



FLEETWOOD AREA
School District

Annual Report

November 2023

Agenda

- Mission and Vision
- Comprehensive Plan Goals
- Profile of a Graduate
- Demographics
- Graduate Performance
- Student Achievement
- Financial Overview
- District Goals

Mission Statement

The Fleetwood Area School District is committed to providing the appropriate educational resources, and experiences to empower all students to cultivate knowledge and develop the desire to learn lifelong skills that will enable them to become responsible and productive citizens of a dynamic global community.

FASD Profile of a Graduate Competencies

- Communication
- Creativity
- Responsibility
- Critical Thinking/Problem Solving
- Perseverance/Adaptability

Profile of a Graduate Fleetwood Area School District



Comprehensive Plan Goals (2021-2024)

Goal #1: All FASD teachers will engage in professional learning focused on effective instructional practices.

Goal #2: The percentage of students with disabilities that are included in the general education setting for 80% or more of the day will meet or exceed the state target of 65%.

Comprehensive Plan Goals (2021-2024)

Goal #3: Based on PVAAS data, 100% of quintiles will demonstrate overall growth in the areas of ELA and mathematics.

Goal #4: Using universal screening data for math, reading, behavior/SEL; 100% of students who are identified for tier support will be provided support through our intervention program.

Demographics

Student Population 2,218 (2,260)*

- 92.9% Attendance rate (93.4%)
- 93.7% Graduation rate (Future Ready) (90.4%)
- 71% of 2023 graduates planned to continue their formal education (self reported) (74%)

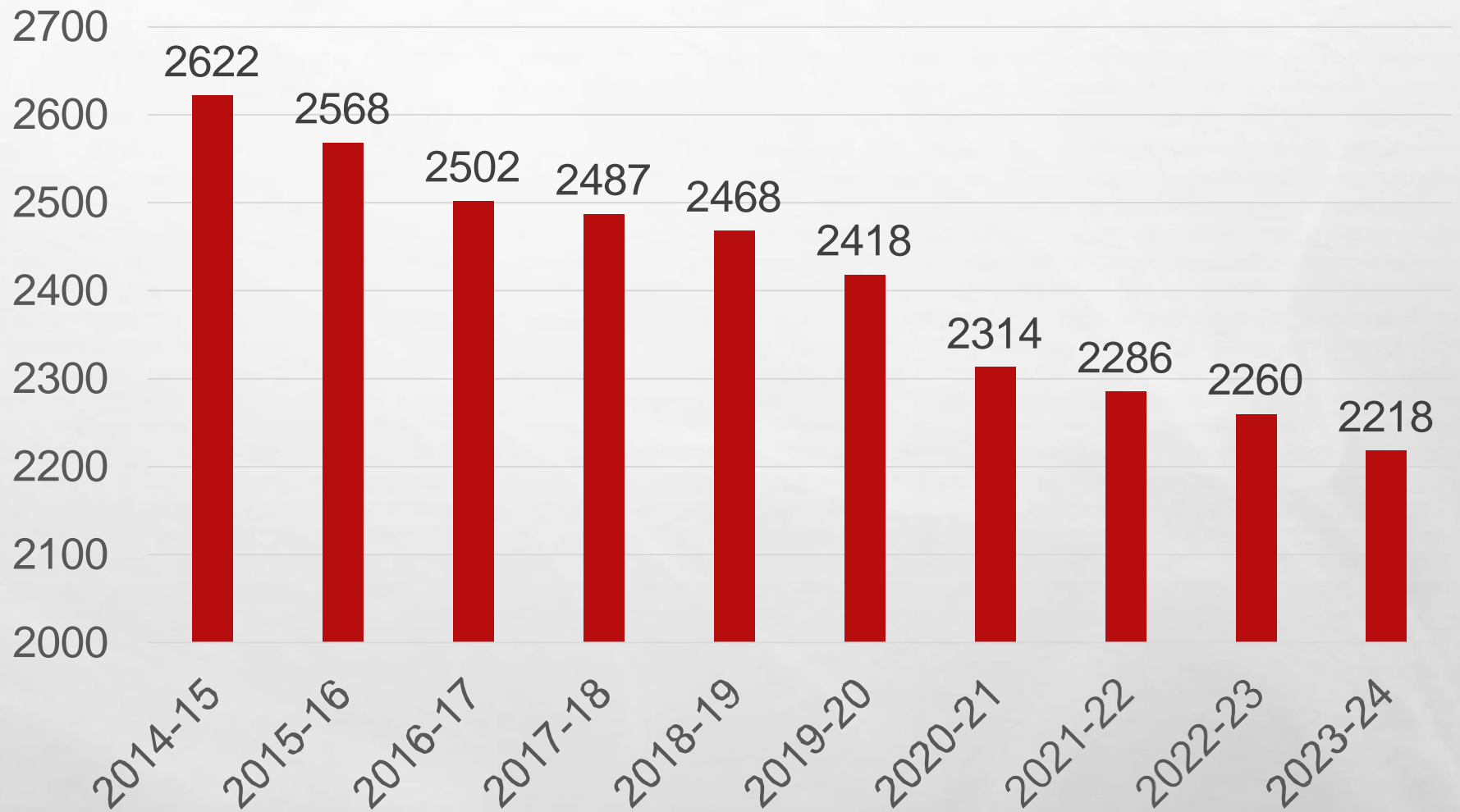
* October 1 enrollment

Student Population 2,218 (2,260)*

- 38.5% Economically Disadvantaged (36.5%)
- 20.4% Special Education (19.5%)
- 4.1% Gifted IEP (2.7%)
- 49 Limited English Proficient Students (42)

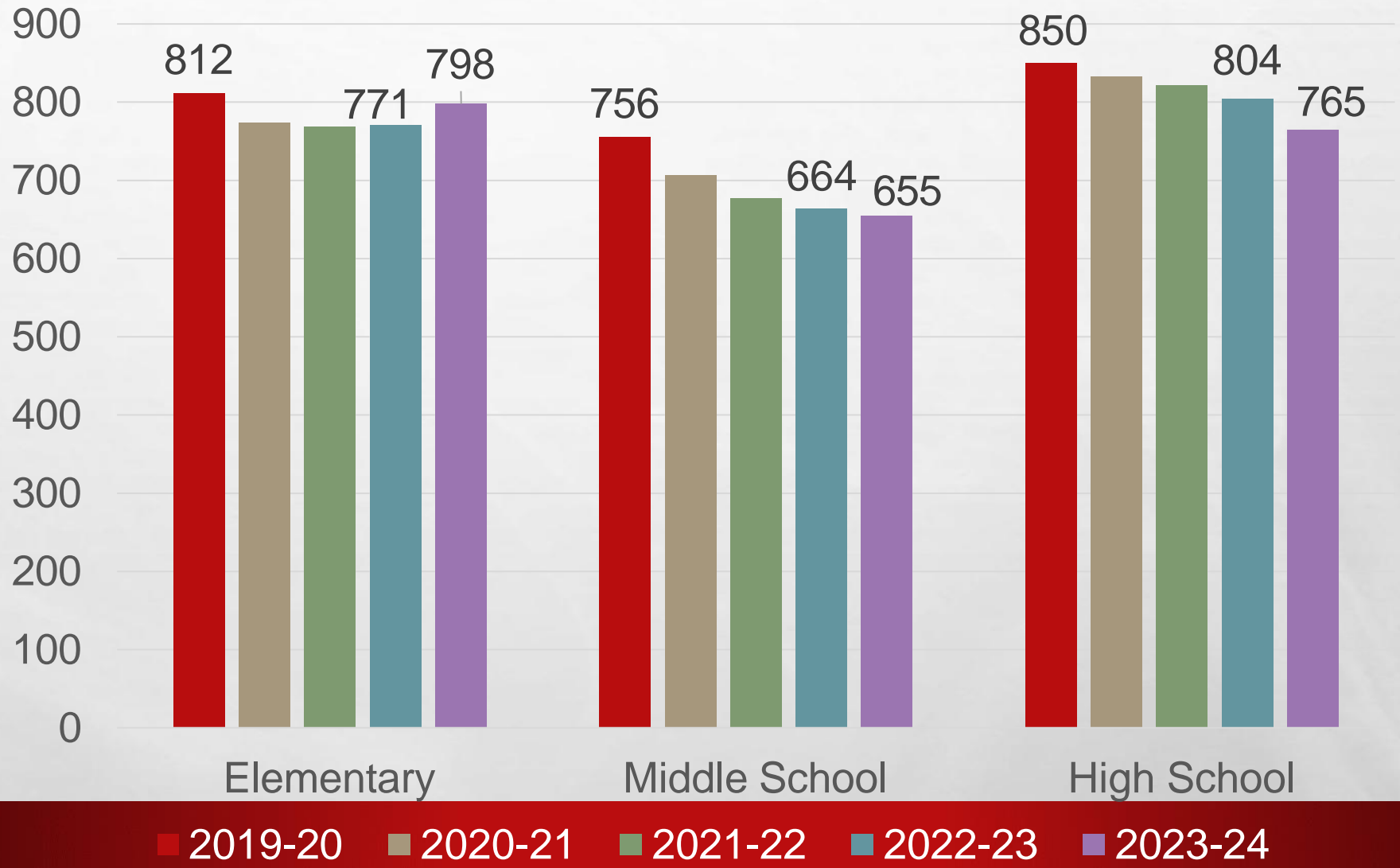
*October 1st enrollment

Student Enrollment

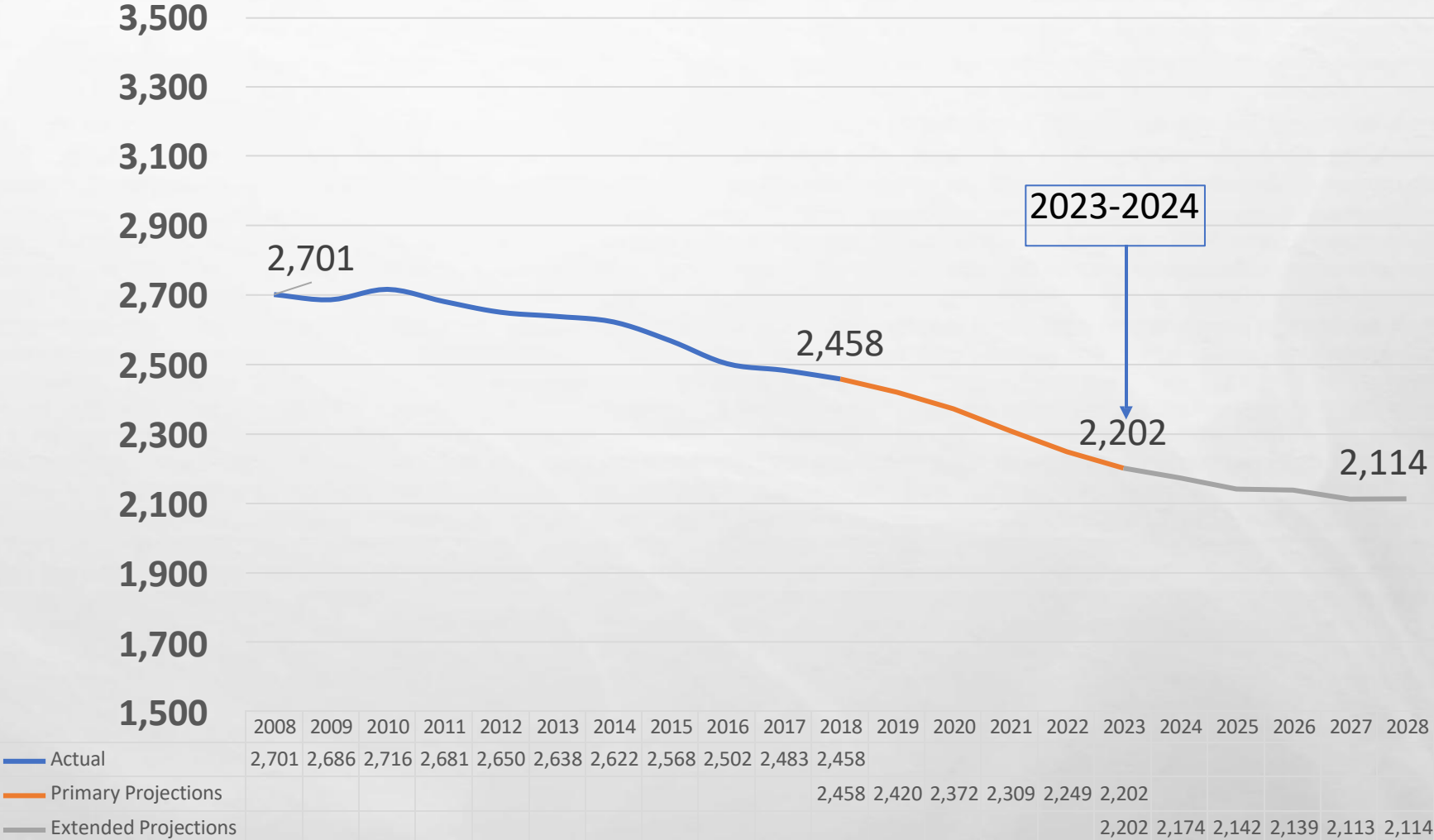


Demographic study shows 2023-2024 to be 2,202

Student Enrollment Change by Level

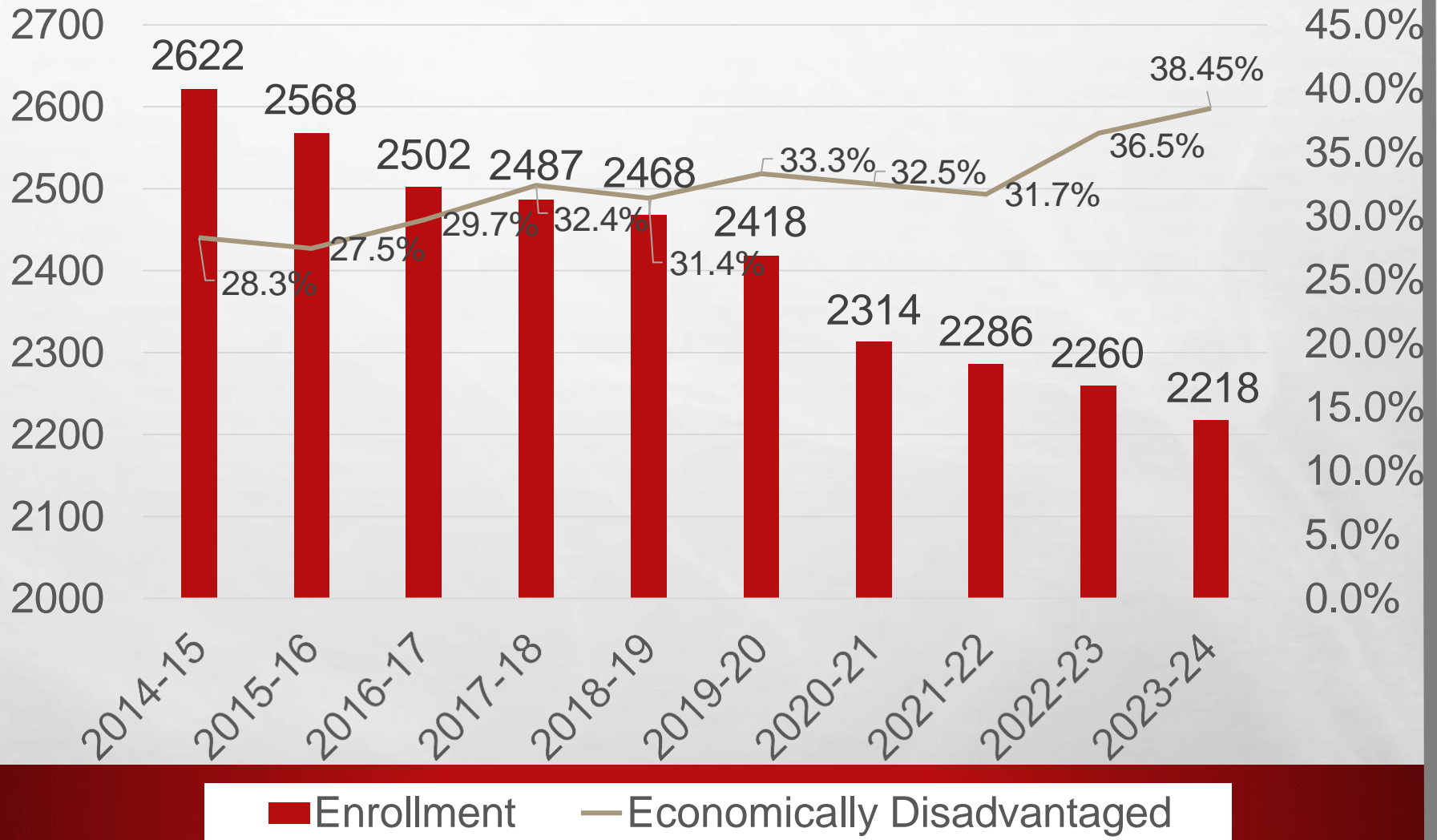


Student Population



As presented by P.E.L.

Student Population

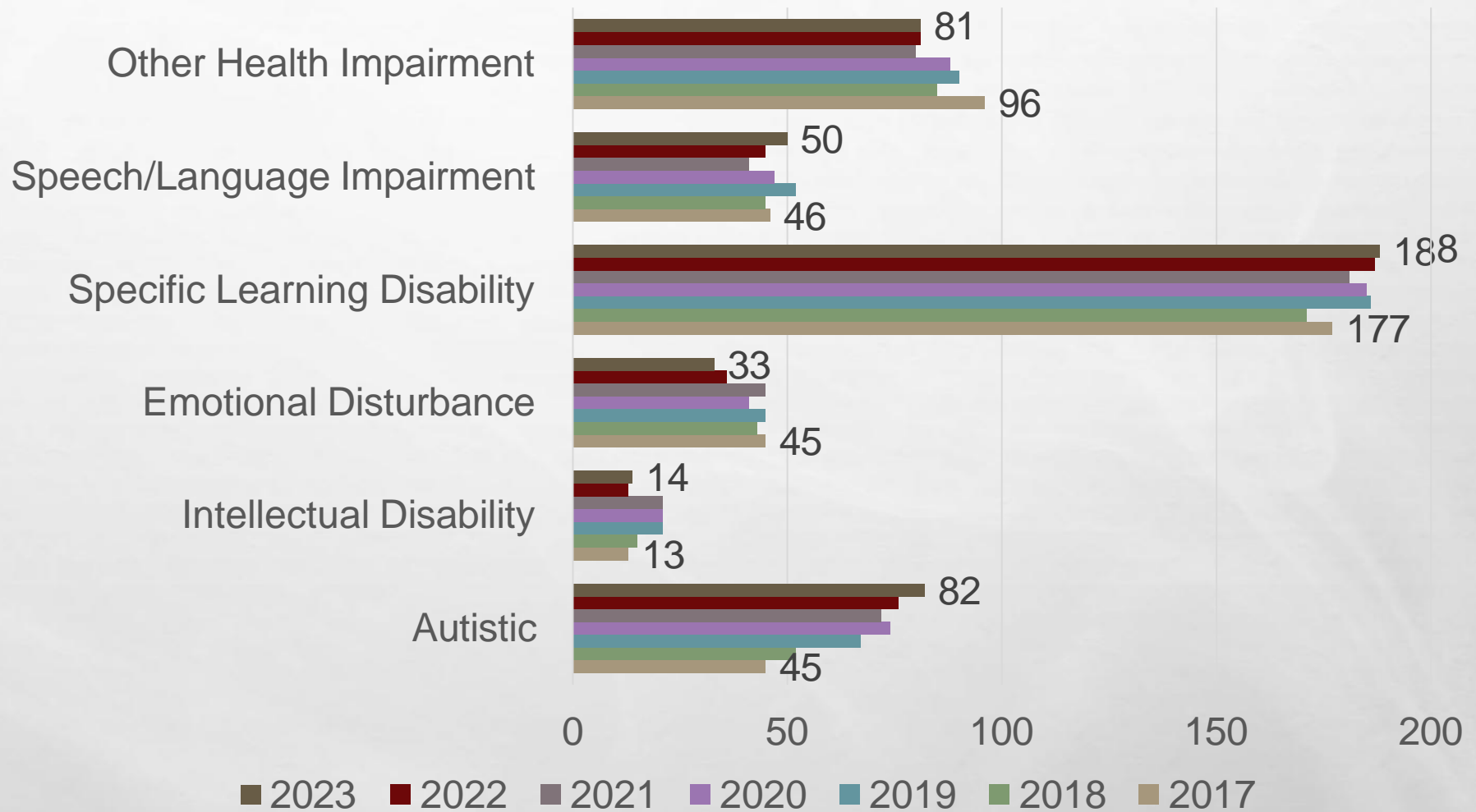


Student Population



Economically Disadvantaged

Special Education



	2017	2018	2019	2020	2021	2022	2023
Total	435	422	470	462	442	441	452

Special Education

Primary - Disability	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	Change
Autistic	52	67	74	72	76	82	+6
Deaf/Blindness	2	2	2	2	1	0	-1
Hearing Impairment	4	4	2	3	2	2	0
Intellectual Disability	15	21	21	17	13	14	+1
Multiple Disabilities	3	1	1	0	0	2	+2
Emotional Disturbance	43	45	41	45	36	33	-3
Specific Learning Disability	171	186	185	181	187	188	-1
Speech/Language Impairment	45	52	47	41	45	50	+5
Traumatic Brain Injury	2	1	0	0	0	0	0
Visual Impairment including Blindness	0	0	0	0	0	0	0
Other Health Impairment	85	90	88	80	81	81	0
Orthopedic Impairment	0	1	1	1	0	0	0
Total	422	470	462	442	441	452	+9

Fleetwood Virtual Academy

K-4 Virtual Program:

- 2 students in grades K-4 (4)

5-8 Virtual Program:

- 12 students in grades 5-8 (20)

9-12 Virtual Program:

- 86 students in grades 9-12 (58)
- Of the 86...
 - 31 students take 1 class
 - 16 students take 2-4 classes
 - 39 Students take 5 or more classes
- 58% of the 9-12 courses are taught by FAHS teachers.

All of the classes are asynchronous instruction with monitoring and support from the Virtual School Facilitator

Current number of students 100

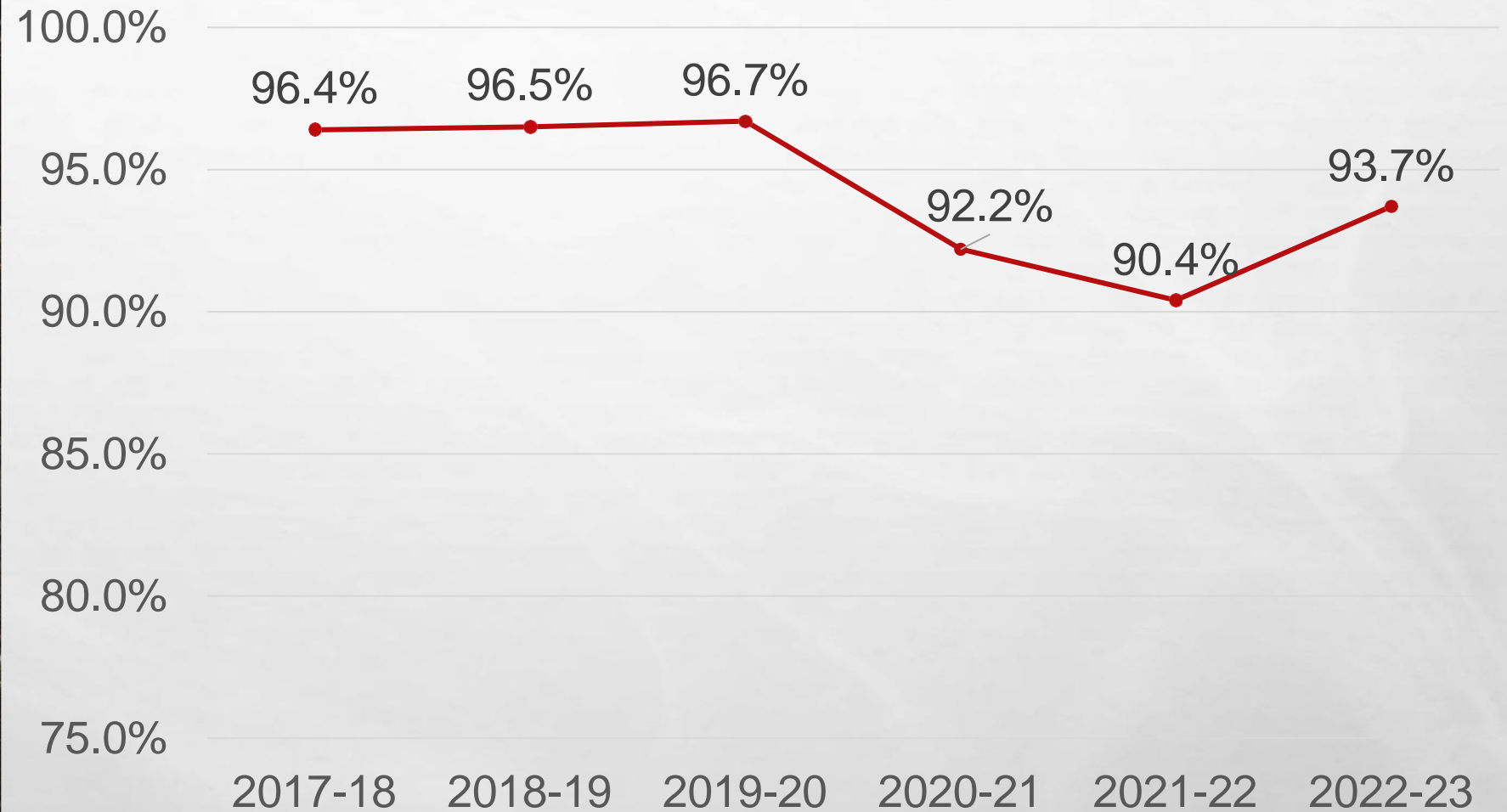
82 in 2022-2023, 119 in 2021-2022, 598 in 2020-2021

2023 FASD Graduates

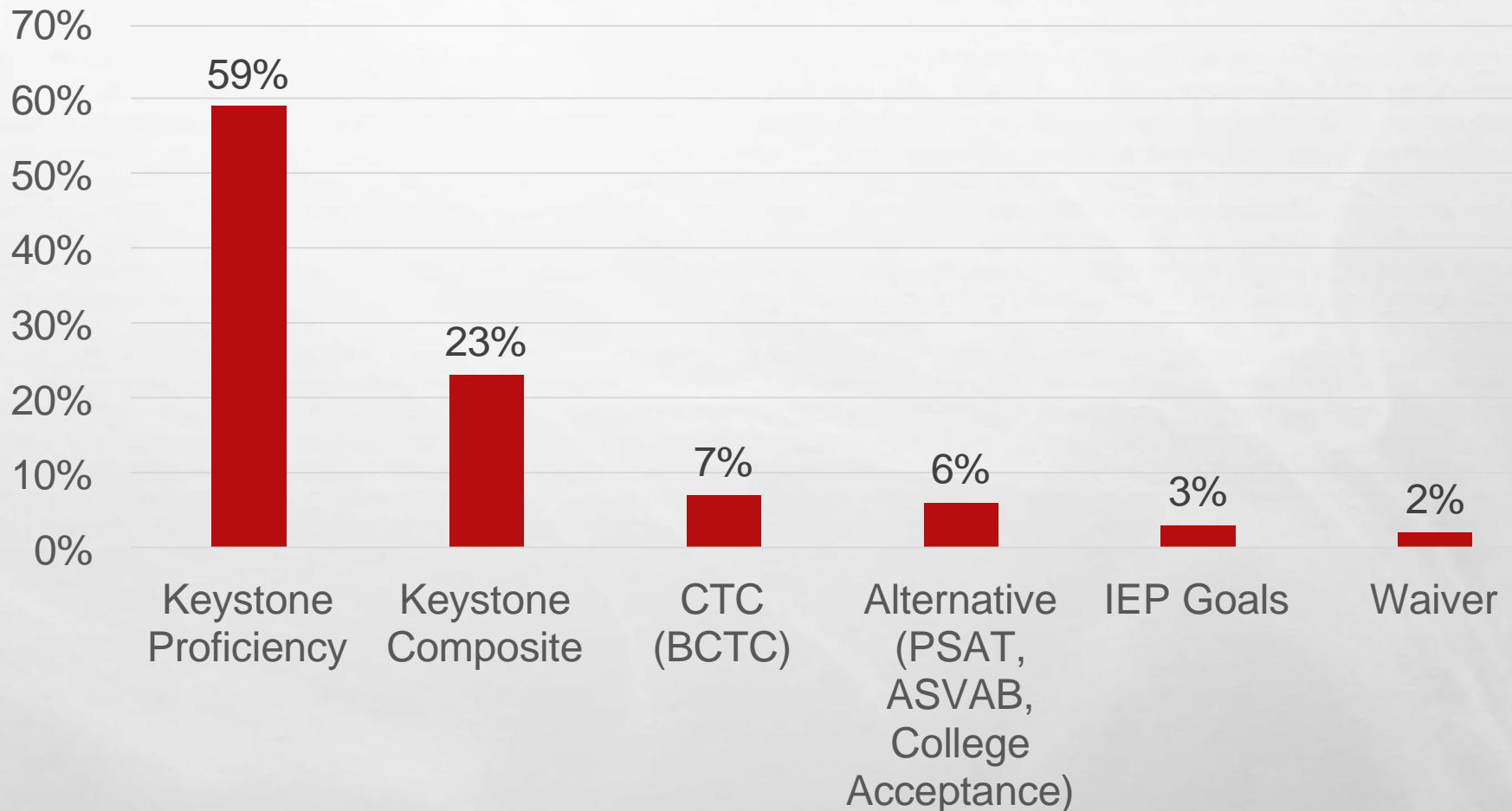
- 68% Attending a college or university (61%)
- 4% Attending a trade/technical school (13%)
- 1% Military (4%)
- 26% Employed or seeking employment (13%)
- 1% Other or unknown (5%)

Data is self reported prior to graduation.

4-Year Cohort Graduation Rate

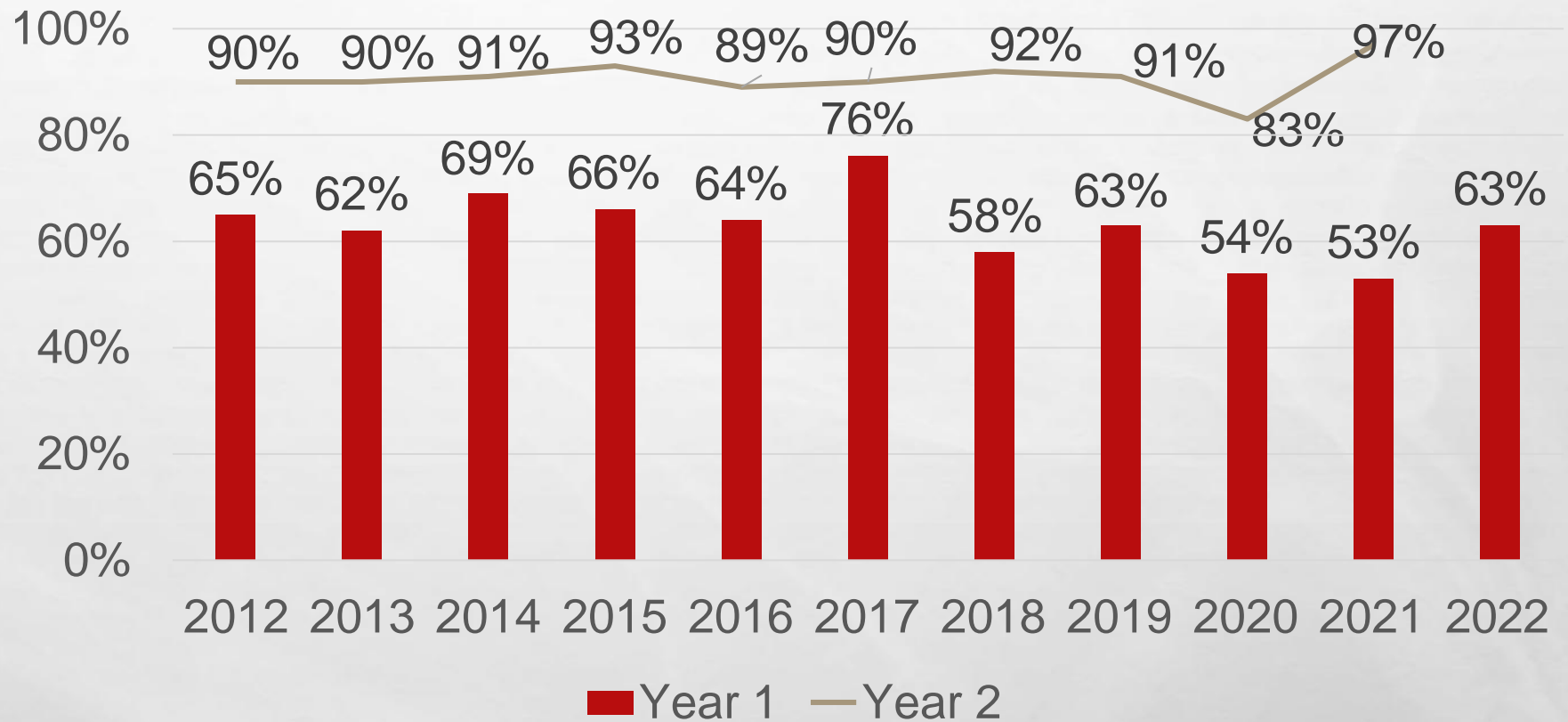


How did our students meet the state graduation requirement?



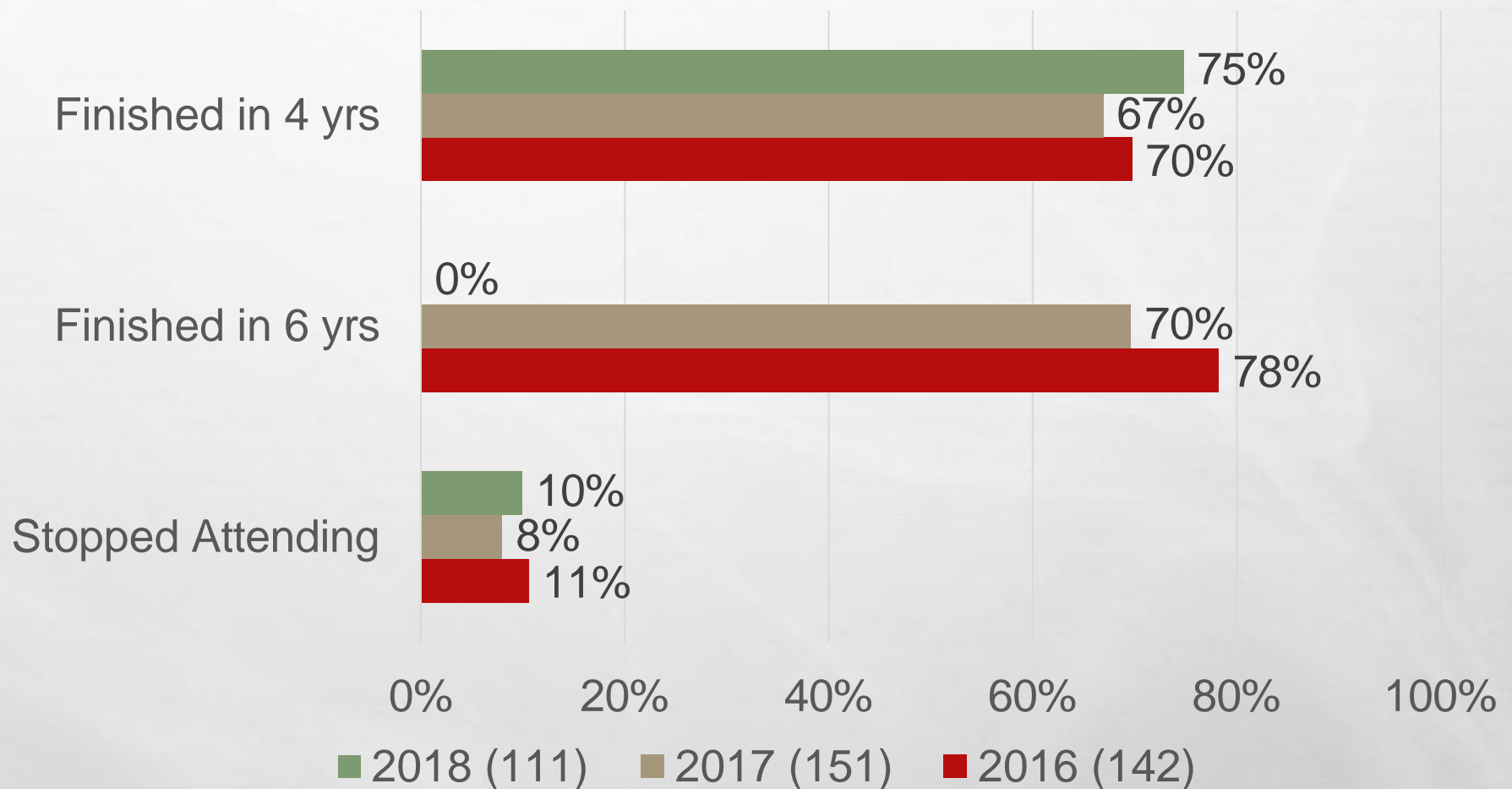
82% met the graduation requirement through Keystone Exams.
95% of our students demonstrated college or career readiness.

Student Percentage Enrolled in College (fall immediately after high school)



Date listed refers to the fall enrollment of that year.

College Outcome by Class



Most Common Institution of Enrollment in the Fall Immediately Following High School Graduation by Number of Students

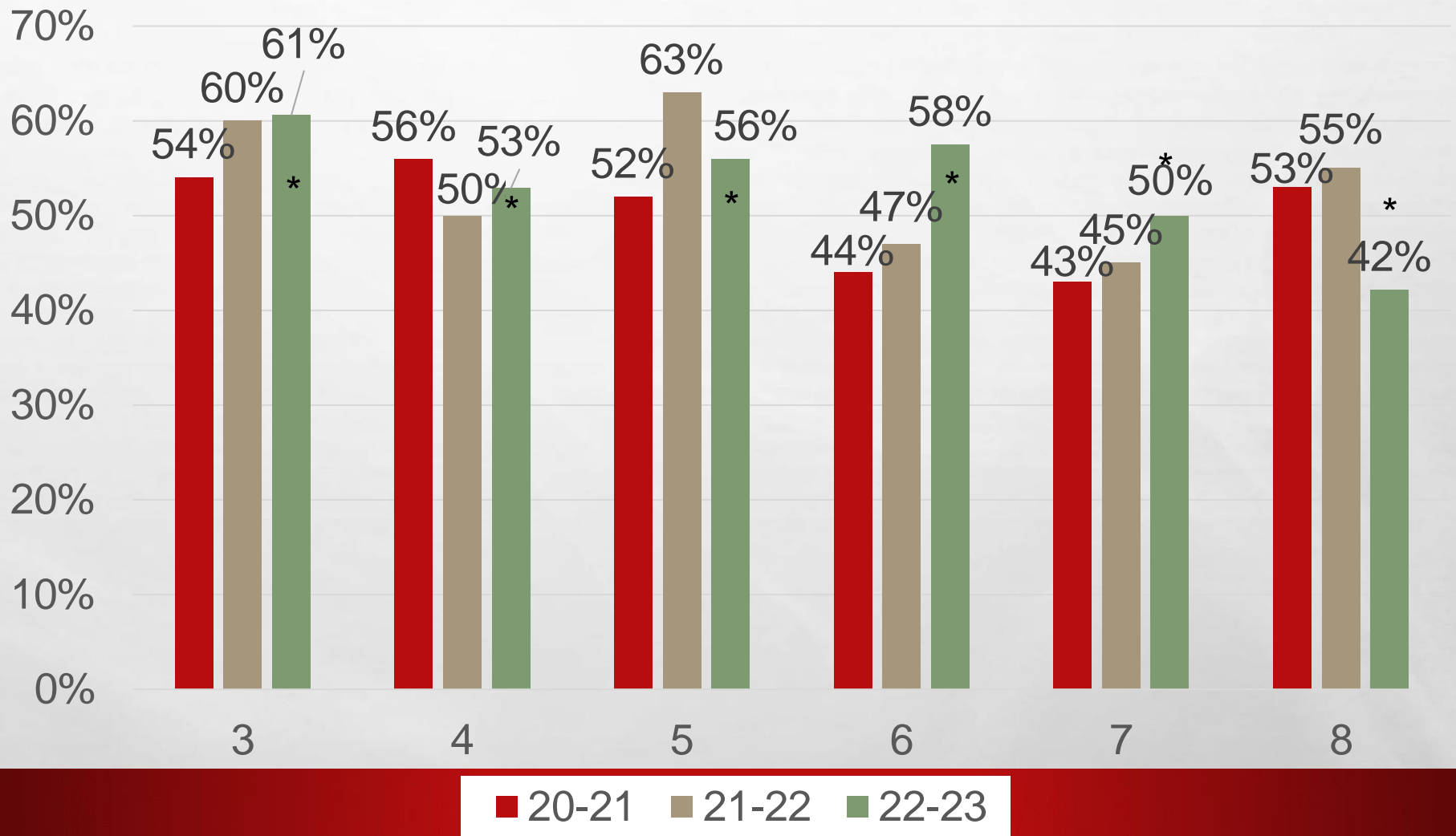
Kutztown University of Pennsylvania	62
Reading Area Community College	58
Pennsylvania State University	51
West Chester University of Pennsylvania	20
Alvernia University	18
Commonwealth University	15
Temple University	15
Millersville University of Pennsylvania	10
Albright College	8
Lehigh University	7
University of Pittsburgh-Pittsburgh Campus	6
Lebanon Valley College	5
Lehigh Carbon Community College	5
Misericordia University	5
Slippery Rock University of Pennsylvania	5
Drexel University	4
Rochester Institute of Technology	4
Shippensburg University of Pennsylvania	4
East Stroudsburg University of Pennsylvania	3
Indiana University of Pennsylvania-Main Campus	3
Northampton County Area Community College	3
Pennsylvania College of Technology	3
Susquehanna University	3
Syracuse University	3

**Data based on the
Classes of 2019-2022**

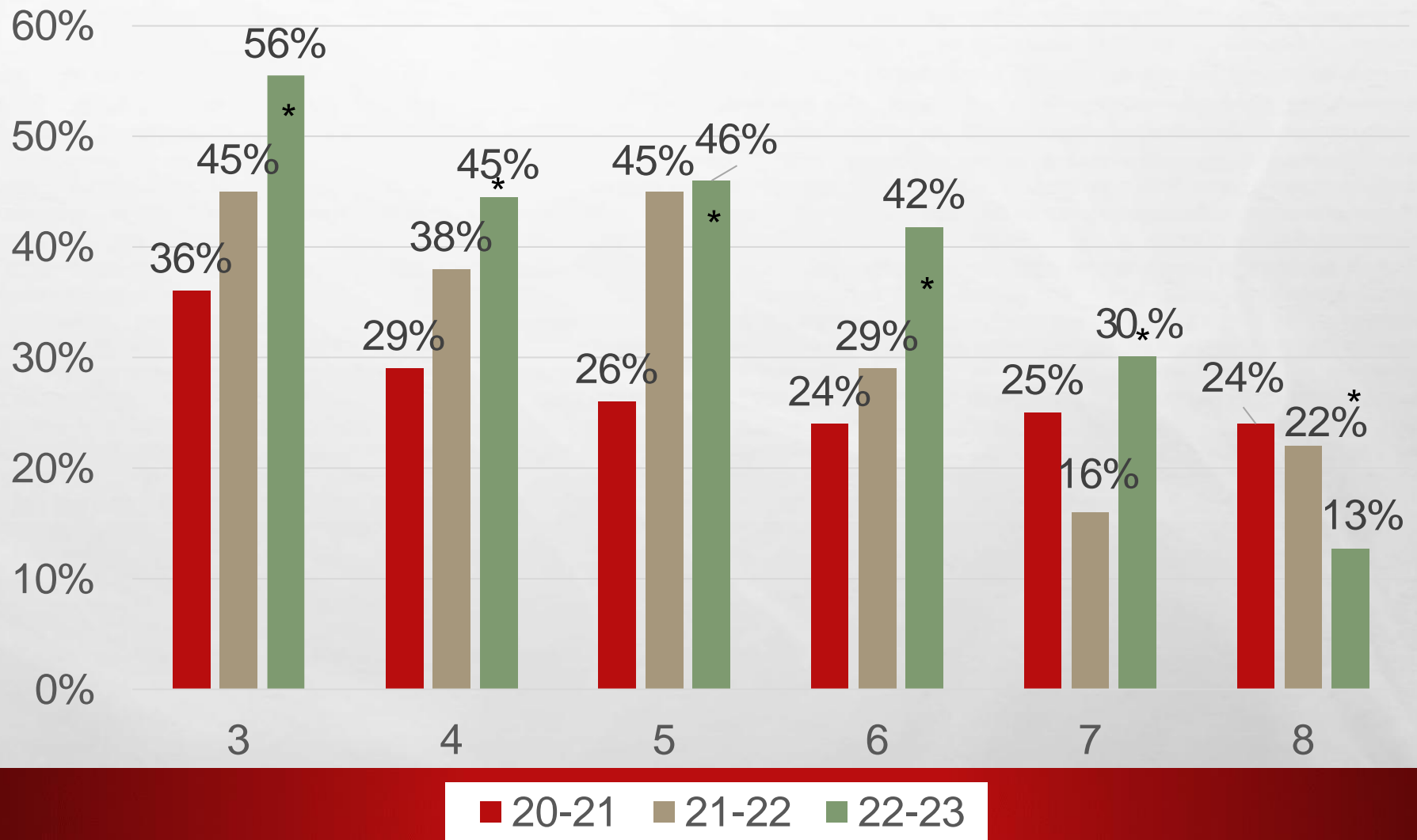
Student Achievement



ELA PSSA Comparison

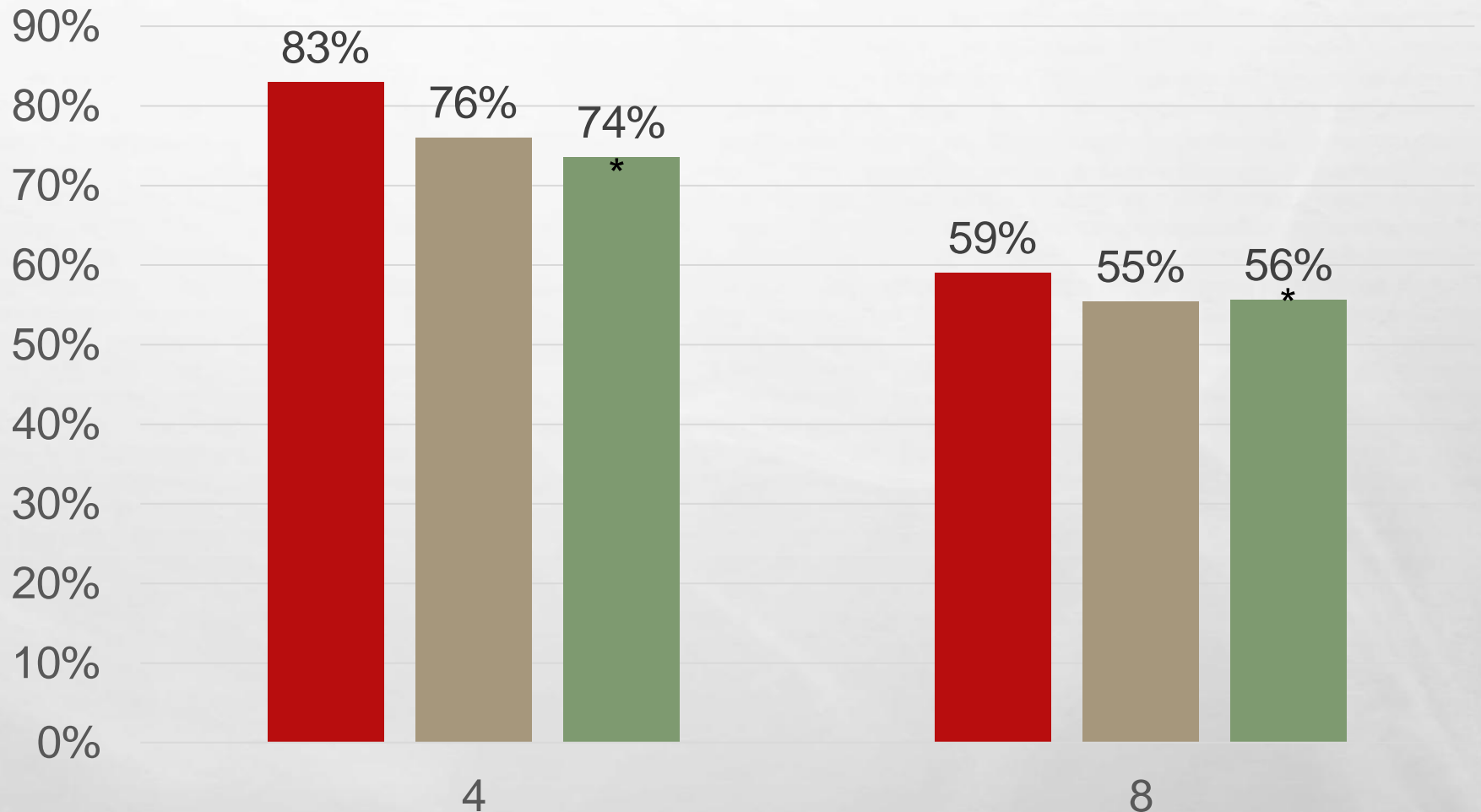


Math PSSA Comparison



* State Average 22-23

Science PSSA Comparison

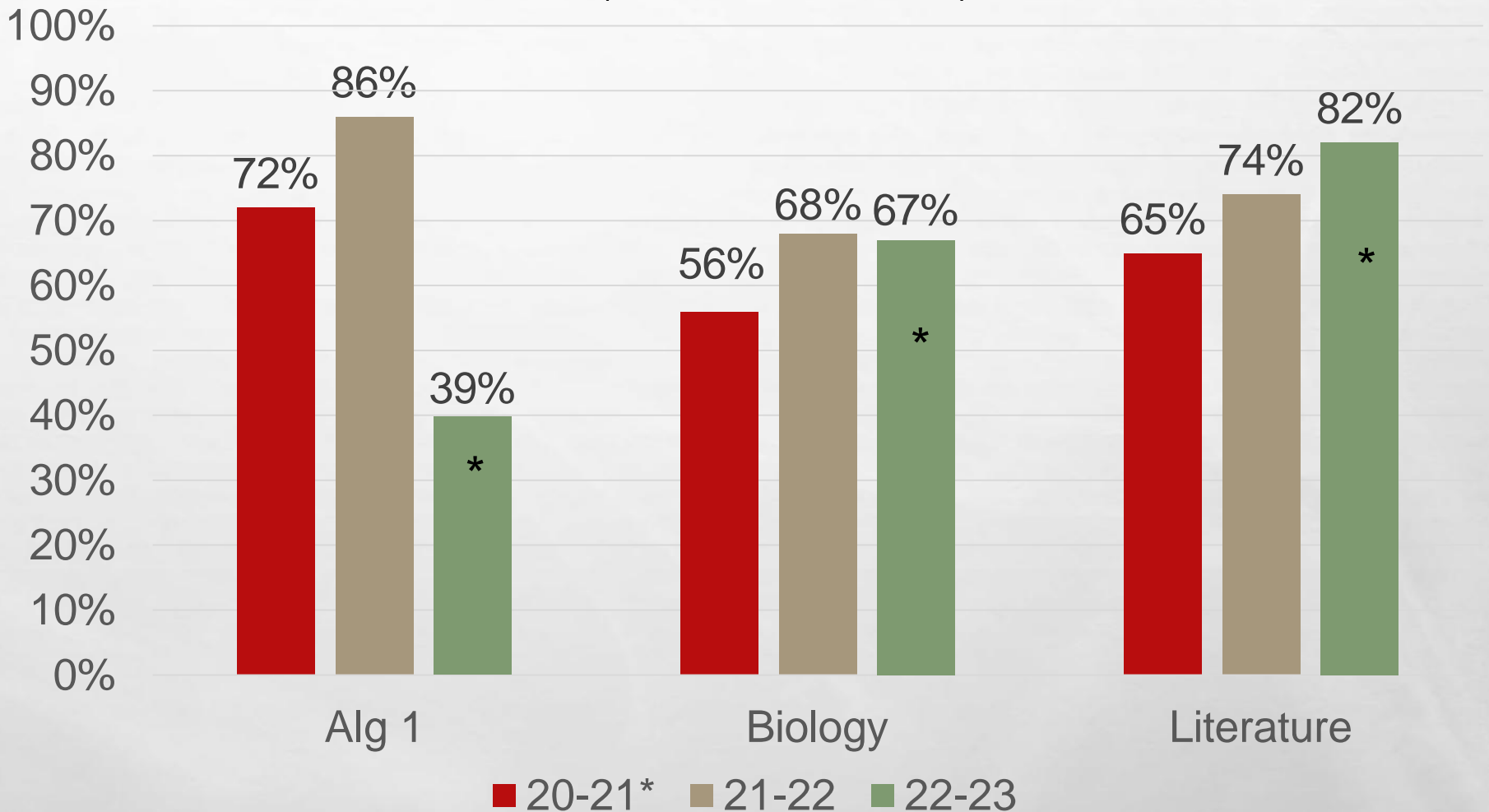


■ 20-21 ■ 21-22 ■ 22-23

* State Average 22-23

Keystone Comparison

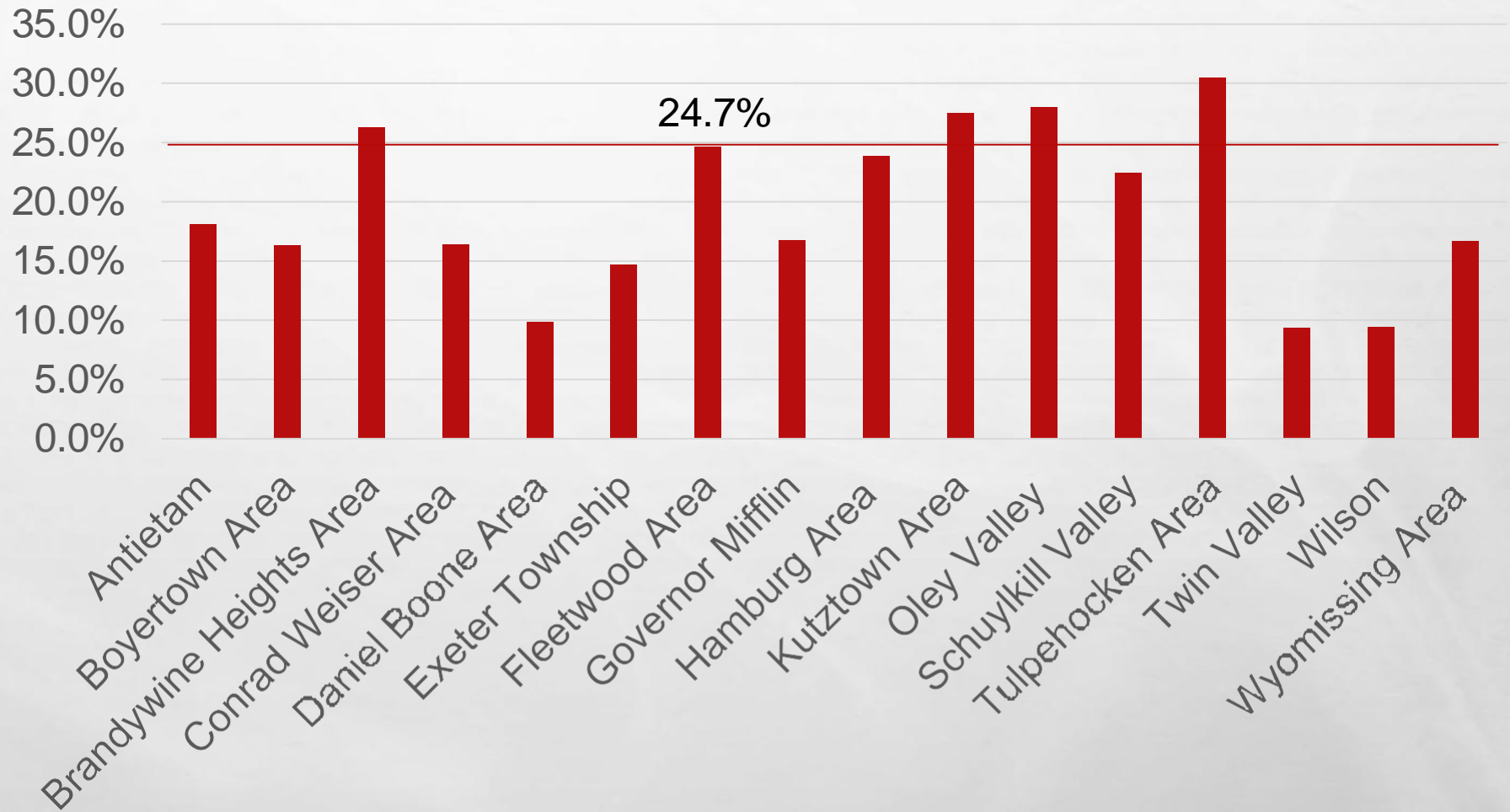
(11th Grade Cohort)



FAHS was one of two Berks County high schools to rank in the top four in all three tested areas.

* State Average 22-23

District Participation at BCTC



Fleetwood's 2022-2023 percentage was 22.7%

BCTC Student Participation by Cluster

Cluster	2020-21	2021-22	2022-23	2023-24
Business & Information Technology	7	8	6	7
Communications Cluster	9	7	11	7
Construction Cluster	24	21	19	17
Engineering & Manufacturing Technology	16	16	15	13
Healthcare	27	25	27	22
Services	42	41	45	40
Transportation	21	26	24	20
Total Students	146	144	147	126

BCTC Clusters

Business & Information Technology

- Business Management and Entrepreneurship
- Computer Systems Networking and Security
- IT-Programming

Communications Cluster

- Advertising Art and Design Technology
- Communication Media Technology
- Printing Production Technology
- Photo Imaging Technology

Construction Cluster

- Building Construction Occupations
- Cabinetry and Wood Technology
- Carpentry
- Electrical Occupations
- Heating, Ventilation, Air Conditioning, Refrig
- Horticulture
- Masonry
- Painting and Decorating
- Plumbing and Heating

Engineering and Manufacturing Technology Cluster

- Drafting Design Technology
- Electronic Engineering Technology
- Mechatronics Engineering Technology
- Precision/Computerized Machining Technology
- Robotics and Automation Technology
- Welding Technology

Healthcare Cluster

- Dental Occupations
- Health Occupations
- Medical Health Professions
- Sports Medicine and Rehabilitative Therapy

Services Cluster

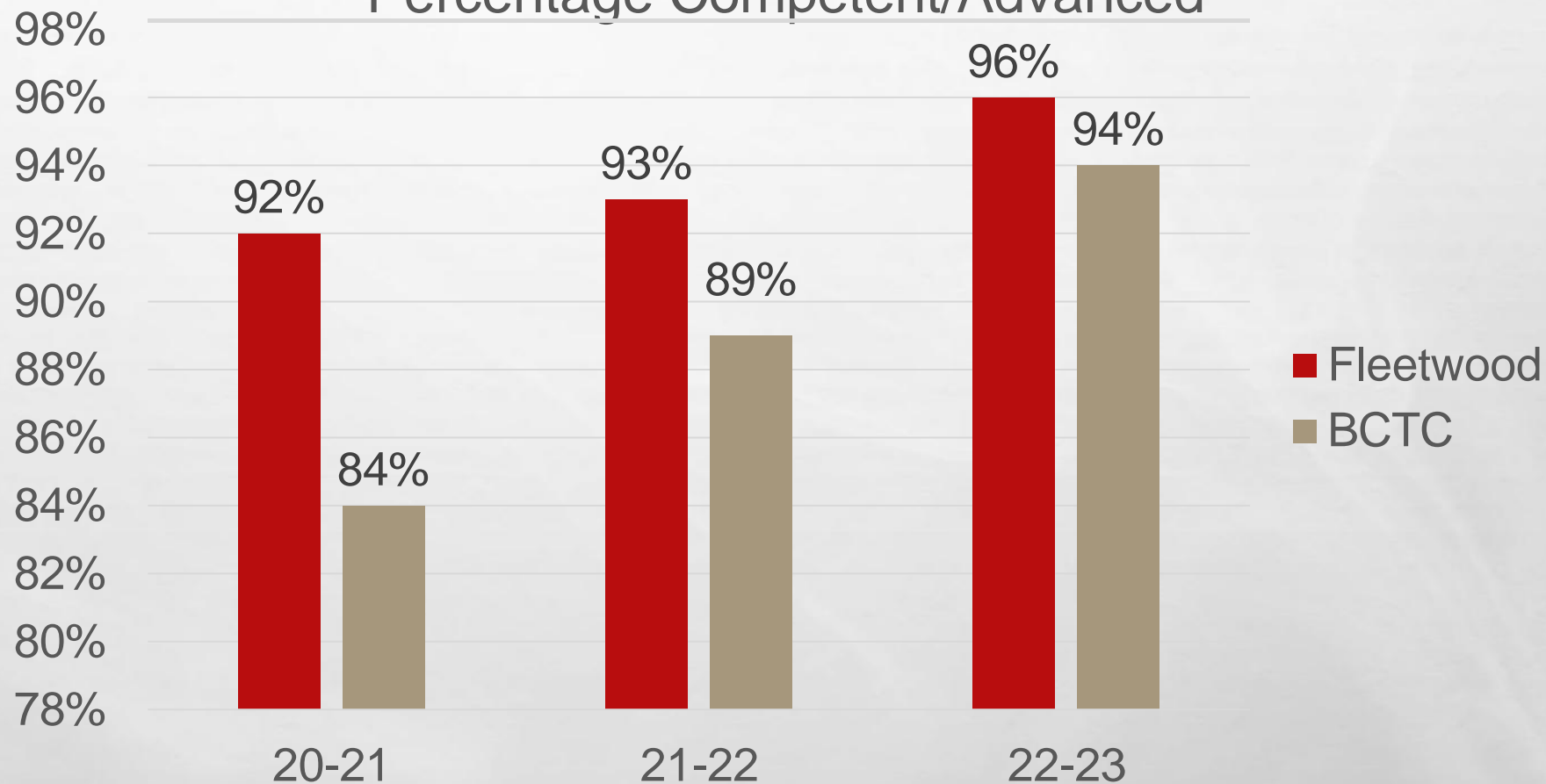
- Cosmetology
- Culinary Arts
- Early Childhood Education
- Protective Services - Homeland Security
- Protective Services - Law Enforcement
- Service Occupations/Work Partners

Transportation Cluster

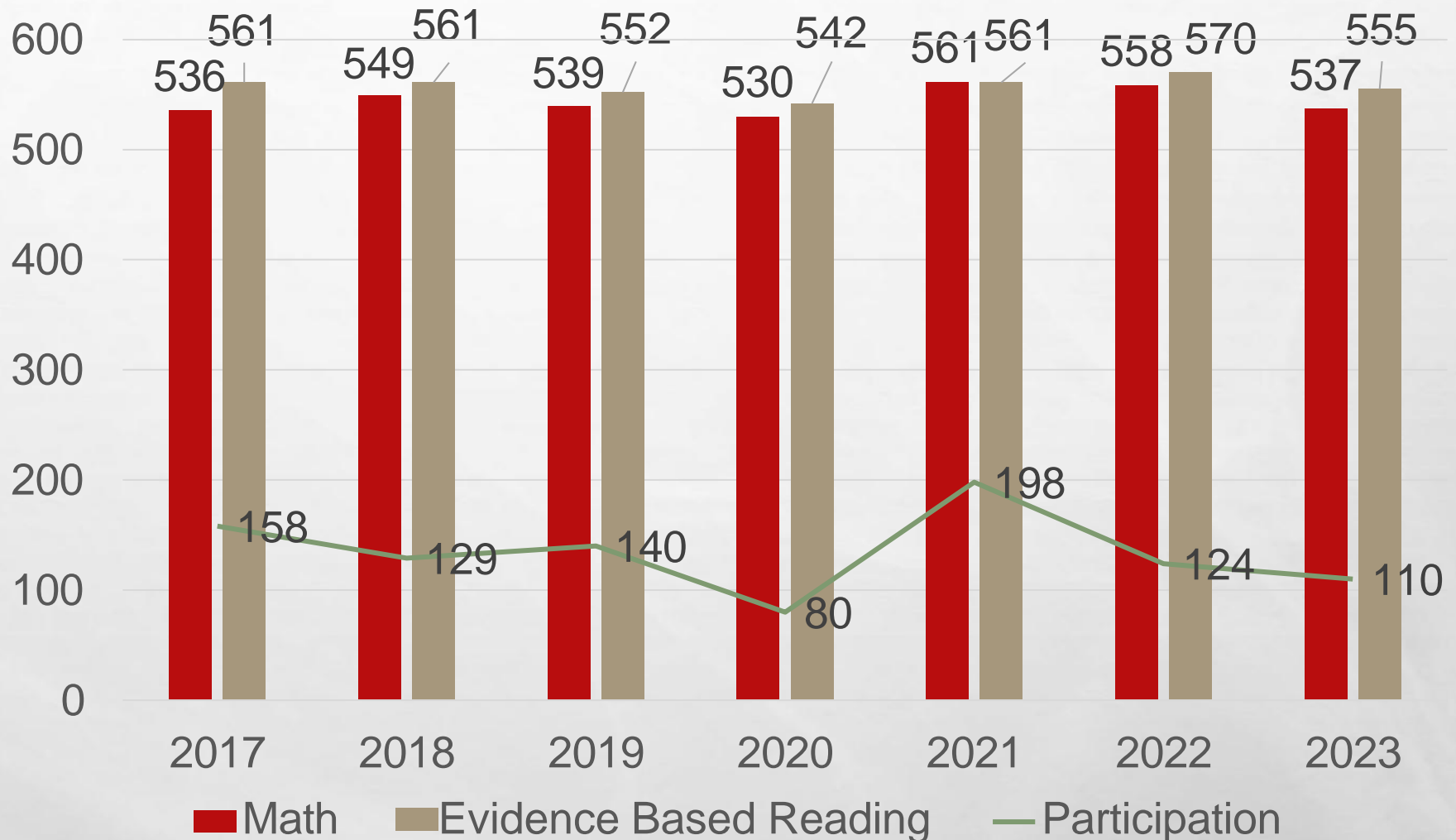
- Automotive Collision Repair Technology
- Automotive Technology
- Diesel Technology
- Heavy Equipment Technology
- Recreational and Power Equipment Technology

2022 NOCTI Results

Percentage Competent/Advanced



SAT Results



■ Math ■ Evidence Based Reading — Participation

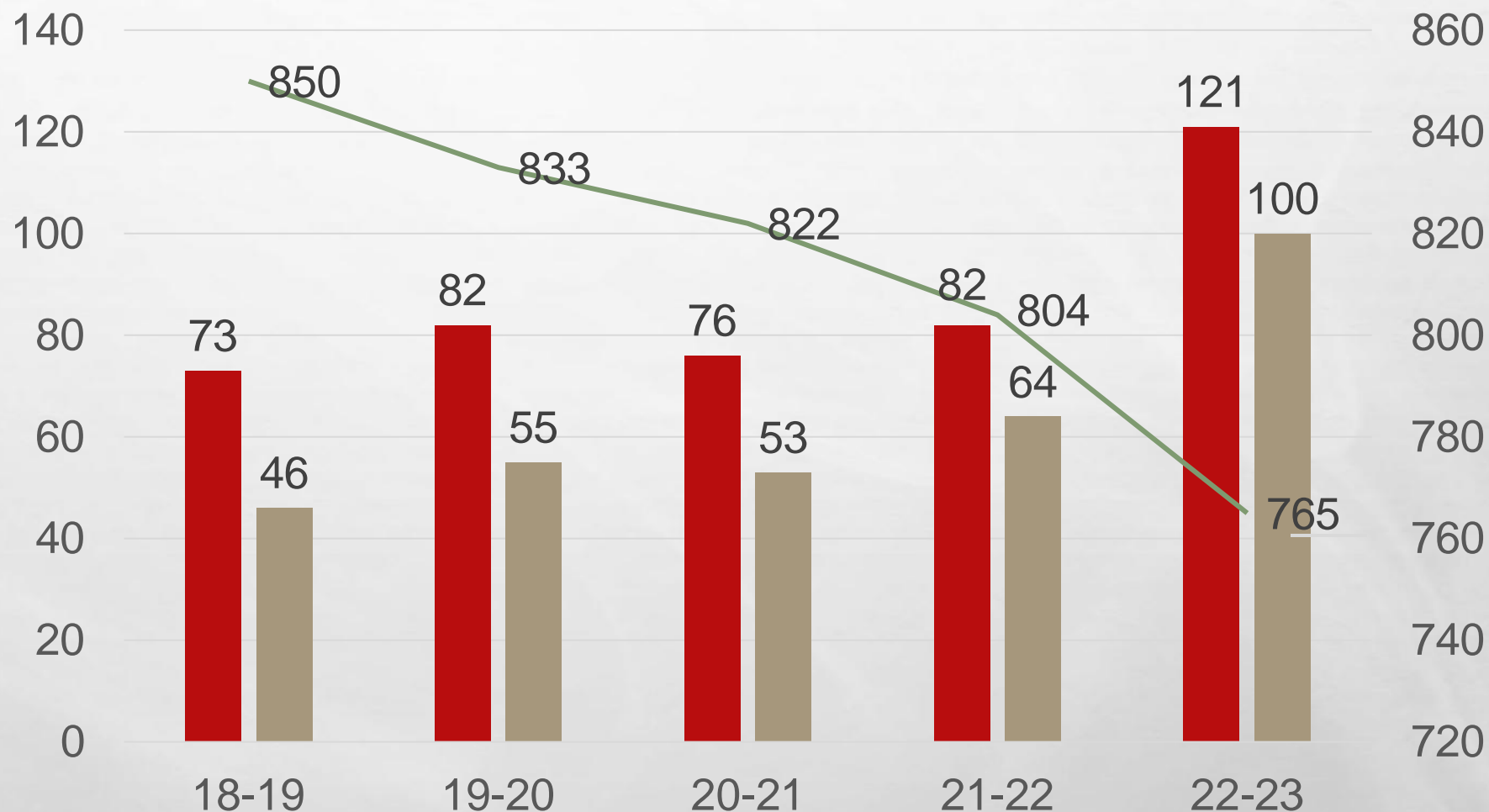
National Average (2023): 508 in Math & 520 in EBR

College and Career Readiness is indicated by a score at or above 530 in Math and 480 in Evidence Based Reading

Advanced Placement (2022-2023)

AP Exam	Exams Taken	Scores of 3 or Higher
Biology	6	2
Calculus AB	8	7
Calculus BC	6	3
Chemistry	3	3
Chinese	1	1
Computer Science	1	1
Computer Science Princ.	5	4
English Lit.	8	8
Environmental Science	0	0
Macroeconomics	12	9
Physics	2	2
Spanish	0	0
US Govt & Politics	0	0
US History	24	20
World History	39	35
Total	121	100 (83%)

AP Participation



■ Tests Taken ■ Students Scoring 3 or Better — HS Enrollment

Dual Enrollment

Course	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Biology	5	4	4	4	11	9
Calculus 1 & 2	7	7	10	3	8	12
Calculus 1						6
Chemistry	2	3	2	0	0	2
English Literature	9	10	3	8	15	22
Macroeconomics	10	12	3	4	13	15
Spanish III	15	9	7	6	14	6
Physics						4
PreCalc and Trig.						23
Spanish IV	8	10	0	5	14	6
Spanish V	3	2	7	1	5	5
Statistics						7
US Government				5	13	14
US History	12	9	9	7	20	14
World History	11	11	1	9	11	18
TOTAL:	82	77	46	52	124	163
HS Population	828	853	850	833	822	804

Internships and Co-ops

Internships:

2021 – 2022: 6 students

2022 – 2023: 15 students

2023 – 2024: 17 students so far...

Co-ops:

5 Students

College Courses:

4 students are participating in college classes beyond our dual enrollment offerings

Student Participation Extra Curricular Activities

In 2022-2023:

- 527 students participated in a high school club;
- 467 students participated in a high school sport;
- 245 students participated in high school band, chorus, and/or orchestra.

Some students may be in multiple activities and therefore counted more than once.

High School Total Population - 765

Athletics Participation

	Middle School	High School
2015-2016	374	461
2016-2017	320	478
2017-2018	328	458
2018-2019	325	514
2019-2020	307	546
2020-2021	229	500
2021-2022	245	513
2022-2023	322	467

Middle School Total Population - 655
High School Total Population - 765

Music Participation

Orchestra	2018-19	2019-20	2020-21	2021-22	2022-23
Elementary	109	116	59	95	100
Middle School	110	111	66	84	92
High School	55	74	51	54	57
Total	274	301	176	233	251

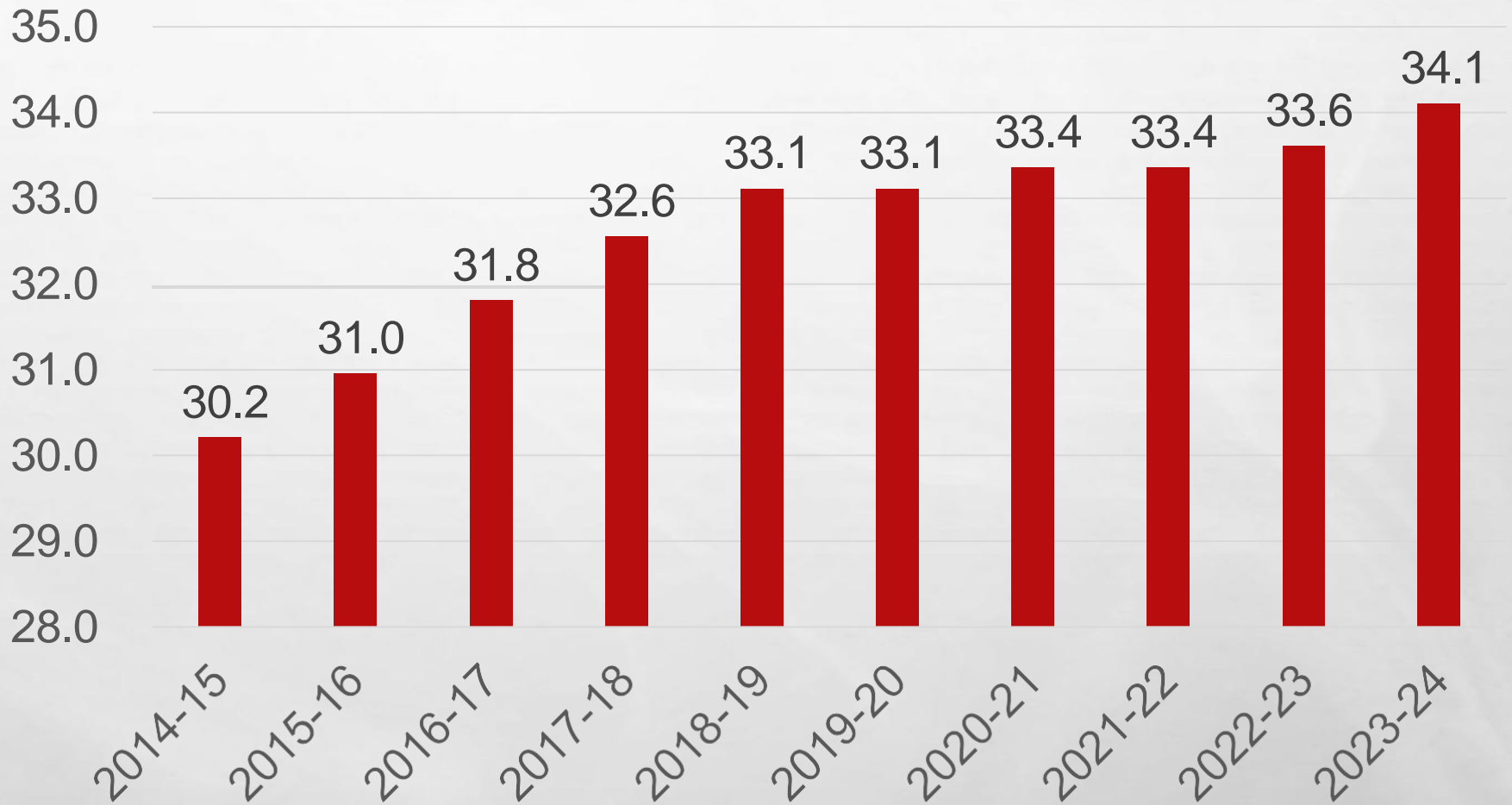
Band	2018-19	2019-20	2020-21	2021-22	2022-23
Elementary	94	67	59	37	52
Middle School	189	189	127	119	152
High School	109	122	84	95	89
Total	203	378	270	251	293

Chorus	2018-19	2019-20	2020-21	2021-22	2022-23
Middle School	185	252	124	122	172
High School	154	146	96	84	99
Total	339	398	220	206	271

Middle School Total Population - 655
High School Total Population - 765

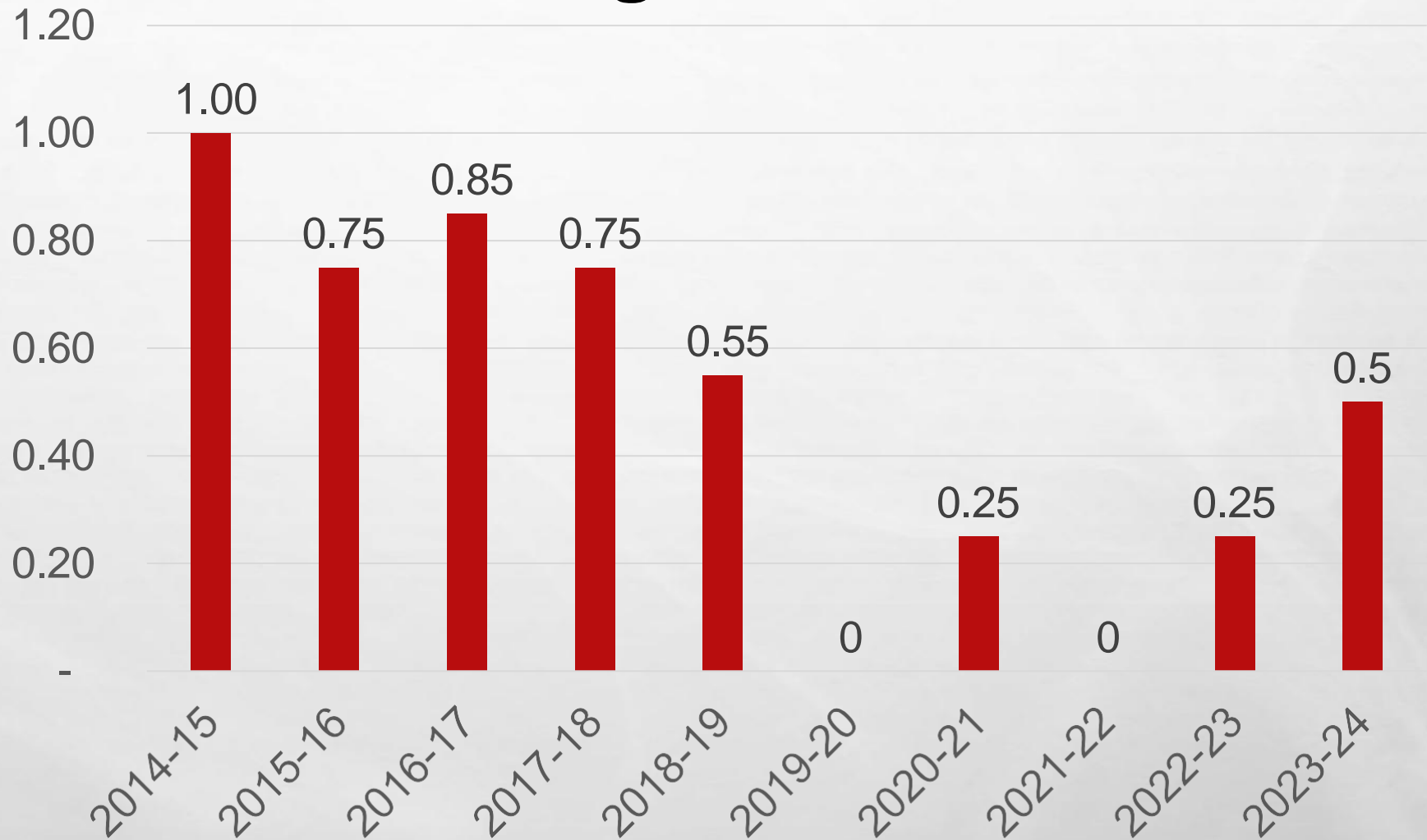
Financial Overview

Millage Rate

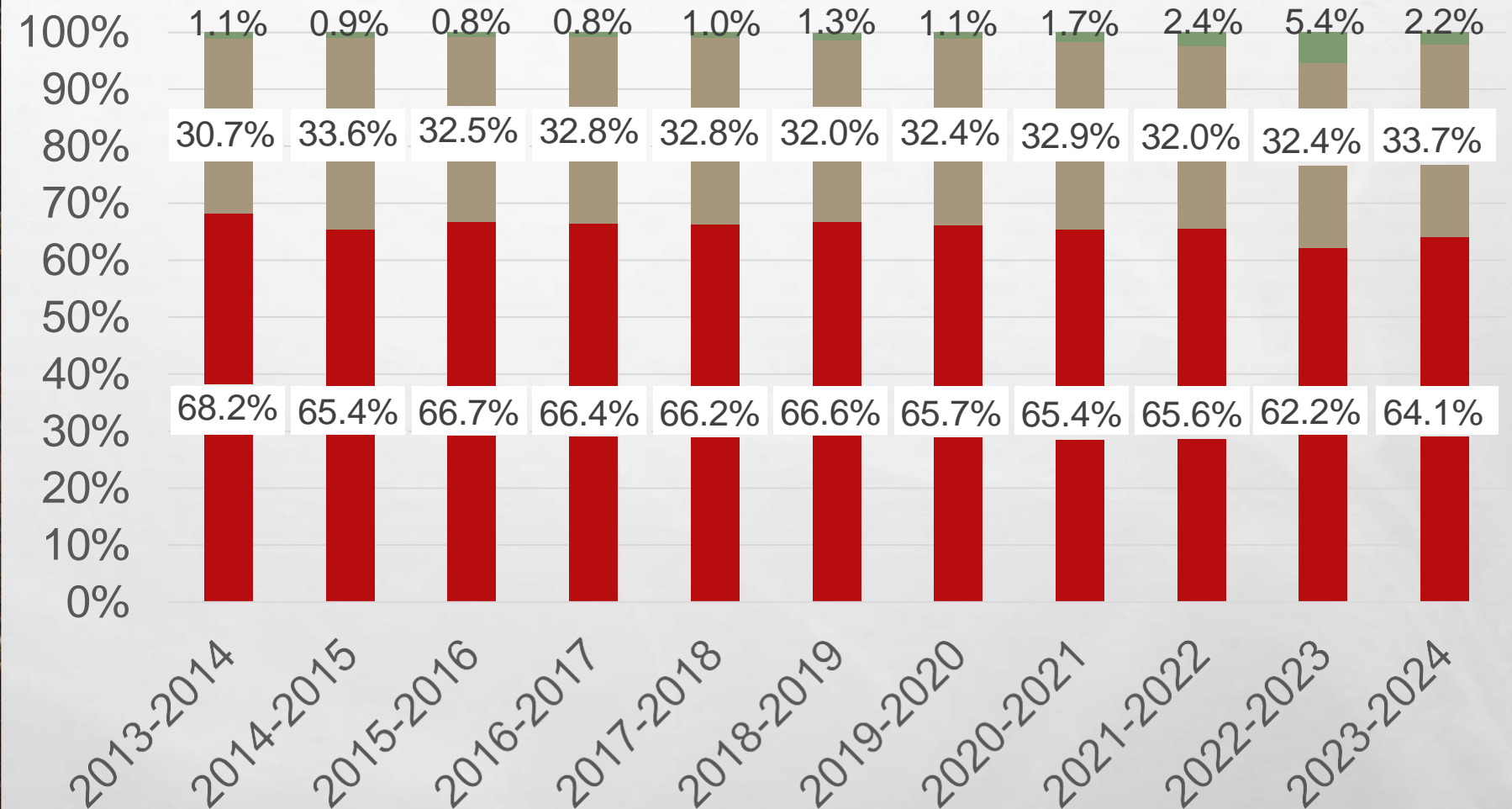


Approved Mills

Millage Increase



Revenue Breakdown

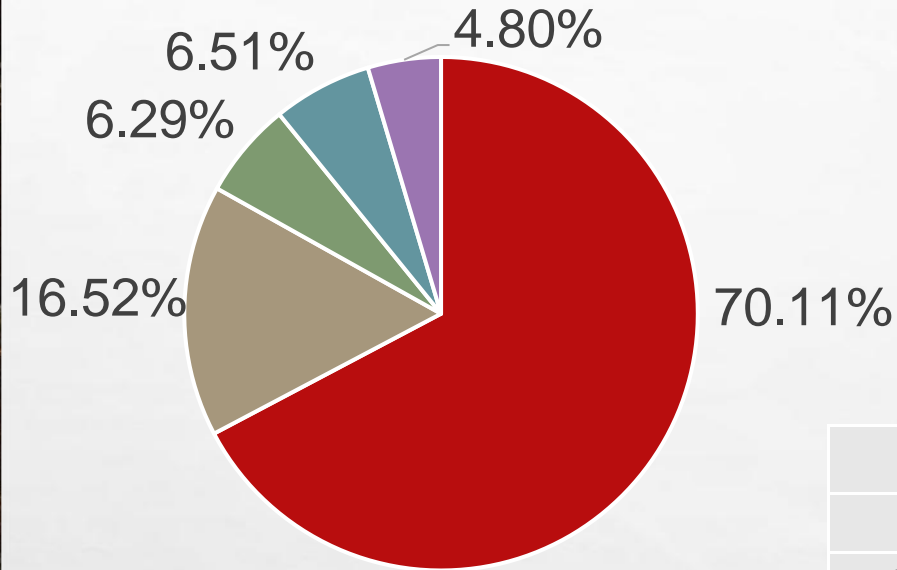


Local Rev %

State Rev %

Federal Rev %

Major Budget Categories 23-24



- Salaries & Benefits
- Special Ed (w/ S&B)
- Facilities (w/ S&B)
- Debt Service
- Transportation (w/ S&B)

Total Budget	\$51,372,225
Salaries & Benefits	\$36,015,127
Special Ed. (w/ S&B)	\$ 8,485,127
Facilities (w/ S&B)	\$3,828,727
Debt Service	\$3,342,733
Transportation (w/ S&B)	\$ 2,464,188

District Goals

Student Growth and Achievement:

- Ensure there is a process to address identified student academic gaps.
 - Identify assessments that will be used to monitor progress.
 - Monitor the implementation of small group instruction and intervention plans at the elementary level.
 - Monitor and support the implementation of MTSS process and intervention plans at the middle school. Monitor and support the implementation of the new Reveal Math program in grades K-8, new intervention resources, and the use of iReady.
- Further develop high school opportunities for all students such as dual enrollment, internships, and college courses.
- Begin the development of a Teacher Pathway program at the high school.

District Goals

Staff Development and Training:

- Develop a K-12 Professional Development Calendar for the 2023 - 2024 school year.
- Provide ongoing professional development in the areas of inclusion and instructional strategies.
 - Small group instruction, co-teaching, flexible grouping.
 - Identifying and implementing effective instructional strategies in the classroom.
- Support teachers participating in the Albright TExpl Cohort.
- Support the instructional coaches by implementing coaching practices to continue supporting teachers based on identified needs.
 - Collaborate with coaches and principals to improve our coaching model.

District Goals

Organizational Leadership:

- Continue to work closely with surrounding district superintendents to help us grow as a district.
- Develop a partnership with community agencies to support FASD initiatives such as the pre-school programs, Kutztown University, Reading Area Community College, Albright College and the Fleetwood Public Library.
- Continue to support the work related to Equity, Diversity, and Inclusion within the district.
- Create a board approved district assessment plan.
- Support the work of the District Instructional Leadership Team with regard to systems work, and research topics of inquiry.
- Develop and finalize the 2024-2027 District Comprehension Plan.

District Goals

District Operations and Financial Management:

- Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development, inclusive of a three-year budget forecast.
- Create a growth plan for the capital reserve funds that will provide additional funding for upcoming capital projects and further enhance the district's financial stability.
- Negotiate an employment contract with AFSCME that will provide competitive wages and benefits and enhance the district's ability to retain and attract new staff.
- Continue review of the capital improvements plan to address areas of concern raised in the FASD feasibility study.

District Goals

Strengthen Communications and Community Relations:

- Work to provide the necessary communications with the community to help with transparency and to keep everyone informed.
- Create and share an annual report to highlight the strengths and areas of need for the district.
- Engage stakeholders in the development of our District Comprehensive Plan.
- Support the implementation of social media channels at all buildings, and the district level.
- Designing and implement a recent graduate survey and feedback mechanism.

District Goals

Human Resources Management:

- Improve employee retention using employee feedback from retention and exit surveys to develop an action plan that will address employee concerns.
- Expand our methods and success in finding and recruiting high quality individuals for vacant positions.
- Continue to improve HR communication with all staff to help with transparency and information sharing.
- Continue to evaluate and improve onboarding processes to support new employees in all classifications by soliciting feedback from new staff after the onboarding process.

District Goals

Professionalism:

- The superintendent will continue to seek and participate in opportunities to develop additional knowledge and skills to be an effective school leader.
- Perform all duties in a manner consistent with expectations of the board and community.
- Provide a service to the district and community by participating in committees, being active and visible at district events, and participating in community-based organizations.