

CANON-MCMILLAN SCHOOL DISTRICT

Comprehensive Plan

2025-2028



Table Of Contents



Stakeholder Input



Comprehensive Plan Timeline



Goals/Priorities



Induction Plan



Professional Development Plan

Stakeholder Input

Our comprehensive plan was collaboratively developed through the work of our core planning team members and our stakeholder committee members.

- Core Planning Team Members- Superintendent, Deputy Superintendent, Assistant to the Superintendent 7-12, Director of Special Education, K-12 building level administrators, and our cyber coordinator.

- Stakeholder Committee Members- School board members, central office administrators, teachers, parents, high school student, and community members.



Comprehensive Plan



This plan prioritizes key district goals for the next three years. It also encompasses the following state reports: Academic Standards and Assessment Requirements, Gifted Education Plan, Student Services Assurances, Induction Plan, and Professional Development Plan.

Induction Plan



This plan details our two year, hybrid induction and mentorship program. It is comprised of asynchronous IU 1 courses as well as our three day, in-person training sessions.

Professional Development Plan



This plan is comprised of state required training mandates as well as professional development and training aligned to our comprehensive plan.

Comprehensive Planning Timeline

Core Team Meeting

District and building leaders analyzed state and local assessment data, attendance data, and Future Ready Index data to identify the strengths and challenges of the district.

Needs Assessment Survey

All of the participants completed Pennsylvania's Essential Practices for Schools and Communities needs assessment survey. The survey focuses on empowering leadership, fostering quality professional learning, improving instruction, and providing student centered supports.

Comprehensive Planning Timeline

Core Team & Stakeholder Meeting

The needs assessment survey results were shared with all of the participants and added to the strengths and challenges of the district. The team collaboratively worked to analyze and identify three goals/priority areas. Action plans, communication plans, and professional development activities were created to align with the identified goals.

Final Meeting

All core and stakeholder team members reviewed drafts of the comprehensive, induction, and professional development plans. Everyone was in agreement with identified priority areas as well as the induction and professional development plans.

Three Goals

Math

- This priority is aligned with continuous improvement of instruction.
- The district will purchase a new K-12 math curriculum and provide PD on differentiation and remediation.
- Targeting a 5% growth in achievement by 2028.

Full day Kindergarten

- This priority will help with early childhood development and ensure the needs of all learners are being met.
- By 2028, the district will offer Full day K.

College & Career Readiness

- This area will focus providing students with personalized college and career counseling.
- The high school will continue to grow their CHS offerings.
- The district will work to establish partnerships with community businesses and organizations.

A photograph of three women standing in front of a large window, looking towards the camera. They are wearing lanyards and appear to be in a professional setting. The image is partially obscured by a yellow circular graphic element.

Induction Plan



Our induction plan is two years long and provides each new hire with a mentor teacher.



Our in-house induction program helps new staff to familiarize themselves with district practices and policies.



The following topics are covered by the IU induction program:

- Educator Effectiveness
- Standards
- Instructional Strategies & Classroom Management
- School Law and Technology
- Inclusive Practices & ESL
- Professional Ethics
- Common Ground

 Differentiation & Remediation Enhanced Literacy and Numeracy Instruction PCCD Training Act 71 Youth Suicide and Prevention Training Trauma-Informed Care Inclusive Strategies Structured Literacy Refresher Professional Ethics CPR, Epi-pen, and Diabetic training Digital Literacy & ESL Science of Learning Title IX

Professional Development Plan

The background is a light gray color. In the top-left corner, there is a large, irregular blue shape. Below it, there is a solid blue circle. In the bottom-right corner, there is another large, irregular blue shape. Above it, there is another solid blue circle. The text "ANY QUESTIONS?" is centered in the middle of the image in a bold, yellow, sans-serif font.

**ANY
QUESTIONS?**