



Danville Area School District
2026 - 2029
Strategic Plan

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Vision, Mission, and Portrait of a Student

<p>Vision</p>	<p>Forging strong connections that nurture the whole student and empower them to reach their full potential.</p>
<p>Mission</p>	<p>In partnership with families and the community, DASD empowers students in a safe environment through relevant and engaging educational experiences that support academics, creativity, and character development.</p>
<p>Portrait of a Student</p>	<p>A DASD Student will FORGE on by demonstrating:</p> <p>Flexible and critical thinking (<i>empowers students to discover the truth in assertions and analyze problems based on logic and evidence</i>)</p> <p>Ownership (<i>empowers students to be accountable for their actions and work hard to achieve success</i>)</p> <p>Resiliency (<i>empowers students to have the strength and fortitude to confront the obstacles they are bound to face in life</i>)</p> <p>Good Judgment (<i>empowers students to use integrity to make decisions and act in a way that encourages other to trust, respect, and depend on them</i>)</p> <p>Empathy (<i>empowers students to see the world from someone else's perspective and develop compassion for others</i>)</p>

Academics	The DASD will prepare students for their future including college, career, and life success. The DASD will be the top performing school district in the CSIU region.
Professional Development	The DASD will ensure that all administrators, teachers, and staff are properly inducted into the district and continue to grow as professionals throughout their time in the district.
Culture and Safety	The DASD will be a place of belonging where students, their families, and the staff feel safe, welcome, and excited to come to school.
Mental Health	The DASD will be committed to the mental health wellness of students, their families, and our staff through prevention, intervention, and education.
Athletics & Extracurriculars	The DASD will be committed to developing well-rounded students by providing a safe and high-quality athletics and extracurricular experience for students.
Internal Communications and Systems	The DASD will have internal system processes in place to improve the functionality and productivity of the district. The DASD will proactively communicate these processes, pertinent information, and our successes with our internal stakeholders.
External Communications and Public Relations	The DASD will proactively communicate with all external stakeholders sharing pertinent information and telling the story of our successes.
Finance	The DASD will have integrity in our finances as we seek to provide academic excellence while being fiscally responsible to our taxpayers.
Facilities	The DASD will ensure that we have well-maintained and well-utilized facilities to meet the current needs of the district and simultaneously plan for the district's future needs while being fiscally responsible to our taxpayers. The DASD strives to make our facilities a source of pride for our district and community.

Academics

The DASD will prepare students for their future including college, career, and life success.

The DASD will be the top performing district in the CSIU region.

Instruction

GOAL: Ensure that teachers are using data to drive their instruction			
Action Step	Data	Person Responsible	Timeline
Prioritize Bi-Weekly Data Meetings to discuss building trends, address questions, and ensure leadership is aligned on current data.		Director of Curriculum and Instruction; Building Principals; Building Assistant Principals	ongoing
Lead professional development and communication regarding district assessment data tracking and timelines		Director of Curriculum and Instruction; Building Principals; Building Assistant Principals	ongoing
Create and Implement Focused Data Walkthrough forms to observe how data driven instructional adjustments are being applied in the classroom		Director of Curriculum and Instruction; Building Principals	Created as a team during summer months;ongoing from there
Conduct walk through observations at targeted times in a teacher's schedule to observe the specific instructional area of focus		Building Principals	ongoing
Provide immediate, targeted feedback or resources related to data walkthroughs where gaps are identified.		Director of Curriculum and Instruction; Building Principals;	ongoing

		Building Assistant Principals	
GOAL: Break down the components of the teacher evaluation process (Danielson framework) so that teachers understand the components of effective instruction.			
Action Step	Data	Person Responsible	Timeline
Develop look-fors in each component of Danielson's Framework		Superintendent and Director of Curriculum and Instruction	Created during summer months;ongoing from there
Develop PD for each component of the framework.		Superintendent and Director of Curriculum and Instruction	Created during summer months;ongoing from there
Provide consistency of language, techniques, systems and expectations		Superintendent and Director of Curriculum and Instruction	Created during summer months;ongoing from there
GOAL: Ensure that teachers understand how students learn and are using research-based strategies to provide learning opportunities for students			
Action Step	Data	Person Responsible	Timeline
Continue to explore opportunities for in district as well as outside professional development opportunities related to best practice and teacher needs		Superintendent and Director of Curriculum and Instruction	ongoing
Prioritize walkthroughs related to implementation of district initiatives		Building Principals; Principal and Assistant Principal of Special Education; Superintendent and Director of Curriculum and Instruction	ongoing

Schedules

GOAL: Ensure that the high school schedule creates the optimal learning opportunities for students while meeting the planning and collaboration needs of teachers.			
Action Step	Data	Person Responsible	Timeline
Annual analysis of student scheduling requests and needs creating a schedule that meets 90% or more of student requests		HS Principal and AP; Assistant Principal of Intervention and Special Education	Each spring
Appropriate research of long-term high school scheduling options		HS Principal and AP; Assistant Principal of Intervention and Special Education; Director of Curriculum and Instruction	ongoing
GOAL: Ensure that the middle school schedule creates the optimal learning opportunities for students while meeting the planning and collaboration needs of teachers.			
Action Step	Data	Person Responsible	Timeline
Annual analysis of student scheduling needs		MS Principal and AP; Principal of Intervention and Special Education	Annually each spring/summer
Appropriate research of long-term middle school		MS Principal and AP;	ongoing

scheduling options		Principal of Intervention and Special Education; Director of Curriculum and Instruction	
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GOAL: Ensure that the Liberty Valley schedule creates the optimal learning opportunities for students while meeting the planning and collaboration needs of teachers.

Action Step	Data	Person Responsible	Timeline
Annual analysis of student scheduling needs		LV Principal and Principal of Intervention and Special Education	Annually each summer
Appropriate research of long-term elementary scheduling needs		LV Principal; Principal of Intervention and Special Education; Director of Curriculum and Instruction	ongoing

GOAL: Ensure that the DPS schedule creates the optimal learning opportunities for students while meeting the planning and collaboration needs of teachers.

Action Step	Data	Person Responsible	Timeline
Annual analysis of student scheduling needs		DPS Principal; Assistant Principal of Intervention and Special Education	Each summer
Appropriate research of long-term elementary scheduling needs		DPS Principal; Assistant Principal of Intervention and Special	ongoing

		Education; Director of Curriculum and Instruction	
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Curriculum

GOAL: Ensure that curriculum remains up-to-date.			
Action Step	Data / Documentation	Person Responsible	Timeline
Follow the annual curriculum lead selection process		Director of Curriculum and Instruction	Annually in the spring
Finalize the six-year curriculum cycle for major curriculum changes (long-term cycle)		Director of Curriculum and Instruction	2026-2027
Finalize the annual curriculum review cycle		Director of Curriculum and Instruction	2026-2027
Finalize the process for selecting new curricular resources during the long-term cycle .		Director of Curriculum and Instruction	2026=2027
Stay up-to-date on the connection of technology to curriculum choices		Director of Curriculum and Instruction and Director of Information Technology	Ongoing
Develop an annual board approval cycle so that all curriculum updates are board approved		Director of Curriculum and Instruction; Superintendent	Each summer/ fall
GOAL: Ensure that curriculum is accessible for teachers and for parents			
Action Step	Data / Documentation	Person Responsible	Timeline

Ensure all curriculum resources remain available for teachers in Google Drive. Remove any outdated materials from Google Drive		Director of Curriculum and Instruction	Summer 2026; ongoing
Ensure all curriculum maps are available for parents and the community on the website and updated as appropriate		Director of Curriculum and Instruction	ongoing
GOAL: Develop new curriculum maps as appropriate			
Action Step	Data / Documentation	Person Responsible	Timeline
Create new curriculum maps to address math fluency K-5		Director of Curriculum and Instruction; Curriculum Leads	2026-2027
Create new curriculum map for new Co-op course		Director of Curriculum and Instruction; Curriculum Lead	Summer 2026
Create new curriculum maps for any courses connected to CTE expansion		Director of Curriculum and Instruction; DHS Assistant Principal; Curriculum Leads	2026-2027, ongoing
Create new curriculum maps as appropriate if there are course expansions		Director of Curriculum and Instruction; Curriculum Leads	Ongoing

Assessment

GOAL: Analyze assessment data to improve instruction for students			
Action Step	Data / Documentation	Person Responsible	Timeline
Execute an annual assessment calendar, data collection process and appropriate accompanying communication		Director of Curriculum and Instruction	ongoing
Execute a system for district-wide assessment data analysis		Superintendent; Director of Curriculum and Instruction	ongoing
Execute a system for school-wide assessment data analysis		Director of Curriculum and Instruction; Principals	ongoing
Ongoing professional development time devoted to class level and individual student level data analysis with teachers		Principals; Director of Curriculum and Instruction	ongoing
GOAL: Analyze current report card system to ensure that it reflects student learning			
Action Step	Data / Documentation	Person Responsible	Timeline
Explore the transition between the elementary and secondary report card system and how we can better equip students and families for this transition		Director of Curriculum and Instruction; LV Principal; DMS Principal	2026-2027

Science of Reading

GOAL: Continue to ensure that the DASD’s literacy curriculum is appropriately mapped, meets the tenets of SoR, and meets the needs of the students of DASD.			
Action Step	Data	Person Responsible	Timeline
Update literacy curriculum maps as appropriate		Director of Curriculum and Instruction	ongoing
GOAL: Continue to utilize research-based assessments to measure the literacy growth and performance of students in grades K-8.			
Action Step	Data	Person Responsible	Timeline
Continue to utilize NWEA MAP testing for students in K-8		Director of Curriculum and Instruction	Ongoing
Continue to utilize FireFly testing for students in 3-8		Director of Curriculum and Instruction	Ongoing
Continue to explore appropriate assessment measures to keep the district at the forefront of literacy instruction		Director of Curriculum and Instruction	Ongoing
GOAL: Ensure that all literacy interventions meet SoR tenets with fidelity			
Action Step	Data	Person Responsible	Timeline
Annual analysis of district-wide literacy interventions		Director of Curriculum and Instruction; Principal and Assistant Principal of Special Education	ongoing
Continuous exploration of literacy interventions		Director of Curriculum and Instruction; Principal and Assistant	ongoing

		Principal of Special Education	
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Interventions

GOAL: Effectively execute a clear MTSS process at every building level with appropriate accompanying communication			
Action Step	Data	Person Responsible	Timeline
Identify students for the MTSS process through clear data points at each building level		Principal and Assistant Principal of Special Education,	ongoing
Utilize the teacher referral process for MTSS and communicate clearly with teachers		Principal and Assistant Principal of Special Education	Ongoing
Effectively execute MTSS meetings on a monthly basis		Principal and Assistant Principal of Special Education,	ongoing
Progress monitor students throughout the MTSS process		Principal and Assistant Principal of Special Education	ongoing
GOAL: Utilize and expand the bank of research-based interventions for core academic areas at all levels			
Action Step	Data	Person Responsible	Timeline
Recommend research-based interventions through the MTSS process		Principal and Assistant Principal of Special	ongoing

		Education	
Expand the intervention bank as appropriate		Principal and Assistant Principal of Special Education	ongoing
GOAL: Provide professional development for regular education teachers so that only 20% or less of the student population requires Tier II interventions.			
Action Step	Data	Person Responsible	Timeline
Provide PD on differentiation and implementing interventions		Principal and Assistant Principal of Special Education	Ongoing
GOAL: Supervise Reading Specialists across the district to ensure fidelity in literacy interventions and schedules			
Action Step	Data	Person Responsible	Timeline
Continue to prioritize monthly Reading Specialist Meetings with all members of the Reading Specialist team across the district		Principal and Assistant Principal of Special Education; DPS, LV and DMS building principals, Director of Curriculum and Instruction	Ongoing
GOAL: Supervise Mental Health Specialists across the district to ensure fidelity in services and schedules			
Action Step	Data	Person Responsible	Timeline
Ensure that Mental Health Specialists have an active role in the MTSS Process		Director of Mental Health	ongoing
Ensure that Mental Health Specialists continue to utilize consistent screeners		Director of Mental Health	ongoing

GOAL: Create purposeful building level schedules so that students' intervention needs can be met.			
Action Step	Data	Person Responsible	Timeline
Develop a DPS schedule that allows for appropriate intervention time		DPS Principal And Assistant Principal of Special Education	Each summer
Develop a LV schedule that allows for appropriate intervention time		LV Principal and Principal of Special Ed	Each summer
Develop a DMS schedule that allows for appropriate intervention time		DMS Principal, AP, and Principal of Special Ed	Each Spring
Develop a DHS schedule that allows for appropriate intervention time		DHS Principal, AP, and Assistant Principal of Spec Ed	Each Spring

Special Education

GOAL: Standardize special education practices across the district			
Action Step	Data	Person Responsible	Timeline
Create a special education handbook		Principal and Assistant Principal of Special Education	Summer 2026
Provide a systemic approach to progress monitoring in addition to professional development surrounding this process.		Principal and Assistant Principal of Special Education	Summer 2026

Ensure all portions of the handbook are covered throughout professional development		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Create special education “one-pagers” for each specialty area highlighting consistent areas of focus across the district		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Provide PD supporting students with IEPs in the classroom.		Principal and Assistant Principal of Special Education	Ongoing
The special education department will collaborate with mental health professionals, including gaining a better understanding of mental health needs.		Principal and Assistant Principal of Special Education; Director of Mental Health	Ongoing
GOAL: Improve communication between regular education and special education teachers.			
Action Step	Data	Person Responsible	Timeline
Special education teachers provide a list and schedule of all students with IEPs in a regular education teacher’s classroom to that teacher before the school year and when any adjustments are made.		Principal and Assistant Principal of Special Education	Every fall; ongoing
Special education teachers provide a list of accommodations and modifications necessary for each special education student to each regular education teacher as appropriate including newly identified students throughout the school year. (utilize IEP summaries		Principal and Assistant Principal of Special Education	Every fall; ongoing

or forms provided by special education leadership)			
Special education teachers get assistive technology prepared as soon as possible for each special education student as appropriate.		Principal and Assistant Principal of Special Education	Every fall; ongoing
Special education teachers will meet monthly with regular education teachers and bi-monthly with specialists to discuss student progress and needs.		Principal and Assistant Principal of Special Education; Building Principals	Ongoing
Special education teachers will notify regular education teachers when a student is newly identified as soon as possible.		Principal and Assistant Principal of Special Education	Ongoing
GOAL: Develop protocols for effective practices in emotional support			
Action Step	Data	Person Responsible	Timeline
Design common features of the physical space of an emotional support classroom		Principal and Assistant Principal of Special Education; Elementary Principals; Director of Buildings and Grounds	Summer 2026
Design a standardized rewards and consequences system for an elementary emotional support classroom		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Design a standardized rewards and consequences system for a secondary emotional support classroom		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year

Design a standardized parent communication system for an elementary emotional support classroom		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Design a standardized parent communication system for a secondary emotional support classroom		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
GOAL: Develop protocols for effective practices in autistic support			
Action Step	Data	Person Responsible	Timeline
Autistic support teachers will meet monthly with the district's Pennsylvania's Autism Initiative internal coach to review evidence-based practices that focus on foundational knowledge and data-driven instructional decisions.		Principal and Assistant Principal of Special Education, Pennsylvania's Autism Initiative internal coach	Ongoing
Design common social stories to be used to aid in learning of new skills and coping with new situations to support student needs in the Autistic Support Classroom		Principal and Assistant Principal of Special Education	Ongoing
Use assessments that align with the curriculum that is targeted for the students needs in the autistic support classroom		Principal and Assistant Principal of Special Education	Ongoing
Implement the use of curriculum that is targeted for the students needs in the autistic support classroom		Principal and Assistant Principal of Special Education	Ongoing
Implement the use of language supports and instruction that is individualized for each student in the autistic support classroom		Principal and Assistant Principal of Special Education	Ongoing

Design a standardized parent communication system for an elementary autistic support classroom		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Design a standardized parent communication system for a secondary autistic support classroom		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
GOAL: Develop protocols for effective practices in transition			
Action Step	Data	Person Responsible	Timeline
Design a district wide transition folder that follows students throughout their transition age school years until graduation.		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Host an annual transition fair to include community stakeholders, higher education, and potential employers		Principal and Assistant Principal of Special Education; Middle and High School Special Education Teachers	Yearly
Design an easily accessible parent survey to gather an understanding of a student's strengths, needs, and post-secondary goals.		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Design and implement transition assessments that include multiple survey formats (interview style, picture inventory, etc) to ensure meaningful post-secondary preferences, interests, needs and strengths.		Principal and Assistant Principal of Special Education	Summer 2026; throughout the 2026-2027 school year
Create a resource of various transition opportunities for		Principal and Assistant	Ongoing

special education teachers within the school and community.		Principal of Special Education; Middle High School Special Education Teachers	
Establish and maintain collaboration with community stakeholders and agencies.		Principal and Assistant Principal of Special Education; Middle High School Special Education Teachers	Ongoing
GOAL: Develop and provide special education training opportunities to parent			
Action Step	Data	Person Responsible	Timeline
Update and revise special education section of DASD website to provide helpful information and resources to improve engagement with students, parents/guardians, and community		Principal and Assistant Principal of Special Education, Director of Information Technology	Ongoing updates
Quarterly training will be available for families in the district on topics regarding special education.		Principal and Assistant Principal of Special Education	Quarterly

Career Readiness

GOAL: Expand CTE offerings to include education in the 2027-2028 school year			
Action Step	Data	Person Responsible	Timeline
Prioritize site visits to successful and established Education CTE programs in the region		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Review PDE Chapter 339 requirements		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Confirm CIP Code and Review the required POS (Program of Study) tasks provided by PDE		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Work to form a mandatory advisory committee (OAC)		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Finalize all program logistics related to supplies, cost and securing faculty		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Finalized by Spring 2027
Ensure all paperwork, OAC minutes, and curriculum maps are submitted by the PDE		HS Principal; HS Assistant Principal;	Finalized by Spring 2027

deadline		Director of Curriculum and Instruction; Superintendent	
Design and implement a marketing campaign for program recruitment		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Finalized by Spring 2027
GOAL: Expand CTE offerings to include the health field in the 2027-2028 school year			
Action Step	Data	Person Responsible	Timeline
Prioritize site visits to successful and established Health Field CTE programs in the region		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Confirm CIP Code and Review the required POS (Program of Study) tasks provided by PDE		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Work to form a mandatory advisory committee (OAC)		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Fall 2026
Finalize all program logistics related to supplies, cost and securing faculty		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Finalized by Spring 2027
Ensure all paperwork, OAC		HS Principal;	Finalized by

minutes, and curriculum maps are submitted by the PDE deadline		HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Spring 2027
Design and implement a marketing campaign for program recruitment		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction; Superintendent	Finalized by Spring 2027
GOAL: Create a CTE expansion plan through 2030			
Action Step	Data	Person Responsible	Timeline
Begin by surveying all DMS and DHS students and families to gauge interest in new programs		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	2026-2027 school year
Research and solidify steps needed to implement new pathways and stay up to date with PDE CTE regulations		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	2027-2028
Have an expansion plan fully outlined and board approved		HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	Spring 2028
GOAL: Examine ways to utilize the current Program of Studies to better highlight both the academic and career-focused courses that would be appealing to a student on a career readiness path			
Action Step	Data	Person Responsible	Timeline
Redesign the Program of Studies into a Career Roadmap by integrating visual		HS Principal; HS Assistant Principal;	For the spring 2027 program of studies; ongoing

pathways, industry-credential icons, and clear academic-to-career correlations to highlight high-value trajectories for all students.		Director of Curriculum and Instruction	
GOAL: Create a Cooperative Education accompanying course, expand Co-op opportunities, and enhance our communication and recruitment regarding Co-op experiences			
Action Step	Data	Person Responsible	Timeline
Begin by working closely with the co-op instructor to draft a formal Cooperative Education course syllabus		Co-op Teacher; HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	Summer 2026
Establish a chapter 339 compliant training agreement to establish the academic framework for student work-based learning credits		Co-op Teacher; HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	2026-2027
Design and implement a marketing campaign for program recruitment		Co-op Teacher; HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	Ongoing
Create unique opportunities for local business leaders and the DASD community to be made aware of mutual benefits of hosting student interns and to secure new placement sites for the 2026-2027 school year		Co-op Teacher; HS Principal; HS Assistant Principal; Director of Curriculum and Instruction	Summer 2026; ongoing
GOAL: Ensure that we remain up-to-date on the technology skills and software knowledge needed to be prepared for the changing workforce.			
Action Step	Data	Person Responsible	Timeline

Continue to stay connected to the industry technology in our area and the latest technology capabilities		Director of Information Technology	ongoing
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Attendance

GOAL: Continue to utilize standardized attendance codes and processes across all buildings in the district.

Action Step	Data	Person Responsible	Timeline
Utilize standardizes codes for attendance in all buildings in Sapphire. Consistently implement these codes.		All Principals and Attendance Secretaries	Ongoing
Utilize standardized attendance letters and timelines for letters in all buildings		All Principals and Attendance Secretaries	Ongoing
Hold SAIP meetings in a standardized fashion		All Building Principals and Attendance Secretaries	Ongoing
Hold an annual meeting with the District Magistrate, County Commissioners, and Children and Youth to ensure clear communication between all parties regarding attendance		Director of Curriculum and Instruction	Annually each spring

GOAL: Have an average daily attendance rate in each building of 95% or higher.

Action Step	Data / Documentation	Person Responsible	Timeline
Measure each school's daily attendance rate		Building Principals	ongoing
Review attendance data on a weekly basis to identify trends and adjustments that are		Building Principals	ongoing

needed			
Create attendance incentives for students if needed		Building Principals	ongoing
Educate parents about the importance of school attendance if needed		Building Principals	ongoing

Graduation

GOAL: Ensure 100% of eligible seniors are on track to graduate utilizing Act 158 Pathways.			
Action Step	Data / Documentation	Person Responsible	Timeline
Stay up-to-date on PDE's pathways to graduation		HS Principals; HS guidance department; Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education	Ongoing
Clearly communicate graduation expectations to all appropriate stakeholders (teachers, students, and parents)		HS Principals, HS guidance department	Ongoing
Utilize a graduation path tracking system for all high school students. Develop quarterly meeting structure to stay on top of the tracking process. Begin discussing graduation pathways by the end of 9th grade (scheduling for 10th grade)		HS Principals, HS guidance department, Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education	Ongoing quarterly meetings

Develop interventions for students who are at risk for graduation eligibility		HS Principals, HS guidance department, Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education	Ongoing quarterly meetings
GOAL: Identify and support students who are at risk of failing courses at DHS and DMS			
Action Step	Data / Documentation	Person Responsible	Timeline
Develop a quarterly meeting structure to identify students at risk for failing.		HS Principals, HS guidance department, Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education (should have a similar process at DMS)	Ongoing quarterly meetings
Develop an intervention plan for students at risk for failing.		HS Principals, HS guidance department, Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education (should have a similar process at DMS)	Ongoing quarterly meetings
Develop a student and parent communication system for students at risk for failing.		HS Principals, HS guidance department,	Ongoing quarterly process

		Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education (should have a similar process at DMS)	
Utilize a summer credit recovery system		HS Principals, HS guidance department, Director of Curriculum and Instruction; Assistant Principal of Intervention and Special Education	Ongoing quarterly process

Professional Development

The DASD will ensure that all administrators, teachers, and staff are properly inducted into the district and continue to grow as professionals throughout their time in the district.

Induction

GOAL: Continue the selection of mentors and the two-year induction plan for new educators			
Action Step	Data	Person Responsible	Timeline
Continue the annual mentor Selection process		Director of Curriculum and Instruction	Annually each spring/summer
Continue to execute the established two-year induction process		Director of Curriculum and Instruction	Annually

Observations

GOAL: Continue to create an observation schedule that ensures that each professional staff member is appropriately observed according to PDE requirements.			
Action Step	Data / Documentation	Person Responsible	Timeline
Continue to create an annual observation schedule for each professional staff member.		Director of Curriculum and Instruction	Shared at summer retreat each year
Ensure that all appropriate paperwork is submitted to PDE meeting all deadlines.		Director of Curriculum and Instruction	Stay up-to-date on each year's timeline
GOAL: Continue to utilize a standardized formal observation process ensuring reliable and valid evaluation results across the district.			
Action Step	Data / Documentation	Person Responsible	Timeline
All administrators continue to		Director of	Annually

use our formal process of a pre-observation conference, observation, and post-observation conference		Curriculum and Instruction	
GOAL: Utilize walk-through observations to ensure effective instruction across the district			
Action Step	Data / Documentation	Person Responsible	Timeline
Create walk through templates that could be effective at capturing different components of instruction		Director of Curriculum and Instruction; Building Principals	2026-2027
Examine how AI could be useful in bias free walk through feedback		Director of Information Technology; Director of Curriculum and Instruction; Building Principals	2026-2027
Train administrators on the walk through templates		Director of Curriculum and Instruction; Building Principals	2026-2027
Train teachers on the walk through templates		Director of Curriculum and Instruction; Building Principals	2026-2027
Establish building level rounds quarterly so that the administrative team can norm our observation practices		Director of Curriculum and Instruction; Building Principals	2026-2027; ongoing
Establish opportunities for peer observations as appropriate		Building Principals	2026-2026; ongoing

Professional Development for Paraprofessionals

GOAL: Create a professional development model that creates optimal learning opportunities for paraprofessionals on professional development days.			
Action Step	Data	Person Responsible	Timeline
Develop an annual handbook for paraprofessionals.		Principal and Assistant Principal of Special Education	Every summer
Design effective paraprofessional professional development		Principal and Assistant Principal of Special Education	ongoing
Develop a paraprofessional orientation plan		Principal and Assistant Principal of Special Education	Summer 2026; ongoing

Professional Development for Teachers

GOAL: Create a professional development model that creates optimal learning opportunities for teachers on professional development days.			
Action Step	Data / Documentation	Person Responsible	Timeline
Have first read of the annual calendar in January with approval in February. Proactively plan out the timing of professional development days.		Superintendent (Administrative Team)	Annual process
Map out the overall use of professional development		Superintendent; Director of	Annual process

days in advance taking into consideration data analysis, curriculum writing, curriculum study, mental health, special education, parent communication, the DASD strategic plan, state requirements and other professional learning needs.		Curriculum and Instruction; Building Principals	Professional development handbook released every August
Provide teachers and staff with detailed professional development day schedules in advance and communicate the why behind these schedules.		Superintendent; Director of Curriculum and Instruction; Building Principals	1 week prior to each PD day
Conduct an annual professional development survey		Director of Curriculum and Instruction	Each spring starting in spring 2027

GOAL: Create a professional development model that creates optimal learning opportunities for teachers and staff in after-school weekly sessions

Action Step	Data / Documentation	Person Responsible	Timeline
Provide teachers and staff with the calendar of after school professional development dates for the year		Superintendent; Director of Curriculum and Instruction	Annually in August
Provide teachers and staff with detailed schedules a month at a time with appropriate flexibility for emergent needs.		Building Principals	Principals sharing a month at a glance with their faculty
Proactively predetermine as much after school professional development as is appropriate while still allowing it to be flexible to emerging needs		Superintendent; Director of Curriculum and Instruction; Administrative Team	Annually in summer

GOAL: Ensure that all state and federally mandated professional development requirements are embedded into the district’s professional development plan.

Action Step	Data / Documentation	Person Responsible	Timeline
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Stay up-to-date on state and federally mandated professional development requirements. Place them appropriately into the professional development schedule in the handbook .		Superintendent; Director of Curriculum and Instruction	Annually in August handbook
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GOAL: Facilitate teacher learning through curriculum meetings, building leads meetings, and other gatherings of teacher leaders

Action Step	Data / Documentation	Person Responsible	Timeline
Maintain quarterly departmental curriculum meetings while continuing to hold regular, supportive check-ins from both Department Leads and the Director of Curriculum		Director of Curriculum; Curriculum Department Lead teachers	Ongoing
Establish a system of bi-weekly meetings with curriculum department leads at the building level		Building Principals; Curriculum Department Lead teachers by building	Ongoing
Maintain monthly building lead meetings within each building		Building Principals; Building Lead teachers	Ongoing
Maintain or establish monthly meetings with building level union representation		Building Principals; building union representation	Ongoing

GOAL: Facilitate effective Artificial Intelligence professional development for teachers across the district according to the district’s AI Plan and the work of that committee

Action Step	Data / Documentation	Person Responsible	Timeline
Continue the facilitation of the AI Committee and move through the outlined action steps and timeline		Director of Information Technology; Director of Curriculum and Instruction	Spring 2026; ongoing

Execute effective professional development in AI for staff members according to the outlined action steps and timeline in the plan		Director of Information Technology; Director of Curriculum and Instruction	ongoing
Continue to explore opportunities for outside professional development for members of the AI Committee		Director of Information Technology; Director of Curriculum and Instruction	Ongoing

GOAL: Facilitate effective special education professional development for teachers as required from our special education monitoring.

Action Step	Data / Documentation	Person Responsible	Timeline
Provide PD supporting students with IEPs in the classroom to implement the use of inclusive strategies.		Principal and Assistant Principal of Special Education	Ongoing
Provide PD on underdating the identification process to ensure accuracy and compliance.		Principal and Assistant Principal of Special Education	Spring 2026-ongoing
Provide PD on the sections of an IEP to support to ensure that every team member's understanding of the document		Principal and Assistant Principal of Special Education	Spring 2026-ongoing
Provide PD on accommodations and modifications for teachers to implement supports in all classrooms		Principal and Assistant Principal of Special Education	Spring 2026-ongoing

GOAL: Facilitate effective K-8 math fluency professional development for teachers to improve the efficiency and confidence that students have in math

Action Step	Data / Documentation	Person Responsible	Timeline
Research and adopt a Math		Director of	Summer 2026

Fluency platform grades k-8		Curriculum and Instruction; Building Principals; Math Curriculum Lead Teachers K-8	
Execute effective beginning of the year Math Fluency professional development for grades k-8		Director of Curriculum and Instruction; Building Principles	Fall 2026
Create an outline of action steps and a district timeline for full math fluency implementation across grade levels		Director of Curriculum and Instruction	Summer 2026
GOAL: Continue to facilitate effective K-12 writing professional development and coaching for teachers so that the DASD has the highest TDA scores in the region			
Action Step	Data / Documentation	Person Responsible	Timeline
Provide the DASD Writing Coach with appropriate resources, and systems necessary for to drive K-12 TDA writing excellence		Superintendent; Director of Curriculum and Instruction; Building Principals	Summer 2026; Ongoing
Continue to provide the writing coach with real-time, administrative support to ensure teachers are implementing the k-12 writing program with fidelity		Superintendent; Director of Curriculum and Instruction; Building Principals	Ongoing
Monitor the alignment of the K-12 writing program across grade levels and buildings		Director of Curriculum and Instruction; Building Principals	Ongoing
Provide the DASD Writing Coach with meaningful professional development opportunities when appropriate		Director of Curriculum and Instruction; Building Principals	Ongoing

Professional Development for Administrators

GOAL: Create a professional development model that creates optimal learning opportunities for administrators during the summer retreat and summer work.			
Action Step	Data / Documentation	Person Responsible	Timeline
Analyze data (discipline, culture, attendance, achievement, anecdotal, etc) to determine the priority areas for the administrative team's retreat.		Superintendent	Annually at the end of each school year
Provide administrators with a prioritized list of summer tasks and planning to be accomplished.		Superintendent	Annually in late spring
Provide administrators with detailed administrative retreat schedules		Superintendent	2 weeks prior to the retreat each summer Retreat dates scheduled a year in advance
Have appropriate weekly touch points as an administrative team throughout the summer to monitor progress		Superintendent	Weekly in summer
GOAL: Create a professional development model that creates optimal learning opportunities for administrators in administrative team meetings, small group meetings, and one-on-one meetings throughout the school year.			
Action Step	Data / Documentation	Person Responsible	Timeline
Create a schedule for ALL admin meetings; academic admin meetings; and operational admin meetings (each type of meeting occurs monthly)		Superintendent	Release the meeting schedule at the start of summer for the following school year
Share a detailed schedule		Superintendent	Meeting

prior to each meeting that is an appropriate mix of pressing needs, information sharing, decisions that need to be made, and professional learning opportunities.			schedules released at least 24 hours prior to each meeting
Effectively utilize 1:1 meetings for individual administrator growth		Superintendent	Biweekly 1:1 meetings
Encourage building level and other groups of administrators to meet regularly		Superintendent	Ongoing
Support administrative team members with their unique learning needs		Superintendent	Ongoing
Each administrator will attend at least one out of district professional development opportunity a year		Admin Team	Ongoing
Administrators will participate in their CSIU job-alike groups as appropriate		Admin Team	Ongoing
GOAL: AI			

School Culture and Safety

The DASD will be a place of belonging where students, their families, and our staff feel safe, welcome, and excited to come to school.

Safety

GOAL: Utilize First Net communications			
Action Step	Data	Person Responsible	Timeline
Consistently utilize First Net at the administrative level through regular practice and for needed communication		Superintendent	Spring 2026; ongoing
Consistently utilize First Net at the building level through regular practice and for needed communication		Building Principals	Spring 2026; ongoing
GOAL: Hold appropriate safety meetings and conduct appropriate safety drills throughout the district			
Action Step	Data	Person Responsible	Timeline
Hold monthly safety meetings		Director of Buildings and Grounds	Every month
Hold quarterly safety roundtable discussions		Director of Curriculum and Instruction	Every quarter
Ensure that every staff member has access to an emergency flipbook. Make sure that appropriate staff members have access to emergency plans and emergency supplies as appropriate		Director of Curriculum and Instruction; Building Principals; Director of Buildings and Grounds	Review every summer
Schedule emergency drills as appropriate		Director of Curriculum and Instruction; Building	Establish schedule each summer / implement

		Principals; Director of Buildings and Grounds	throughout the school year
Schedule emergency reflections as appropriate after emergency drills or emergency situations occur at the building level		Building Principals; Building Level Safety Teams	Ongoing
Schedule emergency reflections as appropriate after emergency drills or emergency situations occur at the district level		Director of Curriculum and Instruction; Superintendent	Ongoing
Provide the Board of Directors with an annual safety update		Superintendent	Annually in June at Exec session
GOAL: Ensure we are adequately prepared for evacuation to and dismissal from a reunification site			
Action Step	Data	Person Responsible	Timeline
Have members of the administrative team participate in reunification professional development		Director of Mental Health; Principal of Intervention and Special Education; Director of Curriculum and Instruction	Spring 2026
Ensure that the Reunification site has all of the necessary supplies to safely support our students and that building level safety teams are prepared for the site through an annual visit		Director of Mental Health; Principal of Intervention and Special Education; Director of Curriculum and Instruction	Every fall
Adjust any reunification protocols in the emergency handbook as appropriate		Director of Mental Health; Principal of Intervention and Special	Summer 2026

		Education; Director of Curriculum and Instruction	
GOAL: Maintain positive relationships with Emergency Management, police departments, and fire stations			
Action Step	Data	Person Responsible	Timeline
Ensure our police officers maintain positive relationships with emergency personnel		Superintendent; School Police Officers	ongoing
Continue to have a representative on the Montour County Emergency Management Team		Administrative Services Coordinator; Director of Buildings and Grounds; Superintendent; School Nurse	Ongoing
Have up-to-date MOUs with all law enforcement agencies		Director of Curriculum and Instruction	Ongoing
Regularly review of communication channels with emergency personnel		Superintendent; Director of Curriculum and Instruction; School Police	Ongoing
Provide local emergency personnel with any needed items (maps, keys, etc)		Superintendent; Director of Curriculum and Instruction; School Police	Ongoing
GOAL: Continue to ensure safety throughout the district			
Annual review of district-wide safety plan		Superintendent; Director of Curriculum and Instruction	Summer 2026; ongoing
GOAL: Provide safety training for teachers and staff			
Action Step	Data	Person Responsible	Timeline

Ensure that we continue to meet safety training requirements as designated by PDE		Superintendent; Director of Curriculum and Instruction	Summer 2026; ongoing
Provide lockdown and active shooter training for teachers and staff		Superintendent; Director of Curriculum and Instruction	2026-2027 school year

CyberSecurity

GOAL: Develop cybersecurity staff training and awareness			
Action Step	Data	Person Responsible	Timeline
Develop a cybersecurity team that meets quarterly to learn about cybersecurity and address any issues that may arise		Director of Information Technology	Spring 2026; ongoing quarterly
Develop a mandated cybersecurity training for all staff members to complete on an annual basis		Director of Information Technology	Develop in summer 2026; staff participate in August 2026; completed annually
Continue to provide cybersecurity announcements and training to staff via email throughout the school year		Director of Information Technology	Spring 2026; ongoing
Update the acceptable use and confidentiality agreement for all staff members and have this document signed on an annual basis		Director of Information Technology	August 2026; every start of the school year
GOAL: Continue to utilize the Data Retention Procedures and transition to paperless data storage over time			
Action Step	Data	Person Responsible	Timeline

Hold an annual summer training on data retention with all appropriate stakeholders		Director of Information Technology; Superintendent	Summer 2026; ongoing
Develop and execute a timeline for paperless data retention over a five year period of time		Director of Information Technology	ongoing

District Culture

GOAL: Ensure all union contracts are negotiated in a respectful manner by the deadline.			
Action Step	Data	Person Responsible	Timeline
Support the teachers' contract negotiations to hit the June 30, 2029 deadline		Superintendent serves as liaison between board and union / Business Manager supports the process	2028-2029 school year
Support the support staff contract negotiations to hit the June 30, 2028 deadline		Superintendent serves as liaison between board and union / Business Manager supports the process	2027-2028 school year
Continue monthly meetings with DEA union leadership		Superintendent	ongoing
Continue monthly meetings with support staff union leadership		Superintendent	Ongoing
GOAL: Build relationships and establish trust throughout the district.			

Action Step	Data	Person Responsible	Timeline
District administration will be visible throughout the buildings		Superintendent and Director of Curriculum and Instruction	Ongoing
District administration will be actively involved in the planning and execution of professional development		Superintendent and Director of Curriculum and Instruction	Ongoing
District administration will have positive communication with staff members (emails, birthday cards, thank you cards, well wishes)		Superintendent and Director of Curriculum and Instruction	Ongoing
District administration will respect chain of command, but will be willing to respectfully hear concerns and maintain confidentiality as appropriate.		Superintendent and Director of Curriculum and Instruction	Ongoing
Any position changes will be communicated in person (to the greatest extent possible) to the affected person by their supervisor and the rationale for the position change will be explained.		Superintendent and Administrative Team	Ongoing

Building-Level Culture

GOAL: Implement a school culture plan with fidelity.			
Action Step	Data	Person Responsible	Timeline
Building-level administration and Building Leads continue to meet regularly to proactively plan for positive building level culture events and to address any culture concerns		Building Principals and Building Leads Committee	ongoing

Establish at least 5 schoolwide special events annually.		Building Principals and Building Leads Committee	ongoing
Establish at least 4 staff-wide events, challenges, meals, or other special events to improve staff morale		Building Principals and Building Leads Committee	ongoing
Brainstorm and implement daily and weekly opportunities to bring joy to students and staff (J-factor) (music during transitions, student performances in the morning, how students are greeted when they arrive, morning milers, etc.)		Building Principals and Building Leads Committee	ongoing
Brainstorm and implement opportunities for students to interact between buildings (elem coming to the musical, co-op students, field day, etc.)		Building Principals and Building Leads Committee	ongoing
GOAL: Create and implement effective schoolwide procedures, rewards, and consequences			
Action Step	Data	Person Responsible	Timeline
Continue to develop and teach students schoolwide expectations for common areas (PBIS). Schedule retrainings as appropriate.		Building Principals and Building Leads Committee	ongoing
Continue to utilize a schoolwide reward(s) system. Implement it with fidelity.		Building Principals and Building Leads Committee	ongoing
Continue to utilize a schoolwide consequence system. Implement it with fidelity. Establish a clear system for incident and referral documentation			ongoing

Develop school-wide norms for what routines and procedures look like in the classroom. (some level of consistency with room for teacher personality). If a teacher has too many incidents and referrals they may need additional guidance in this area.		Building Principals and Building Leads Committee	ongoing
Develop school-wide norms for what rewards and consequences look like in the classroom. (some level of consistency with room for teacher personality). If a teacher has too many incidents and referrals they may need additional guidance in this area.		Building Principals and Building Leads Committee	ongoing
Develop school-wide norms for what back to school communication looks like across the building (syllabi, welcome letters, grading scales, etc.)		Building Principals and Building Leads Committee	Ongoing

School Transitions

GOAL: Positively transition students between Head Start and other early childhood providers and DPS.			
Action Step	Data / Documentation	Person Responsible	Timeline
Create a DPS flyer and up-to-date information on DPS website		DPS Principal	Every spring
Create parent communication explaining the transition plan		DPS Principal / Head Start Director	Every spring

Develop relationships with local preschools and communicate effectively with them about the transition events		DPS Principal	Every spring
Plan an effective Kindergarten Registration process.		DPS Principal	every spring
Plan the new Back to School Kindergarten event		DPS Principal	August 2026; each back to school
Have clear communication with Early Intervention and childcare providers to establish Kindergarten homerooms		DPS Principal; Principal of Intervention and Special Education; Head Start Director	Every summer

GOAL: Positively transition students between DPS and LV

Action Step	Data / Documentation	Person Responsible	Timeline
Create an LV flyer and up-to-date information on the LV website		LV Principal	Every spring
Create parent communication explaining the transition plan		DPS Principal; LV Principal	Every spring
Plan incoming student event (including meeting third grade teachers, time with principal, time on playground, and lunch)		DPS Principal; LV Principal	Every spring
Have clear communication between DPS and LV teachers and administration to effectively establish 3rd grade homerooms		DPS Principal; LV Principal; Principal of Intervention and Special Education	Every summer

GOAL: Positively transition students between LV and DMS

Action Step	Data / Documentation	Person Responsible	Timeline
Create a DMS flyer and		DMS Principal	Every spring

up-to-date information on DMS website			
Create parent communication explaining the transition plan		LV Principal; DMS Principal	Every spring
Plan incoming student event (including meeting sixth grade teachers, time with principal, time on playground, and lunch)		LV Principal; DMS Principal	every spring
Plan and execute a 6th grade summer orientation		DMS Principal; DMS Assistant Principal; Director of Curriculum and Instruction	Summer of 2026; ongoing
Plan and execute a 6th grade academy model		DMS Principal; DMS Assistant Principal; Director of Curriculum and Instruction	Summer of 2026; ongoing
Explore and execute ways to use second semester of the fifth grade year to help prepare students for middle school		Director of Curriculum and Instruction; LV Principal; DMS Principal	2026-2027 school year; ongoing

GOAL: Positively transition students between DMS and DHS

Action Step	Data / Documentation	Person Responsible	Timeline
Create a DHS flyer and up-to-date information on DHS website		DHS Principal	Every spring
Create parent communication explaining the transition plan and communicating the high school scheduling process.		DMS Principal; DHS Principal	Every spring
Plan incoming student event (tour of building, activities fair, meeting admin team, and lunch)		DMS Principal; DHS Principal	every spring
Plan incoming parent event		DMS Principal;	every spring

(explain the scheduling process)		DHS Principal; DHS Assistant Principal; high school guidance	
Plan the before school meet the teacher night with additional support for incoming 9th graders (maps of the building, senior tour guides, seniors strategically placed throughout the building)		DHS Principal	every year before school

Mental Health

DASD will be committed to the mental health wellness of students, their families, and our staff through prevention, intervention, and education

Departmental Alignment

GOAL: Ensure that the services provided and activities of the mental health team are an appropriate reflection of the mission and vision of the department			
Action Step	Data / Documentation	Person Responsible	Timeline
Conduct a vision and mission casting exercise as a department		Director of Mental Health	2026-2027
Utilize the vision and mission statement in departmental decision making		Director of Mental Health	2026-2027, ongoing
GOAL: Provide appropriate clinical supervision and professional development for mental health providers that results in improved clinical competency			
Action Step	Data / Documentation	Person Responsible	Timeline
Conduct bi-weekly clinical supervision meetings, with staff responsible for the preparation and presentation of clinical cases		Director of Mental Health	ongoing
Continue monthly 1:1 clinical supervision with staff		Director of Mental Health	ongoing
Monitor and support ongoing CEU's for maintaining appropriate licensure		Director of Mental Health	ongoing
Conduct annual evaluations to assess staff performance and growth		Director of Mental Health	Each spring
GOAL: Create a clear mental health message for parents and the community			
Action Step	Data / Documentation	Person Responsible	Timeline

Update and revise mental health section of DASD website to provide helpful clinical information and resources to improve engagement with students, parents/guardians, and community		Director of Mental Health, HS Mental Health Specialist	Summer 2026
Oversee at least on parent focused training or event per year		Mental Health Team	Annually
Maintain regular communication with key community stakeholders and provide ongoing education on the role of the mental health department within DASD		Director of Mental Health	ongoing
GOAL: Create a clear mental health message for teachers and staff			
Action Step	Data / Documentation	Person Responsible	Timeline
Ensure regular attendance of MTSS meetings by mental health staff, and ensure roles and responsibilities of MTSS process are understood		Director of Mental Health	Ongoing
Maintain ongoing and regular communication with building teachers to meet the needs of all students, educate and support staff in understanding role of mental health specialist		Mental Health Team	Ongoing
Lead mental health team in developing and implementing at least 2 school wide events per academic year that promotes mental health and/or school pride (ex: MH Awareness Week, guest speaker), including staff PD		Director of Mental Health	Annually, Ongoing

Systems for the Department

GOAL: Develop clinical billing and record keeping systems that promote efficiency, optimize student outcomes, and empower mental health staff			
Action Step	Data / Documentation	Person Responsible	Timeline
Monitor process of billing for appropriate services through CCBH and GHP by MH Specialists		Director of Mental Health	Ongoing
Implement the use of Therapyappointment EMR by all providers for all clinical documentation in order to have a universal documentation system including universal screeners, diagnostic tools, and progress notes, and to align clinical practice with community standards for practice		Director of Mental Health	Ongoing
Analysis of Clinical Notes - Develop and implement a peer review process to receive feedback and improve clinical notes		Director of Mental Health	Summer 2026
GOAL: Positively transition students between mental health care providers			
Action Step	Data / Documentation	Person Responsible	Timeline
Communicate with key stakeholders and community MH agencies to ensure continuity of care for students seeking outside mental health services		Mental Health Team	Ongoing
Implement a comprehensive re-entry program to meet the needs of students returning		Director of Mental Health	Ongoing

from outside MH placements			
Develop transition process for students progressing to next building, providing continuity of care between students and next MH Specialist		Director of Mental Health	Ongoing

Athletics & Extracurricular Activities

The DASD will be committed to developing well-rounded students by providing a safe and high-quality athletics and extracurricular experience for students.

Athletics

GOAL: Continue to hire effective coaches and assistant coaches for all teams			
Action Step	Data / Documentation	Person Responsible	Timeline
Continue to follow an annual hiring cycle with the Board of Directors: April - Fall coaches May - Fall assistant coaches September - Winter coaches October - Winter assistant coaches December - Spring coaches January - Spring assistant coaches		High School Principal and Athletic Director	Annual cycle
Continue to follow the interview protocol for all available positions		High School Principal and Athletic Director	As needed
GOAL: Effectively evaluate all coaches after each season			
Action Step	Data	Person Responsible	Timeline
Continue to make the coach survey available to all players after each season		High School Principal and Athletic Director	Ongoing
Continue to utilize the coach evaluation process.		High School Principal and Athletic Director	Ongoing
GOAL: Professionally develop our coaches			
Action Step	Data	Person Responsible	Timeline
Provide an annual PD opportunity for first aid, CPR, AED, and other health needs for all coaches		High School Principal and Athletic Director	ongoing

Provide an annual PD on other coaching skills such as relationship building with players, communication, effective design of practices, working with booster clubs, etc.		High School Principal and Athletic Director	Summer 2026; ongoing
Continue to hold a before season meeting for all coaches each season		High School Principal and Athletic Director	ongoing
GOAL: Ensure coaches communicate effectively with parents and students			
Action Step	Data	Person Responsible	Timeline
Review the new ability for School Status Connect to communicate with student groups and parent groups and see if this would be a platform all coaches can utilize		High School Principal and Athletic Director	Summer 2026
Ensure coaches hold an effective parent meeting prior to each sport's season		High School Principal and Athletic Director	Ongoing

Extracurriculars

GOAL: Analyze extracurricular positions on an annual basis and add or delete clubs following appropriate procedures			
Action Step	Data / Documentation	Person Responsible	Timeline
Analyze current positions on an annual basis		Building Principals	Each Spring
Follow procedures for establishing a new club		Building Principals	As needed
GOAL: Add ways for students to connect with the staff in the building during the school day so that all students can participate			
Action Step	Data	Person	Timeline

		Responsible	
Develop/revise a club/activity period that meets periodically at the high school		HS Principal	2026-2027 school year; ongoing
Develop a club/activity period that meets periodically at the middle school (Forge Friday)		MS Principal	2026-2027 school year; ongoing
Utilize flex time at the high school so that students better utilize this time and have a consistent flex teacher throughout their four years at DHS		HS Principal	ongoing
GOAL: Ensure that parents and students understand the extracurricular opportunities at the school.			
Action Step	Data	Person Responsible	Timeline
Create an extracurricular flyer that includes all information about the extracurriculars available in that building to be shared with students and families		Building Principals	Summer 2026
Make sure the building-level webpage is up-to-date with extracurricular information		Building Principals	Summer 2026
Hold an extracurricular fair at the MS and HS so that incoming students can better understand the available clubs at that particular school		MS and HS Building Principal	Summer 2026

Internal Communications and Systems Thinking

The DASD will have internal system processes in place to improve the functionality of the district and the productivity of our employees. The DASD will proactively communicate these processes, pertinent information, and our successes with our internal stakeholders.

Internal Communications

GOAL: Proactively communicate information with staff members			
Action Step	Data	Person Responsible	Timeline
Create and share a staff handbook for each building		Building Principals	Summer 2026, updated each summer
Create and share a special education handbook to all special education staff		Principal and Assistant Principal of Special Education	Summer 2026, updated each summer
Continue to communicate weekly via email to departments and buildings to share highlights, shout-outs, and upcoming events		Building Principals for their buildings / department leaders for their departments / Superintendent for admin team and board	Ongoing
Continue to send district-wide emails following Committee of the Whole meetings, board meetings, and as needed		Superintendent	Ongoing
Share pertinent information with staff members as needed		Admin Team	As needed
GOAL: Proactively communicate with staff members via effective meetings			
Action Step	Data	Person Responsible	Timeline
Continue to design and implement effective monthly		Building Principals	ongoing

faculty meetings (faculty meetings can be held once a month or can be replaced with an additional after school PD - see PD section) with clear agendas and clear delivery			
Design and implement effective monthly special education meetings with clear agendas and clear delivery		Principal and Assistant Principal of Special Education	ongoing
Design and implement effective curriculum leads meetings with clear agendas and clear delivery at the district level		Director of Curriculum and Instruction	ongoing
Design and implement effective curriculum leads meetings with clear agendas and clear delivery at the building level. Design a building-level schedule that makes these meetings possible.		Building Principals	ongoing
Design and implement effective building leads meetings with clear agendas and clear delivery. Design a building level schedule that makes these meetings possible.		Building Principals	Ongoing
Design and implement effective teacher meetings such as grade levels, subject-areas, or other needed groups in your buildings. Have clear agendas and delivery and design a building level schedule that makes these meetings possible.		Building Principals	Ongoing
GOAL: Survey all stakeholders for an annual state of the district.			
Action Step	Data	Person Responsible	Timeline

Develop an annual stakeholder survey		Director of Information Technology, Superintendent	2026-2027
Analyze survey data to make district change		Superintendent (Admin Team)	2026-2027

Systems Thinking

GOAL: Update the system for facilities usage in the district.			
Action Step	Data	Person Responsible	Timeline
Create a process for gym and field usage in the district		Director of Information Technology, Superintendent, Athletic Director	Summer 2026
Create a process for classroom and auditorium usage in the district		Director of Information Technology, Superintendent, Building Principals	Summer 2026
Train and communicate the Arbiter system with all appropriate stakeholders		Director of Information Technology, Superintendent	Summer 2026; ongoing
GOAL: Update the system for securing substitute teachers across the district.			
Action Step	Data	Person Responsible	Timeline
Evaluate our current substitute process and make it consistent throughout the district		Director of Information Technology; Superintendent	Spring/Summer 2026
Research and select a software solution for substitute teacher management		Director of Information Technology;	Summer 2026

		Superintendent	
Train and communicate the substitute system with all appropriate stakeholders		Director of Information Technology; Superintendent	Summer 2026
GOAL: Create a systems-thinking mindset			
Action Step	Data	Person Responsible	Timeline
Brainstorm other district issues in need of a system		Superintendent	Ongoing
Properly document and appropriately share any new systems		Superintendent	Ongoing
GOAL: Stay up-to-date on technology so that we are always thinking about how technology can make our lives easier.			
Action Step	Data	Person Responsible	Timeline
As systems are discussed or needed always be aware of the ways in which technology can improve our work		Director of Information Technology (Admin Team)	Ongoing

Board Policies / Administrative Procedures

GOAL: Continue to analyze Board policies for any necessary edits or additions			
Action Step	Data	Person Responsible	Timeline
Continue to review of current board policies in comparison with PSBA’s recommendations		Superintendent	Ongoing
Complete the school board approval policy for the updated and new policies		Superintendent	Ongoing

External Communications and Public Relations

The DASD will proactively communicate with all external stakeholders sharing pertinent information and telling the story of our successes.

External Templates

GOAL: Create standardized letters communicating predictable events utilizing our standardized letterhead, logo, and color scheme. (emergency situations, emergency drills, snow day plans, etc.).			
Action Step	Data	Person Responsible	Timeline
Create standardized letters for various emergency drills		Superintendent	2026-2027 school year
Create standardized letters for various emergency situations		Superintendent	2026-2027 school year
Create standardized letters for annual district happenings assessments and other instructional events		Director of Curriculum and Instruction	2026-2027 school year

Proactive Communication

GOAL: Continue monthly school newsletters.			
Action Step	Data	Person Responsible	Timeline
Continue monthly school newsletters		Building Principals	First Monday of every school year month
GOAL: Continue use of School Status Connect and Provide Teacher Professional Development Regarding Parent Communication			
Action Step	Data	Person Responsible	Timeline
Proactively communicate district-wide happenings both positive and informational		Superintendent and Director of Curriculum and	Ongoing

		Instruction	
Proactively communicate building-wide happenings both positive and informational through the use of a weekly "Tuesday message" at all levels and then other messages as needed		Building Principals	Ongoing
Provide teachers with professional development regarding parent communication including a review on effective use of School Status Connect		Building Principals	Start of the 2026-2027 School Year; ongoing
Create clear parent communication expectations for each building level		Building Principals	Start of the 2026-2027 school year; ongoing

Website

GOAL: Continue to keep the website up-to-date			
Action Step	Data / Documentation	Person Responsible	Timeline
Every portion of the website must be regularly reviewed by the assigned editor of that section		Director of Information Technology and Superintendent	Ongoing updates
Ensure that the staff directory is up-to-date		Director of Information Technology	Ongoing updates
Ensure that communication to staff members is through the directory and that staff email addresses are no longer listed in the directory		Director of Information Technology	Spring 2026 and ongoing
Ensure that the entire website, including PDFs, remains ADA		Director of Information	2026-2027 school year

compliant		Technology	
GOAL: Expand the building and department-level components of the website			
Action Step	Data / Documentation	Person Responsible	Timeline
Ensure that the curriculum and assessment portion of the website properly explains our curriculum maps, our assessment process, and our assessment data		Director of Curriculum and Instruction	2026-2027 school year; ongoing
Develop welcome videos for each building		Building Principals	2026-2027 school year
Expand information about each school building		Building Principals	2026-2027 school year

Public Relations

GOAL: Continue to create positive social media presence and press for the district.			
Action Step	Data	Person Responsible	Timeline
Utilize social media to highlight important dates and events and also to highlight student achievements. There should be at least 2 posts a week at each building on each platform.		Building Level Social Media Coordinators (Building Principals)	Ongoing
Utilize the monthly building-level newsletters to share information with the Press Enterprise and the Daily Item		Building Principals create newsletters Superintendent shares them with local press Building Principals follow-up on	ongoing

		specific story requests	
Invite the local newspapers to at least one special event each marking period		Building Principals	2026-2027 school year; ongoing
GOAL: Provide clear information about the district and celebrate the district's successes			
Action Step	Data	Person Responsible	Timeline
Each building will create a building flyer highlighting information about that building / available in the building, at district office, and on the website		Building Principals	Summer 2026
Each building will create a flyer on any special program within the building / available in the building, at the district office, and on the website (clubs, athletics, CTEs, etc)		Building Principals	Summer 2026
Continue to create an annual Year in Review book in print and digital form to highlight the successes of the district		Superintendent	Summer 2026, ongoing

Finance

The DASD will have integrity in our finances as we seek to provide academic excellence while being fiscally responsible to our taxpayers.

Budget Process

GOAL: Complete the Annual Financial Report by November 30th of each calendar year and the annual audit by December 31st of each calendar year.			
Action Step	Data	Person Responsible	Timeline
Complete the AFR in a timely manner		Business Manager	Ongoing
Complete the annual audit in a timely manner		Business Manager	Ongoing
GOAL: Continue to use the annual budget schedule and process.			
Action Step	Data	Person Responsible	Timeline
Continue to use the budget schedule and process		Business Manager and entire administrative team	Ongoing
GOAL: Continue to analyze the district's debt in light of new projects and changes			
Action Step	Data	Person Responsible	Timeline
Analyze the district's current debt structure and make any proposals for change.		Business Manager	ongoing
Examine possibilities for future debt in connection to long range planning needs		Business Manager	ongoing

Financial Procedures

GOAL: Create and communicate business office procedures			
Action Step	Data	Person Responsible	Timeline
Create a purchasing guidebook		Business Manager	Develop in the 2026-2027 school year; ongoing
Create tuition reimbursement procedures		Business Manager	Develop in the 2026-2027 school year; ongoing
Create grant application procedures/guidebook		Business Manager	Develop in the 2026-2027 school year; ongoing
Create any other financial guidelines needed for a larger subset of the district		Business Manager	Ongoing
Communicate procedures with all staff		Business Manager	ongoing

Ironmen Foundation

GOAL: Finalize the creation of the Ironmen Foundation			
Action Step	Data	Person Responsible	Timeline
Complete the final steps in securing non-profit status		Business Manager	Spring 2026
GOAL: Help move the Ironmen Foundation forward			
Action Step	Data	Person Responsible	Timeline

Assist the Foundation in the development of a clear mission statement		Superintendent, Business Manager, and High School Principal	Spring 2026
Assist the Foundation in the decision-making regarding an Executive Director for the organization		Superintendent, Business Manager, and High School Principal	Spring 2026
Assist the Foundation in the design of their first fundraising effort		Superintendent, Business Manager, and High School Principal	Spring 2026
Assist the Foundation with all future fundraising efforts with the hope of securing \$20,000 on an annual basis with more for a specific project		Superintendent, Business Manager, and High School Principal	Ongoing
GOAL: Create a marketing strategy and advertise the existence of the Ironmen Foundation to potential donors.			
Action Step	Data	Person Responsible	Timeline
Establish relationships and an outreach strategy for connections with DASD alumni		Ultimately the role of the Ironmen Foundation members	ongoing
Identify local businesses and community partners and cultivate relationships with those partners		Ultimately the role of the Ironmen Foundation members	Ongoing
GOAL: Establish guidelines for how donors will be honored and advertised			
Action Step	Data	Person Responsible	Timeline
Establish a tiered structure for how donors will be honored and advertised		Ironmen Foundation members with support from	2026-2027 school year

		DASD Board of Directors (Superintendent communicates between boards)	
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Transportation

GOAL: Ensure we have effective bus routes in terms of time and cost.			
Action Step	Data	Person Responsible	Timeline
Review the bus routes on an annual basis to determine that they are designed as effectively as possible in terms of student time in transport and cost to the district.		Administrative Services Coordinator and Business Manager	ongoing
Stay in regular communication and continue positive working relationships with bus contractors		Administrative Services Coordinator and Business Manager	Ongoing
GOAL: Complete the updated transportation contracts including any necessary Memorandums of Understanding			
Action Step	Data	Person Responsible	Timeline
Analyze opportunities to incentivize contractors while also remaining fiscally responsible to taxpayers through the development of MOUs with the contractors		Business Manager	Spring/Summer 2026

Food Services

GOAL: Complete the food service bid process			
Action Step	Data	Person Responsible	Timeline
Review the revenues and expenditures associated with food services on an annual basis and make appropriate adjustments		Administrative Services Coordinator and Business Manager	Ongoing
Complete the bid process for a new food service contract		Administrative Services Coordinator and Business Manager	2026-2027 school year

Facilities

The DASD will ensure that we have well-maintained and well-utilized facilities to meet the current needs of the district and simultaneously plan for the district's future needs while being fiscally responsible to our taxpayers.

Current Facilities

GOAL: Continue regular communication between The Director of Buildings and Grounds and the Athletic Director and Principals for proactive facilities maintenance.			
Action Step	Data	Person Responsible	Timeline
Biweekly meetings between the Director of Buildings and Grounds and each Building Principal		Director of Buildings and Grounds and Building Principals	ongoing
GOAL: Continue regular communication between the Director of Buildings and Grounds and the Superintendent for proactive facilities maintenance.			
Action Step	Data	Person Responsible	Timeline
Biweekly meetings between the Director of Buildings and Grounds and the Superintendent to work through any larger facilities maintenance needs.		Director of Buildings and Grounds and Superintendent	ongoing
GOAL: Improve the exterior and the grounds of our buildings and athletic complexes to make a strong first impression of the DASD			
Action Step	Data	Person Responsible	Timeline
The Director of Buildings and Grounds and the Principals will work together to develop a plan for external improvements (mulching, signage, traffic patterns, etc) for each building		Director of Buildings and Grounds and Principals	2026-2027; ongoing
The Director of Buildings and Grounds, High School		Director of Buildings and	2026-2027; ongoing

Principal, and Athletic Director will work together to develop a plan for external improvements to athletic facilities as well as regular maintenance		Grounds, High School Principal, Athletic Director	
GOAL: Improve the interior of our buildings to make a strong first impression of the DASD			
Action Step	Data	Person Responsible	Timeline
Prioritize the use of orange and purple, the Ironmen arm and hammer, student pictures and other sources of Ironmen pride to bring school spirit to our buildings.		Building Principals	Summer 2026; Ongoing
Ensure the main office is neat, orderly, and welcoming in each building		Building Principals	Summer 2026; ongoing
Ensure that bulletin boards and other public spaces within the building are appropriately decorated and showcase student work		Building Principals	Summer 2026; ongoing
Routine communication with custodial staff to stay on top of daily cleanliness of our school buildings		Director of Buildings and Grounds; Building Principals	Develop a system in 2026-2027 if one is needed; ongoing

Long-Term Facilities Maintenance

GOAL: Create a long-term facilities maintenance plan.			
Action Step	Data	Person Responsible	Timeline
Explore a process or software solution to the creation of a long-term facilities maintenance plan		Director of Buildings and Grounds, Business Manager, and Superintendent	Begin in spring 2026

Annually budget for the expenditures associated with the long term maintenance of the facilities in a prioritized and thoughtful manner.		Director of Buildings and Grounds and Business Manager	Begin with the 2027-2028 budget development process
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Long-Range Facilities Planning

GOAL: Create and execute a facilities improvement plan for the Danville Middle School			
Action Step	Data	Person Responsible	Timeline
Execute all portions of the Public Schools Facilities Improvement Grant should one be awarded to the DASD		Business Manager and Director of Buildings and Grounds	Upon award
Continue to meet regularly with the Long-Range Planning Committee at the Board Level as well as the Operations Team at the administration level		Superintendent & Operations Team	Ongoing
Map out a project timeline that outlines that projects that will be completed at DMS for 2026-2027; 2027-2028; 2028-2029; and 2029-2030		Superintendent & Operations Team	2026-2027 school year
Effectively execute each phase of the DMS renovation work ensuring fiscal management; appropriate oversight of work on site; and effective communication with all stakeholders		Superintendent & Operations Team	2024-2025 budget process
GOAL: Create and execute an athletic field development plan			
Action Step	Data	Person Responsible	Timeline
Develop a phased plan for the athletic field complex across from DPS		Superintendent and Operations Team	Spring 2026 and ongoing

Develop clear communication and fundraising materials and plans to raise money for the complex		Superintendent and Operations Team	Spring 2026 and ongoing
Apply for the DCNR grant and if awarded execute all portions of the grant		Superintendent and Operations Team	Spring 2026 and ongoing
Effectively execute each phase of the fields project ensuring fiscal management; appropriate oversight of work done on site; and effective communication with all stakeholders		Superintendent and Operations Team	Ongoing
Complete necessary repairs to the stadium turf for the next 1-2 years and properly execute the installation of the new turf in a manner that ensures fiscal management, appropriate oversight of work done on site; and effective communication with all stakeholders		Superintendent, High School Principal, Athletic Director, and Operations Team	Ongoing