12-05
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ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

GASD Equity Plan evidences we have fully credentialed, experienced and high-quality leaders and teachers.

GASD supports the elementary schools in implementing evidence-based instructional strategies and programs aligned to the Science of Reading (SoR) to ensure all students have access to rigorous, standards-aligned instruction,

Ensure effective, standards-aligned curriculum and assessment

All Student Group had 100 percent for ELA and Math expected growth on the PSSA in 20-21 at FTE and JGES.

District-wide grades 3-5 PSSA Performance is above the PA state average.

SY 20-21 79.4% students completed Rigorous Courses of Study.

8th Grade Science Growth was Above the expected growth indicator for 2021.

NA

FTES Exceeded the performance standard for Career Standards

Challenges

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

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

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

School Attendance for Students with Disabilities

Math Achievement for Students with Disabilities

All student group did not meet Regular Attendance Performance Standard for SY 19-20.

All Student Group (grades 6-8) was below the Statewide Average of the percent proficient or advanced for Math performance, expected growth, and percent Advanced on the PSSA in 20-21.

All Student Group at LES was below the Statewide Average of the percent proficient or advanced for ELA performance and expected growth on the PSSA in 20-21.

Strengths

Benchmark.

8.3% of GASD students scored Advanced on the Industry-Based Competency Assessment (state average 1.9%)

Grades K,1,3,4, and 5 EOY REading Composite Scores had an increase in the percent of students scoring At or Above Benchmark.

All 4th/5th grade classrooms made average to well above average reading progress.

K-5 EOY Math Composite Scores had an increase in the percent of students scoring At or Above Benchmark.

41% of the All Student Group scored Advanced on the Biology Keystone Exam.

Challenges

GAHS ELA and Math Achievement for students with disabilities

GAHS attendance and graduation rate for students with disabilities

All student group did not meet the Career Standards Benchmark for SY 20-21 (except FTES).

GASD was below the statewide average percentage scoring competent or advanced on NOCTI/NIMS.

Less than 80% of the K-5 students in GASD are scoring on or above benchmark on the Reading Composite Score.

Grades K-3 classrooms did not make average reading progress district-wide.

Less than 80% of the K-5 students in GASD are scoring on or above benchmark on the Math Composite Score.

51.0 % PVAAS Academic Growth Score Biology Keystone

Most Notable Observations/Patterns

Challenges

Discussion Point

Priority for Planning

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

We are not writing a goal for this challenge because we embedded it into our 2 other identified challenges.

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

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

ADDENDUM B: ACTION PLAN

Action Plan: Schools implements Positive Behavioral Interventions and Supports

Action Steps	Anticipated Start/Completion Date		
Complete BOQ and artifact review for all PBIS Teams except James Gettys.	09/01/2022 - 06/30/2023		
Monitoring/Evaluation	Anticipated Output		
Fidelity Inventories for PBIS Team	Building PBIS Universal Plans (Expectations, Matrix, Disruptive Behavior Flowchart, Lessons, and Major/Minor List). Meeting Agendas and Minutes from K-12 Wellness Plan		
Material/Resources/Supports Needed			PD Step Comm Step
Tiered Fidelity (TFI) Measure for each building LIU Support Action Planning Based TFI			yes no

Action Steps	Anticipated Start/Completion Date
Create District-level PBIS.	01/31/2024 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Fidelity Inventories for PBIS Team	Building PBIS Universal Plans (Expectations, Matrix, Disruptive Behavior Flowchart, Lessons, and Major/Minor List). Meeting Agendas and Minutes from K-12 Wellness Plan

Material/Resources/Supports Needed	PD Step	Comm Step
Benchmarks of Quality (BOQ) Measure for each building LIU Support Action Planning Based TFI	no	yes

Action Plan: Develop and maintain a districtwide data system.

Action Steps	Anticipated Start/Completion Date
Convene dashboard development subcommittee.	09/01/2022 - 10/26/2022

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Material/Resources/Supports Needed	PD Step	Comm Step
Include comprehensive planning external members	no	no

Action Steps		Anticipated Start/Completion Date	
Development of assessment calendar for 23-24 (including addressing gap analysis).		10/03/2022 - 06/30/2023	
Monitoring/Evaluation		Anticipated Output	
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.	
Material/Resources/Supports Needed		PD Step	Comm Step
Current assessment calendar Survey results from department heads		no	no

Action Steps	Anticipated Start/Completion Date
Identify/vet system for housing data/data collection.	10/03/2022 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Material/Resources/Supports Needed	PD Step	Comm Step
Direction of essential dashboard components by committee. Budget approval.	no	no

Action Steps	Anticipated Start/Completion Date
Dashboard Development Sub-Committee convenes quarterly.	08/21/2023 - 06/28/2024

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Material/Resources/Supports Needed	PD Step	Comm Step
Sub-coverage (TBD)	no	no

Action Steps		Anticipated Start/Completion Date	
K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.		08/21/2023 - 06/28/2024	
Monitoring/Evaluation		Anticipated Output	
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.	
Material/Resources/Supports Needed		PD Step	Comm Step
Ongoing feedback/surveys to data team members		no	yes

Action Steps	Anticipated Start/Completion Date
Finalize Dashboard Choice and Purchase System.	07/01/2023 - 10/31/2023

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Material/Resources/Supports Needed	PD Step	Comm Step
Technical resources Training	no	no

Action Steps	Anticipated Start/Completion Date
Dashboard Development Sub-Committee convenes quarterly.	08/19/2024 - 06/27/2025

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

Material/Resources/Supports Needed	PD Step	Comm Step
Sub-coverage (TBD) Agenda	no	no

Action Steps	Anticipated Start/Completion Date
K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	08/19/2024 - 06/27/2025

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

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

Action Plan: Established Mental Health Model

Action Steps	Anticipated Start/Completion Date		
Development of a K-12 Committee that will guide the planning and implementation of the evidence based model to promote Student Wellness.	09/30/2022 - 06/30/2023		
Monitoring/Evaluation	Anticipated Output		
Student Wellness Updates	K-12 Wellness Plan Student Data related to Wellness		
Material/Resources/Supports Needed	PD Step	Comm Step	
Personnel (team) (Reps from each building: Special Ed, Principals, Business Manager, Social Worker, Psychologist, Counselor)	no	no	

Action Steps		Anticipated Start/Completion Date	
Audit of all internal programs, funding sources, and implementation strategies that define GASD Student Wellness Model.		09/30/2022 - 01/30/2023	
Monitoring/Evaluation		Anticipated Output	
Student Wellness Updates		K-12 Wellness Plan Student Data related to Wellness	
Material/Resources/Supports Needed		PD Step	Comm Step
Personnel (team) (Reps from each building: Special Ed, Principals, Business Manager, Social Worker, Psychologist, Counselor, Nurse)		no	no

Action Steps		Anticipated Start/Completion Date	
Develop an action plan that supports the implementation of the GASD Student Wellness Model.		02/01/2023 - 08/31/2023	
Monitoring/Evaluation		Anticipated Output	
Student Wellness Updates		K-12 Wellness Plan Student Data related to Wellness	
Material/Resources/Supports Needed		PD Step	Comm Step
Personnel (team) (Reps from each building: Special Ed, Principals, Business Manager, Social Worker, Psychologist, Counselor, Nurse)		no	no

Action Steps		Anticipated Start/Completion Date	
K-12 Committee will coordinate monitoring and implementation of any already established strategies identified as part of the GASD Student Wellness Model from year 1.		09/01/2023 - 06/30/2024	
Monitoring/Evaluation		Anticipated Output	
Student Wellness Updates		K-12 Wellness Plan Student Data related to Wellness	
Material/Resources/Supports Needed		PD Step	Comm Step
Time to Observe process and documentation Database that identifies measures and targets for fidelity purposes		no	yes

Action Steps	Anticipated Start/Completion Date
K-12 Committee will coordinate implementation and monitoring of elements of the plan identified as part of the GASD Student Wellness Model from Year 1 & 2.	09/15/2024 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
Student Wellness Updates	K-12 Wellness Plan Student Data related to Wellness

Material/Resources/Supports Needed	PD Step	Comm Step
Time to Observe process and documentation Database that identifies measures and targets for fidelity purposes Completed Plan Web Page	no	yes

Action Plan: Establish a clear vision for schoolwide data use.

Action Steps		Anticipated Start/Completion Date	
Formation of K-12 data team (inclusive of district and building representation of admin and teacher leaders).		08/20/2022 - 09/20/2022	
Monitoring/Evaluation		Anticipated Output	
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports	
Material/Resources/Supports Needed		PD Step	Comm Step
New department heads Identified teacher leaders at each building		no	yes

Action Steps	Anticipated Start/Completion Date
Develop purpose for and use of data for committee.	09/20/2022 - 10/26/2022

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports

Material/Resources/Supports Needed	PD Step	Comm Step
Mission/Vision Protocol	no	no

Action Steps		Anticipated Start/Completion Date	
Identification of data that the district is currently collecting (K-12).		09/20/2022 - 10/26/2022	
Monitoring/Evaluation		Anticipated Output	
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports	
Material/Resources/Supports Needed		PD Step	Comm Step
Assessment Calendar Survey of Department Heads		no	no

Action Steps	Anticipated Start/Completion Date
Convene dashboard development committee.	10/01/2022 - 10/26/2022

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports

Material/Resources/Supports Needed	PD Step	Comm Step
Assessment Calendar Survey of Department Heads	no	no

Action Steps		Anticipated Start/Completion Date	
Auditing of assessment calendar & data collection measure to eliminate duplication and over assessing.		08/20/2022 - 09/30/2022	
Monitoring/Evaluation		Anticipated Output	
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports	
Material/Resources/Supports Needed		PD Step	Comm Step
Assessment Calendar Survey of Department Heads		no	no

Action Steps	Anticipated Start/Completion Date		
Develop Assessment Map.	07/01/2023 - 08/23/2023		
Monitoring/Evaluation	Anticipated Output		
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports		
Material/Resources/Supports Needed	PD Step	Comm Step	
Current Assessment Calendar GASD District Calendar Benchmark Assessment Testing Windows Committee Members	no	no	

Action Steps		Anticipated Start/Completion Date		
Articulate Purpose of Data.		08/11/2023 - 05/31/2024		
Monitoring/Evaluation		Anticipated Output		
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports		
Material/Resources/Supports Needed				
				PD Step
				Comm Step
Document Defining Assessment Terms, Examples, Purpose/Use of Data District Developed Presentation to Share with Internal/External Stakeholders				no
				yes

Action Steps	Anticipated Start/Completion Date
K-12 Data Team Convenes Quarterly.	10/02/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports

Material/Resources/Supports Needed	PD Step	Comm Step
Building & District Level Data Ongoing Agenda Assessment Calendars Technical Assistance	no	no

Action Steps	Anticipated Start/Completion Date		
Refine Assessment Map.	06/03/2024 - 08/20/2024		
Monitoring/Evaluation	Anticipated Output		
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports		
Material/Resources/Supports Needed	PD Step	Comm Step	
Current Assessment Calendar GASD District Calendar Benchmark Assessment Testing Windows4 Committee Members	no	no	

Action Steps	Anticipated Start/Completion Date
Develop public data dashboard.	11/01/2022 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports

Material/Resources/Supports Needed	PD Step	Comm Step
Visitation/discussion with LEAs currently using a dashboard Public dashboard templates	no	yes

Action Plan: Make data part of an ongoing cycle of instructional improvement.

Action Steps	Anticipated Start/Completion Date
Identification/adoption of data protocols (IDEAL - Elementary TIPS - Secondary).	01/01/0001 - 01/01/0001

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

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

Action Steps		Anticipated Start/Completion Date	
Develop growth and achievement goals for each building.		08/22/2022 - 10/03/2022	
Monitoring/Evaluation		Anticipated Output	
Agenda and meeting minutes, parent survey data, student performance data in ELA and math		Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.	
Material/Resources/Supports Needed		PD Step	Comm Step
Principal performance goals Student Performance Measures FRPAI data		no	no

Action Steps	Anticipated Start/Completion Date
Develop formal protocols regarding decision-making for advancement through courses in tested areas.	01/01/0001 - 01/01/0001

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

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

Action Steps	Anticipated Start/Completion Date
Development of protocols for pass-through data at transitions points (grades 5-6 and 8-9).	01/02/2023 - 04/02/2023

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

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

Action Steps	Anticipated Start/Completion Date
Operationalize formal advancement protocols for tested grades/subjects.	08/18/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

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

Action Steps	Anticipated Start/Completion Date
Communicate student goals and performance measures with families.	09/19/2024 - 05/30/2025

Monitoring/Evaluation	Anticipated Output
Agenda and meeting minutes, parent survey data, student performance data in ELA and math	Data Dashboard, Data Protocols, Assessment Map and Calendar, Student Reports.

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

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))	Establish a clear vision for schoolwide data use.	Develop public data dashboard.	11/01/2022 - 06/30/2023
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))			
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Schools implements Positive Behavioral Interventions and Supports	Complete BOQ and artifact review for all PBIS Teams except James Gettys.	09/01/2022 - 06/30/2023
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	Develop and Pilot Dashboard.	01/02/2024 - 08/01/2024

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Student Wellness	Building-level PBIS teams	Universal Layer of PBIS (Positive Behavior Intervention Support)
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Staff Evaluation, Self Assessment PBIS Survey	09/01/2022 - 06/01/2023	Coordinator of Educational Services
Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
	Trauma Informed Training (Act 18)	

Professional Development Step	Audience	Topics of Prof. Dev
Data entry on District Data Dashboard and Using Data to Design Instruction	Professional Staff, Technology staff	How to utilize the dashboard
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Self Evaluation, shared reports	01/02/2024 - 08/01/2024	Director of Educational Technology

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Language and Literacy Acquisition for All Students

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Established Mental Health Model	K-12 Committee will coordinate monitoring and implementation of any already established strategies identified as part of the GASD Student Wellness Model from year 1.	2023-09-01 - 2024-06-30
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Established Mental Health Model	K-12 Committee will coordinate implementation and monitoring of elements of the plan identified as part of the GASD Student Wellness Model from Year 1 & 2.	2024-09-15 - 2025-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))</p> <p>By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))</p>	Establish a clear vision for schoolwide data use.	Formation of K-12 data team (inclusive of district and building representation of admin and teacher leaders).	2022-08-20 - 2022-09-20
<p>By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))</p> <p>By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))</p>	Establish a clear vision for schoolwide data use.	Develop public data dashboard.	2022-11-01 - 2023-06-30
<p>By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))</p> <p>By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in math will see a minimum increase of 6.6% in proficiency (achievement). (Systematizing the Data Process (Math))</p>	Establish a clear vision for schoolwide data use.	Articulate Purpose of Data.	2023-08-11 - 2024-05-31

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Make data part of an ongoing cycle of instructional improvement.	Operationalize formal advancement protocols for tested grades/subjects.	2023-08-18 - 2024-05-31
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Make data part of an ongoing cycle of instructional improvement.	Communicate student goals and performance measures with families.	2024-09-19 - 2025-05-30
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Schools implements Positive Behavioral Interventions and Supports	Complete BOQ and artifact review for all PBIS Teams except James Gettys.	2022-09-01 - 2023-06-30
By the end of the 2024-2025 SY, the social emotional learning score from the School Climate Survey will increase by .5 for the student stakeholder group in all buildings. (Student Wellness)	Schools implements Positive Behavioral Interventions	Create District-level PBIS.	2024-01-31 - 2024-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	and Supports		
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	2023-08-21 - 2024-06-28
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	Develop and Pilot Dashboard.	2024-01-02 - 2024-08-01
By the end of the 2024-2025 SY, students assessed in 21-22 on statewide assessment in literacy, will see a minimum increase of 4.5% in proficiency (achievement). (Systematizing the Data Process (ELA))	Develop and maintain a districtwide data system.	K-12 Data Team Monitors and Evaluates the data/presentation of data to be included in the dashboard.	2024-08-19 - 2025-06-27

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Student Wellness Updates	Staff	Plan Overview
Anticipated Timeframe	Frequency	Delivery Method
08/19/2022 - 06/03/2024	1 time per year	Presentation
Lead Person/Position		
Communications Coordinator and Educational Services Coordinator		

Communication Step	Audience	Topics/Message of Communication
District-Level PBIS	Staff	Provide vision for the committee and how it relates to the Comprehensive Plan, Tiered Fidelity Measures, Action Planning Based TFI
Anticipated Timeframe	Frequency	Delivery Method
10/01/2022 - 06/03/2024	As new information is developed and released	Posting on district website Blog Presentation

Lead Person/Position

Coordinator of Ed. Services and Communications Coordinator

Communication Step**Audience****Topics/Message of Communication**

Data Dashboard

Staff, community members,
students, families, local
businesses

Document Defining Assessment Terms, Examples,
Purpose/Use of Data District Developed Presentation
to Share with Internal/External Stakeholders

Anticipated Timeframe**Frequency****Delivery Method**

09/01/2022 - 09/01/2025

Quarterly

Posting on district website
Presentation
Podcast

Lead Person/Position

Assistant Superintendent

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Share final draft of the plan with FRCP committee	Comprehensive Plan (Ready, Set, Go), Induction Plan, Professional Development Plan, and Gifted Pal	email of draft and survey for feedback	FRCP committee	8/18/22-9/3/22
Share final draft of the plan with School Board Member at Board Meeting and alerting the public of the posted plan for public viewing and how to share feedback to the FRCP committee.	Alerting the public of the posted plan for public viewing and how to share feedback to the FRCP committee.	Board Agenda and Minutes, presentation of plan at board meeting, social media outlets, district website	All internal and external stakeholders	9/6/22-10/17/22
