



Act 141 Recovery Plan Update and Next Steps

Curriculum and CRO Advisory
Committee Meeting
August 25, 2015

Act 141 Recovery Plan

- The School Board, District Administration, and Chief Recovery Officer operate under provisions of the Recovery Plan.
- The Original Plan was approved by the HSD's Board of School Directors and PDE in May 2013.
- The Amended Plans were approved on January 21, 2014 and April 21, 2014, respectively.

Summary of Recovery Plan Goals 2013-18

<u>GOALS</u>	<u>COMPLETED</u>	<u>IN PROCESS</u>	<u>NOT COMPLETED</u>
Administration & Finance (12)	5	7	0
Facilities (12)	6	6	0
Food Service (4)	4	0	0
Revenue (9)	2	4	3
Debt Service (4)	4	0	0
Work Force (7)	0	6	1
Education (14)	3	11	0
Amendments (3)	2	1	0
Total Goals (65)	Completed – 26	In Process – 35	Not Completed – 4

COMPLETED INITIATIVES (2013 – 2015)

- Creation of Chief Financial Officer (CFO) position.
- Training of payroll office staff – eFinance and Cognos software.
- Termination of lease for the old Administration Building.
- Right-sizing of staff – payroll, custodial, maintenance, food service.
- Addressing building energy and maintenance issues.

COMPLETED INITIATIVES (2013 – 2015)

- Approval of delinquent tax collection contract
- Refunding of eligible bond issues
- Compliance with statutory regulations
- Development of the Cougar Academy
- Restoration of full day kindergarten

Recovery Plan Goals
Focus of 2015-16



Educational Focus

ASPIRE Curriculum

Create a curriculum management plan to support the implementation of the District's new reading, language arts, mathematics, and science curricula.

Positive School Climate

Create a district-wide plan to support the implementation of the Positive Behavioral Interventions and Support (PBIS) process.

ED01. Establish Principals in All Buildings as Instructional Leaders

- Ensure the **consistent** implementation of standards-aligned curricula.
- Develop and implement a curriculum mapping tool.
- Monitor and review curriculum pacing with teachers.

ED04. Implement a Standards-Based Curriculum

- Curriculum = written, taught, and tested.
 - Ensure the use of research-based, effective instructional strategies.
 - Establish a district-wide system of **standards aligned assessments** to monitor student achievement.
- Ensure instructional interventions are aligned with ASPIRE curriculum objectives.
- Establish an ongoing curriculum review and update cycle.

ED05. Develop a District-Wide Team Building Initiative

- Build positive school climates district wide through Positive Behavioral and Interventions Supports (PBIS) procedures.
- Use SWIS software to record, monitor, and analyze student, grade level, and school-wide behavioral concerns.
- Create and implement Tier 2 and Tier 3 behavioral supports.

ED06. Plan and Structure District-Wide Professional Development Initiative

- Establish a district-wide system which ensures that professional development is focused, comprehensive and implemented with fidelity.
 - Establish professional development requirements for all new teachers.
 - Establish annual staff development requirements for experienced teachers.

ED07. Develop a District-Wide Parent Involvement Initiative

- Promote the concept of parents as the child's first teacher.
 - Provide parents with ASPIRE curriculum resource packets for reading and mathematics.
 - Conduct parent workshops that include reading and mathematics activities and educational games.

ED14. Outreach and evaluation

- Increase the District's graduation rate.
 - Develop guidance and central office procedures to monitor each high school student's attendance and course completion.
 - Identify struggling student who are potential drop-outs and connect them to the appropriate district services and other educational options.

The Challenge

Implementation of each education initiative

District-wide

and

With fidelity

Questions?

