

Teaching and Learning			
2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Refine clear and consistent curriculum across each grade and course that builds as students progress through the levels but nurture creativity and identity of schools and teachers			
Complete Curriculum Writing	Publish Curriculum Online		
	Design and Pilot In-Depth Review Cycle (Science)	Begin In-Depth Review Cycle (2 - 3 Departments per Year)	
Resource Identification and Implementation Timeline			
Ensure quality instruction that allows staff/teachers to meet the readiness of different students happening across teachers in all classrooms (vs. pockets)			
Identify/Develop Model	Implement Part 1	Implement Part 2	Full Instructional Model Implementation
	Integrate Strategies to Educator Effectiveness and Differentiated Supervision Model		
Implement a balanced range of national, state and local assessments to monitor student learning and use results to guide instruction			
Evaluate Current Standardized Assessments	Develop Local Assessments	Implement Local Assessments	
Determine Assessment Mix (Formative, Benchmark, Diagnostic, and summative)			
		Use Local Assessment Data to Drive PD and Curriculum Revisions	
	Revise Report Cards		Real-Time Progress Monitoring
	Integrate Performance Tracker		
Extend learning for students who already mastered content and provide re-teaching/support for students struggling with content			
Evaluate RTII Math Resources	Integrate RTII Math Resources		
	Develop Extension and Remediation Activities within Unit-Based Curriculum for All Courses	Implement Extension and Remediation Activities into Instruction	
Integrate technology tools into courses and activities when it can extend or improve the teaching and learning process OR promote innovation in that process			
SAMR Training	Targeted Professional Development on Technology Resources		
Device Evaluation (K-6) and Google Apps (Pilot)	Deploy K-6 Devices		
Inventory Software and Cloud Resources			
		Flipped Classroom Focus and Online Learning Platforms	Offer Alternative Methods of Instruction (Online, Distance, Webinars)
Use real-world strategies to engage students in solving problems, using their hands, and seeing connections between content areas that include career connections and play/creativity/risk			
	Cross-Curricular Focus Tied to Unit-Based Curriculum		
Evaluate Learning Environments for Student Engagement (Tie Results to Instructional Model)			
Maker Space Design	Maker Space Deployment	Integrate Project-Based into Unit-Based Curriculum	Hold Project-Based Symposium
	STEAM Partnerships		
Student Services and Programs			
2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Sustained focus on the whole child (e.g., academic, social, emotional, physical, and moral development)			
Student Assistance Program (K-3) and School-Based Mental Health (9-12)	Evaluate Whole Child Well-Being	Whole Child Training	Implement Whole Child and Climate Actions
		Evaluate School Culture and Climate	
Utilize a team approach built on collaboration and shared responsibility for supporting students' needs by students, parents, teachers, support staff and administrators			

Confirm and Communicate Roles and Responsibilities			
Evaluate Current Co-Teaching Practices	Co-Teaching Professional Development	Pursue Common Planning	Implement Common Planning
Refine the continuum of services for special education and increase awareness of those services			
Define and Communicate Current Continuum	Evaluate Effectiveness of Current Continuum	Determine Need for Additional Programs	Develop and Implement New Programs
Specially-Design Instruction (SDI) Implementation			
Create a vision for gifted education and develop a continuum of services model			
Review Identification Process			
Research and Create District Model	Professional Development on District Program and Initial Implementation	Evaluate Early Program Implementation	Strengthen Services as Needed
Evaluate extra- and co-curricular activities across multiple criteria to determine current and future needs			
Refine Annual Survey of Participation and Satisfaction	Cost-benefit Analysis of Current and Future Programs and Structure		
Finance and Operations			
2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Improve community understanding and engagement in the annual budget process to aid decision-making and consideration of potential tax increases			
Representative Leaders Conduct Informational "Road Show" As Future Budget Process Input	Revise Budget/Communications Center on Website to Increase Effectiveness and Reach (Tie to Communications)		
Conduct a demographic study to guide future-focused facilities and capital funding plans			
Complete Demographic Study	Develop 10 Year Master Facilities Plan		
Build a secure and reliable technology infrastructure flexible enough to meet district needs through 2025			
	Cabling & Network (WIFI): Analysis, Design, Specification (Middle School)	Strengthen WIFI (High School/EdenHall)	
District Regional Wide-Area Network (RWAN) / Internet Service Provider (ISP) Rebid	District Wide-Area Network (WAN) Rebid (10G)		
	Develop Sustainable End-User Device Refresh Plan	Implement End-User Device Refresh Plan	
			Update Other District Assets/Resources as Needed
Set realistic expectations for alternate revenue and enhanced partnerships to support operations without impacting guaranteed, necessary funding			
Board-Level Policy Discussion and Strategic Direction	Direction Setting with Foundations, Booster Groups, and Other Donors		
	Determine Alternate Funding Targets and Connect to Budget Discussions	Monitor Alternate Funding Against Targets	
Workforce Development			
2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Refine and enhance the evaluation process for all employees through the use of multiple measures and feedback to support professional growth with value placed on intrinsic motivation			
Finalize Standard Evaluation System for All Workgroups			
Develop Differentiated Supervision Model for Teachers	Develop Differentiated Supervision Model for Administrators	System for Multiple Measures of Feedback	
	Technology Solution for Evaluations		
Improve continuity of the day-to-day educational program and operations through the staffing approach to substitute or temporary positions			
Identify Staffing Concerns and Evaluate Staff Profile	Review Alternate Staffing Options and Pilot Potential Solutions	Implement New Staffing Strategies	
		Improve Student Teaching System for Recruitment	
Align the professional development plan for all staff with strategic direction, staff needs, and legal compliance (not one-size-fits-all)			

Review Current Professional Development Plan (SWOT) and Conduct Needs Assessment	Develop three-year plan for Professional Development with Process to Measure Effectiveness	Implement Professional Development Plan	
Induct new staff into the district culture and support them throughout their years at Pine-Richland			
	Identify Needs of New Hires / Necessary Resources	Update Orientation Process	
	Draft New Induction Program	Implement New Induction Program	Implement Technology Solution for Tracking Induction
Communication and Engagement			
2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Foster efficient and effective district communications that promotes dialogue with key stakeholders (two-way)			
Assess Communication Matrix	Enhance Strategies for Two-Way Communication Across All Key Stakeholder Groups		
Refine & Implement Surveys for All Key Stakeholder Groups			
		Refine Tools and Platforms	
Build collaboration and connections with community residents who do not have children in the district			
Provide Strategic Planning Opportunities and Determine Methods for Connecting with Residents	Conduct Periodic Updates with Community Groups at Locations within and outside District Schools		
		Form Community Leadership Group or Method for Systematic Listening	Enhance Electronic Means to Increase Community Awareness/Readership
Provide informational sessions/training opportunities for volunteers and parents to support teaching and learning and to increase awareness of important educational issues			
Provide ELA / Math Training	Provide Building-Level Intervention Training		
	Systematic Evaluation and Delivery of Sessions on Topics that Impact Families		
Provide strategic plan updates and continue stakeholder engagement throughout implementation of the 2015 - 2019 plan			
Develop Milestone Timeline			
Develop Web Resource Center	Develop Toolkit		
Provide Annual Updates with Quarterly Monitoring (Progress Bars)			
Sustain partnerships and collaboration with workforce groups (PREA, ESPA, Act 93, Administrative Support and Vendors)			
Review Contract Language with Representative Groups for Implementation Clarity	Continue Training with Supervisors and Administrators for Consistent Implementation		Begin Negotiations Process
Increase student input for the improvement of educational programs			
Launch Annual Student Survey		Develop Course & Senior Survey	Launch Course & Senior Surveys
	Refine Roundtable Discussions	Provide Other Opportunities to Give Input	