



# Comprehensive Plan

Goals and Action Steps

2025-2028

## **MISSION STATEMENT**

*The mission of the Pottsgrove School District is to provide high quality experiences that educate, engage, and empower students to achieve their fullest potential.*

## **VISION STATEMENT**

- Our graduates will be productive contributors within a global society.
- Our students will demonstrate high levels of growth.
- Our students will exhibit a love of learning, a passion for excellence, and respect for humanity.
- The Pottsgrove community will embrace the Falcon Four: (be respectful, be responsible, be safe, and be positive).

## **CURRICULUM, INSTRUCTION, AND TECHNOLOGY**

<b>Goal # 1</b>	<b>By the end of the 2027-2028 school year, students in grades K-12 will demonstrate a 5% improvement in their proficiency in both math and literacy, as measured by district wide and state assessments.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"><li>1. Form a committee to conduct a detailed curriculum audit.</li><li>2. Provide teachers with tools, such as student learning profiles and professional learning, to tailor instruction.</li><li>3. Align district curriculum and assessments with standards.</li><li>4. Formalize common assessments to monitor student achievement regularly.</li><li>5. Establish interventions that provide students targeted instruction to increase performance.</li></ol>

	<ol style="list-style-type: none"> <li>6. Use a digital platform to administer and score assessments efficiently and to create common assessments</li> <li>7. Ensure data analysis during professional learning to make instructional decisions.</li> <li>8. Implement K-12 a framework to support the multi-tiered system of supports/positive behavior intervention supports..</li> <li>9. Ensure access and opportunities for all students by implementing the universal design for learning framework..</li> <li>10. Develop and implement the required personal finance course.</li> <li>11. Develop and integrate a comprehensive digital literacy curriculum tailored to different grade levels.</li> <li>12. Evaluate current technology in classrooms and begin the procurement process for necessary digital tools to ensure equitable access across the district.</li> <li>13. Provide sustained professional learning focused on increasing educational outcomes by maximizing digital resources.</li> <li>14. Develop procedures that allow students and staff to increase performance.</li> </ol>
--	---

## **OPERATIONS AND FINANCE**

<b>Goal # 1</b>	<b>Develop and implement a 10-year capital plan for the District, prioritizing key capital projects with clear timelines and budgets.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Conduct a thorough study of all district buildings and grounds including most recent maintenance records to start the process.</li> <li>2. Create assessment criteria for determining priority of projects.</li> <li>3. Develop cost estimates for projects on the plan.</li> <li>4. Provide monthly updates of 1, 5, and 10 year projects in Operations and Facilities Committee.</li> <li>5. Annually review and project changes in priorities and resources.</li> <li>6. Create a proposal to the school board to secure up to 20% of the total capital project plan through budgeted transfer or from surplus funds left over at year end.</li> <li>7. Identify the ages of current vehicles owned by the district and determine a timeline for replacement- maintenance vehicles, buses and vans.</li> <li>8. Allocate funds in the annual budget, if possible.</li> <li>9. Allocate surpluses at year end to the capital reserve, if possible.</li> <li>10. Maintain a funding threshold that is established with board approval.</li> <li>11. Review progress quarterly to ensure that the funding target is met.</li> </ol>
<b>Goal # 2</b>	<b>Develop an internal team structure and action plan to coordinate the development of alternative revenue sources (sponsorships, grants, donations, etc.) with the goal of increasing revenue by at least 10%.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Determine baseline value (Market Street, EITC) of outside revenue sources.</li> <li>2. Identify the key stakeholders required for the internal team.</li> <li>3. Research possible funding sources and determine viability for the district.</li> </ol>

	<ol style="list-style-type: none"> <li>4. Once funding sources are identified the team will designate an individual or subcommittee to follow through and secure the funds.</li> <li>5. Monitor the allocations and follow the funding guidelines.</li> <li>6. Annually report progress to the Operations and Finance Committee.</li> </ol>
--	---

## **POLICY AND PERSONNEL**

<b>Goal # 1</b>	<b>Develop a plan in the 2025-2026 school year to measurably improve student and staff attendance based upon annual performance metrics.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish baseline data from the 2024-2025.</li> <li>2. Update student and staff handbooks in consideration of all current board policies and administrative regulations to explain policies and procedures to our constituents that align with our larger strategic planning work.</li> <li>3. Garner feedback from stakeholders on policy, admin regs, handbook and procedures, and practices to be implemented district-wide.</li> <li>4. Develop and host community, staff, and student engagement opportunities to build a sense of belonging and community.</li> <li>5. Ensure community, staff, and student feedback on policy development.</li> </ol>

## **ATHLETICS, CO-CURRICULAR, AND COMMUNITY RELATIONS**

<b>Goal # 1</b>	<b>By the end of the 2027-2028 school year, maintain high levels of student participation in co-curricular and athletic programs at Pottsgrove High School and Pottsgrove Middle School while increasing participation at the elementary level.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish regular communication channels with students and families through meetings, emails, newsletters, and social media to promote participation and collaboration.</li> <li>2. Collaborate with student leaders to conduct surveys to solicit feedback about participation.</li> <li>3. Establish accurate procedures to monitor participation in co-curricular activities.</li> <li>4. Regularly communicate and report co-curricular and athletic program participation during Athletics, Co-Curricular, and Community Relations Committee.</li> <li>5. Work collaboratively with administration, union leadership, and community stakeholders to explore reallocation of unused supplemental positions and develop alternative leadership models.</li> <li>6. Recognize student participation and achievements in co-curricular activities through regular school-wide acknowledgments and awards.</li> <li>7. Identify and implement best practices for making athletic facilities, equipment, and coaching more accessible to individuals with disabilities including adaptive sports and inclusive training options.</li> </ol>

	<ol style="list-style-type: none"> <li>Introduce student athlete development programs focused on injury prevention, strength training, and nutrition.</li> <li>Conduct safety audits and implement necessary improvements to athletic facilities.</li> </ol>
<b>Goal # 2</b>	<b>By the end of the 2027-2028 school year, increase volunteer participation in athletics and co-curricular activities by 10 %, while integrating alumni involvement in program support, mentorship, and fundraising.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>Launch a volunteer recruitment campaign tailored specifically for athletics and co-curricular support, incorporating alumni participation.</li> <li>Develop and implement a volunteer and alumni orientation and training program, providing clear expectations and roles.</li> <li>Organize regular volunteer and alumni appreciation and recognition events to encourage continued engagement.</li> <li>Establish a centralized alumni database to track engagement and facilitate mentorship opportunities.</li> <li>Create structured opportunities for alumni to contribute to student development through mentoring, career talks, and networking.</li> </ol>
<b>Goal # 3</b>	<b>By the end of the 2027-2028 school year, emphasize communication to all stakeholder groups in all areas of operation.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>Develop standardized communication templates for staff to consistently inform parents/guardians and students about details of events, including dates, times, locations, expectations, dress code, and any required materials or preparation.</li> <li>Develop a process to regularly review existing communication avenues and explore new opportunities.</li> <li>Design and implement at least annual surveys to garner feedback on stakeholder perspectives.</li> <li>Provide training to staff on effective communication timelines and standards.</li> <li>Establish and regularly update an activities and events calendar accessible to staff, students, and families.</li> <li>Create a centralized and easily accessible location on the district website where parents/guardians can sign up for all newsletters from principals, administration, and various school programs.</li> <li>Conduct periodic reviews to ensure adherence to the 5-day communication guideline.</li> <li>Utilize principal and administrative program news feeds and newsletters on the district website to provide regular updates and event announcements.</li> </ol>

## **CULTURE**

<b>Goal # 1</b>	<b>Commit to embracing the Falcon Four for staff and students.</b>
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>Establish and implement sustained training on understanding student needs.</li> </ol>

	<ol style="list-style-type: none"> <li>2. Form a committee of students, teachers, and parents to plan and execute events, allocate resources for recognition programs, and promote the initiative through various communication channels.</li> <li>3. Launch a school-wide initiative to celebrate achievements, enhance school spirit, and foster a sense of community.</li> <li>4. Establish a monthly recognition program for students and staff, and conduct surveys to measure improvements in school pride and spirit.</li> <li>5. Craft a student survey with the student board representatives to gauge engagement and a sense of belonging.</li> <li>6. Gather data from internal stakeholders on what areas are causing the increasing rates of educator burnout from a PGSD perspective.</li> <li>7. Provide regular updates to assess progress and make necessary adjustments.</li> <li>8. Develop and implement a district-wide initiative that promotes universal design for learning through community-building activities, diversity training, and open communication channels for all stakeholders.</li> <li>9. Establish regular and consistent communication channels with community partners, including the Pottsgrove Education Foundation, to promote participation and collaboration.</li> <li>10. Develop a comprehensive community relations strategy aligning engagement with district initiatives, involving families, businesses, and stakeholders.</li> <li>11. Highlight students and staff regularly throughout the year.</li> <li>12. Make Pottsgrove merchandise more accessible within the community.</li> </ol>
--	--