District Goals for 2024-25

Goal 1: Student Success - Ensure that all students are challenged and engaged while providing multiple pathways for student success by broadening opportunities, building support systems and eliminating barriers. The school district will eliminate opportunity gaps and work to ensure all students are active participants in the community.

Initiative/Task	Lead Administrator(s)	Resources Needed	Measure of Success	Updates Throughout the Year
Prepare for Full-Day Kindergarten - complete redistricting plan and communication with families; complete Kindergarten schedule and curriculum revision	Kathy Soeder Brad Bentman Elementary Principals	*Moderate* Professional development for Kindergarten teachers and KLAMS Budgeted work with Vendor for enrollment	Redistricting plan is completed and communicated and families and faculty are ready for FDK for fall, 2025	
Provide Bystander training for all faculty, office staff, and paraprofessionals	Brad Bentman Kathy Soeder	*Moderate* Professional development for large teacher and staff groups	Teachers and staff will have language and strategies to use with students in classroom and extra curricular settings	
Develop new Mission, Vision, and Core Values statements for the District, that foster a shared commitment to student learning, inclusion, and wellbeing.	Will Stout Brad Bentman Kathy Soeder School Principals Supervisors	*Significant* Time and needed developmental resources for a stakeholder group made up of staff, students, parents, and community members to work collaboratively on a new Mission, Values statements.	New Mission, Vision and Core Values statements Ongoing community feedback from stakeholder groups.	
Continue with ongoing Curriculum Development Cycle and instructional interventions: • Provide additional Professional	Ryan Monaghan Heidi Lehmann Dennis Fletcher Kathy Soeder	*Significant* Professional development for groups of teachers - administrators and CCIU	Revised courses for social studies 7-12 and revised courses years 1-2 for Technology Education.	

Development (PD) for Structured Literacy and pilot new resource for English Language Arts (ELA) ● Revise K-12 Science (part 3) STEELS revision as stipulated by the Pennsylvania Department of Education (PDE) ● Revise 7-12 Social Studies and Technology Ed curriculum as listed on the 5-year curriculum cycle ● Update resource for 7-9 math, revise 7-12 math assessments and provide increased math support in grade 1			Evaluate new ELA resources for elementary program and pilot in two grades. Teachers are secure in assessment practices for structured literacy as used on SBRC. Secondary teachers will use math data to provide interventions for groups of students.	
Aimsweb, Link It, PSSA/Keystone - Monitor assessment data to provide tier 1 instruction and interventions for students	Principals Curriculum and Special Education Supervisors Kathy Soeder Brad Bentman	*Significant* Professional development for intervention staff and core area teachers for PSSA and Keystone. These tests are used to monitor student progress throughout the year.	Use Aimsweb, IXL, and LinkIt! data during the school year to monitor student progress, create intervention groups, and guide instruction. Student achievement and growth from the fall will be monitored.	
Universal Design for Learning (UDL) - Improve tier 1 instruction using components of UDL with the goal of increasing access and engagement for all students	Principals Brad Bentman Kathy Soeder Curriculum and Special Education and Supervisors	*Minimal* Teachers have received professional development for UDL and can incorporate its tenets in lesson plans to increase engagement and access for all students	Lessons will reflect engagement and access for all students on the Danielson rubric.	

Goal 2: Student Wellbeing - Create an environment that fosters the growth and nurturing of all students' physical, mental, and social-emotional growth in healthy, safe and supportive learning environments.

Initiative/Task	Lead Administrator(s)	Resources Needed	Measure of Success	Updates Throughout the Year
Year three Implementation of a Mental Health Comprehensive Plan in collaboration with our work in the Penn Mental Health Consortium.	Brad Bentman Brian Schneider Principals Assistant Principals	*Significant* Chester County Mental Health & Optimal Development Led by the University of Pennsylvania	Our team will pivot from a district-wide planning and implementation role (Years 1 & 2) to a more building-focused support and facilitation role. With an organized plan communicated and implemented throughout the district, we can begin the necessary work of continuous improvement - understanding and responding to the unique needs of students, families, and educators across the district. Each building will continue to have a well-being goal integrated into the Mental Health Strategic Plan, focusing on Tier 1 supports. Building-specific priorities: High School - Switch from advisory to flexible model to support student engagement, choice, and connection. Middle School - Enhance the fidelity of implementing universal social and emotional learning (SEL) curriculum and Positive Behavioral Interventions and Supports (PBIS) practices. The Mental Health Consortium will prioritize efforts at the Middle School level. Elementary Schools-	

			Installation/Continuation of PBIS practices; review and refine practices around tier 1 SEL instruction.	
Year two of the Development and Implementation of a K-12 Multi-tiered Systems of Support (MTSS) that focuses on personalized learning, collaboration and communication, data-informed decision-making, and continuous improvement.	Brad Bentman Brian Schneider Principals Curriculum and Special Education Supervisors	*Significant* Professional Development Linkit!	Integration of a live Google Sites MTSS page for staff and parents on our OJRSD website. Develop a tiered approach to intervention for occupation therapy, speech and language, executive functioning, and mental health counseling. Continue formalizing the MTSS process, including procedures, assessments, and documentation (LinkIt! Intervention Manager) Hold regular K-12 MTSS Coordinator meetings.	
Increase awareness and use of discipline practices, interventions, strategies, and data to make informed decisions.	Brad Bentman Principals Assistant Principals	*Significant* New Skyward Training Linkit! Restorative practice training at the Middle School	Fully implement an electronic discipline referral and tracking system across all seven buildings to effectively track and analyze student discipline data. Incorporate the question, "Is there an adult at my school whom I trust to help me if needed?" into the grades 3-12 self-assessments. The responses will serve as a benchmark for guiding future actions. Integrate discipline data into school MTSS/data meetings to analyze trends and evaluate programming, support, and interventions for students experiencing multiple out-of-school suspension (OSS), incidents, promoting a proactive approach. Hold suspension data review meetings at the elementary and	

			secondary levels to reflect on identified trends and discuss actionable specific or procedural next steps. The middle school will implement proactive discipline strategies that foster reflection, responsibility, and restoration to reduce recurrent disciplinary incidents resulting in OSS. Through professional development, the middle school will begin Restorative Practices and Restorative Justice Conference training with specific staff members.	
Initiate the School-Student Problem Identification and Resolution of Issues Together (School-SPIRIT) Program at the High School.	Brad Bentman Steve Kollar Eric Wentzel Caroline Slade Kevin Kirby	*Significant* Community Relations Service of the United States Department of Justice SPIRIT Program Leaders	Host a full-day Student Problem Identification & Resolution of Issues Together (School-SPIRIT) program at the High School on October 10, 2024, and formulate the issues and solutions developed by the diverse student leaders. Establish a SPIRIT Council comprising both students and staff members, and formulate specific goals. Hold monthly SPIRIT Council meetings to review the SPIRIT program results and implement solutions with action plans aligned with SPIRIT Council goals.	

Goal 3: Infrastructure Excellence - Finalize selection of architect and engineers and begin design development/phased construction of the ten year Master Facilities Plan. In addition, engage stakeholders in the 2025-26 budget development process with the intent of staying within the state-mandated limits and focusing on resource allocation that prioritizes district initiatives related to student success and wellbeing.

Initiative/Task	Lead Administrator (s)	Resources Needed	Measure of Success	Updates Throughout the Year
10-year Master Facilities Plan ● Complete West Vincent Elementary School traffic pattern improvements 2024 ● Engage design professionals and award construction contract for French Creek Elementary School traffic pattern improvements and relocation of soft and hard play areas 2024-25. Complete construction 2025-26. ● Engage design professionals and begin the design development of the main campus master facilities plan	Jackie Krumrine Mike Shelgren	*Significant* School Board, Architect, Civil Engineer, Traffic Engineer, Legal Advisor, Financial Advisor,Cabinet, Principals and building level input	Board approved professional service contracts, construction contracts Completion of construction as indicated in the initiatives/tasks Main campus design documents, applicable agency and township approvals, written reports, public presentations/updates	
Develop a balanced General Fund operating budget for 2025-26 with 3 year projections incorporating available resources to support District initiatives related to student success and wellness goals below the state's base Act 1 Index.	Jackie Krumrine Beth Polinski	*Significant* School Board Superintendent's Cabinet Building Principals District-wide Department Heads	Board acknowledgement and approval of student enrollment projections and proposed staffing allocations by March/April 2025, and the final budgets by May/June 2025 Internal cost center meetings with Superintendent, CFO and Budget Managers Public budget presentations and opportunities for input at School Board working sessions, Finance Committee meetings and town hall meetings.	