

COUNCIL ROCK SD

30 N Chancellor St

Comprehensive Plan | 2023 - 2026

MISSION STATEMENT

The Council Rock School District, in partnership with our community, values every student as an individual. We embrace each unique learner and empower students to reach their highest potential by providing academic, social, and emotional support in order to lead, serve, and thrive in a diverse, global society.

VISION STATEMENT

“Students First. Always.” is our commitment. Council Rock’s vision is to cultivate an inclusive community of empathetic, resilient, and dynamic learners who are well prepared to enrich the world.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

As students, we want to reach for goals that define success among our CRSD community, recognizing that all paths have value. We value encouragement and a nurturing foundation we receive as the basis for our future success, pride in a positive work-ethic, ability to problem solve, and be self-motivated. We want to develop the ability learn independently, accepting failure as an opportunity for growth.

STAFF

As staff members, we are committed to act with integrity, collaborate with colleagues and families, and provide equitable and meaningful learning opportunities in order to ensure all students reach their full potential.

ADMINISTRATION

As administrators, we are committed to prioritizing the well-being, education, and growth of our students above all else. We lead with unwavering honesty, integrity, and transparency in all our actions and decisions. We are devoted to fostering a culture of trust and support with our students, staff, and community.

PARENTS

As parents, we want our children to reach for goals that define success among our CRSD community, recognizing that all paths have value. We value the encouragement and a nurturing foundation our children are provided with as the basis for their future success, pride in a positive work-ethic, ability to problem solve, and be self-motivated. We want our children to develop the ability learn independently, accepting failure as an opportunity for growth.

COMMUNITY

As a community, we strive for a responsible partnership rooted in compassion, inclusion, and innovation.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Amina Baig	Parent	Newtown Middle School, Parent
Ann Bell	Staff Member	CRSD Professional Development, Coordinator
Rose Birkhead	Staff Member	CRSD K-12 ELA, Coordinator
Gina Booth	Staff Member	Hillcrest Elementary School, IST Teacher
Charles Briskin, Rabbi	Community Member	Shir Ami Bucks County Congregation, Senior Rabbi
Rita Bruschi	Staff Member	Newtown Elementary School, Support Staff Member
Elaine Bultemeier	Staff Member	CRSD Information Technology, Student Information Systems Analyst
Kevin Campbell	Parent	Council Rock HS North, Parent
Ric Cargas	Staff Member	CRSD Information Technology, Student Information Systems Manager
Katrina Cerra	Staff Member	Richboro Elementary School, Teacher
Nicole Crawford	Administrator	CRSD, Director of Elementary Education
Loring Day	Parent	Goodnoe Elementary School, Parent
Anthony Devlin	Administrator	CRSD, Director of Special Services

Name	Position	Building/Group
Beth Anne Dobosh	Community Member	Council Rock Education Foundation, Director
Joe Feraco	Community Member	Sycamore Grill, Local Business Rep
Matthew Frederickson	Administrator	CRSD, Director of Information Technology
Al Funk	Administrator	CRSD, Director of Secondary Education
Elyse Gannon	Staff Member	Rolling Hills Elementary, Teacher
John Hearn, Chief	Community Member	Newtown Township Police, Chief of Police
Charyl Hills	Community Member	Newtown Boro, Retiree
Shighla Jackson	Staff Member	CRSD, BCIT Coordinator & PD
Daneyelle Jordan	Administrator	Richboro Elementary School, Principal
Tim Keddle	Administrator	Holland Middle School, Assistant Principal
Misty Law Flurry	Community Member	Newtown Township, Resident
Steven LeCompte, Chief	Community Member	Northampton Township Police, Police Chief
Ava Luzeckyj	Student	Council Rock HS South, Student
Beth Lynch	Staff Member	Churchville Elementary School, Teacher
Deric Lynch	Staff Member	Council Rock HS South, Teacher

Name	Position	Building/Group
Andrea Mangold	Administrator	CRSD, Supervisor of Community Relations & STEAM
Chris Maples	Community Member	QSP, Local Business Rep
Christine Marsden	Staff Member	Council Rock HS South, Teacher
Greg Millevoi	Parent	Council Rock HS South, Parent
Dina Muncer	Staff Member	Holland Elementary School, Teacher
Wendy Nowicki	Parent	Council Rock HS North, Parent
Keertan Palayam	Student	Council Rock HS North, Student
Ed Salamon	Board Member	CRSD, School Board Member
Andrew J. Sanko, Dr.	Administrator	CRSD, Superintendent
Sam Smith	Administrator	Wrightstown Elementary School, Principal
Ed Tate	Board Member	CRSD, School Board Member
Christine Taylor	Administrator	CRSD, Director of Human Resources
Michael Thorwart, Dr.	Board Member	CRSD, School Board Member
Althea Tomlinson	Administrator	CRSD, Supervisor of Curriculum & Instruction K-12
Jason Traczykiewicz	Administrator	Council Rock HS North, Principal

Name	Position	Building/Group
Julie Ulrick	Parent	Council Rock HS South, Parent
Lachele Vaughan	Staff Member	Holland Middle School, Teacher
Donna Kennedy	Staff Member	Richboro Elementary School, Teacher
Henry Willis	Staff Member	Holland Middle School, Support Staff

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If we tell more stories about the amazing things happening in our schools and classrooms, increase parent, family, and community engagement, and celebrate the diversity of our community, then we will continue to place students first, always.	Community Engagement
	Community Engagement
If we ensure a unified purpose, strengthen and support learning partnerships, and design for student wellness, then we will continue to place students first, always.	School climate and culture
	School climate and culture
If we strengthen our frameworks and systems for success, our curriculum, and our wellness programs, then we will continue to place students first, always.	Essential Practices 3: Provide Student-Centered Support Systems
	Essential Practices 1: Focus on Continuous Improvement of Instruction
	Wellness

ACTION PLAN AND STEPS

Evidence-based Strategy
Strengthening Framework for Success

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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Frameworks for Success	By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students.
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop a district assessment plan to guide common language around the purpose and various types of assessment.	2022-10-03 - 2025-06-21	Supervisor of Curriculum & Instruction	Professional Development
Strengthen the implementation of Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered Systems of Supports(MTSS) frameworks across the district and in schools.	2022-10-03 - 2026-01-21	Directors of Special Services, Elementary, and Secondary Education	Professional Development; District-wide Assessment/Data Platform
Strengthen and support data driven Professional Learning Communities (PLC) across the district and in schools.	2023-01-18 - 2026-01-21	Directors of Special Services, Elementary, and Secondary Education	PLC Meeting

Anticipated Outcome

A revised assessment plan will allow us to further support students needs as we align our MTSS processes by Tier based on this data. Once those elements are in place, we anticipate student achievement and success to rise. As we learn more information about our subgroup

populations through these assessment plans and Tiered supports, we anticipate a better experience for our learners in those identified subgroups.

Monitoring/Evaluation

Achievement data is reported to the board of directors once a year at an Education Committee. Principals are provided access to data three times a year after benchmarks.

Evidence-based Strategy

Curriculum Revision and Renewal

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Curriculum Revision and Renewal	By the end of the 2025-2026 school year we will have implemented a curriculum renewal cycle that integrates best instructional practices with high-quality curriculum and resources.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop and implement a district curriculum review cycle and plan for emphasizing instructional best practices and Universal Design for Learning (UDL) in each discipline.	2022-10-03 - 2026-01-21	Supervisor of Curriculum & Instruction	Professional Development
Strengthen job embedded coaching to support curriculum	2023-09-04 -	Supervisor of	Instructional Coach

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
implementation and strengthen the use of high impact instructional practices in classrooms.	2026-01-21	Curriculum & Instruction	Training and Coaching

Anticipated Outcome

A curriculum cycle will be established to ensure a review of the quality of standards aligned curriculum. This cycle will seek to ensure that units, assessments, and instruction are aligned and that resources are purchased that are equally aligned. During the first three years of the curriculum cycle, the following curricular areas are anticipated to be reviewed and/ or revised: ELA 6-8, Math K-5 & 9-10, Music K-6 & 7-12, Physical Education 1-6 & 7-12, Science K-2, 3-5, 6-8, 9-10, & 11-12, Social Studies K-2, 3-5 & 9-10, Visual Art 1-6 & 7-12, and World Languages 9-10.

Monitoring/Evaluation

Updates will be provided bi-annually to Cabinet. Seek to celebrate and thank teachers for their curriculum review/development publicly. New courses and/or resource purchases will be brought forth to the Board of Directors per past practice.

Evidence-based Strategy

Strengthening Wellness Supports

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Wellness Supports	By the end of the 2025-2026 school year we will have strengthened and supported the health and well-being

Goal Nickname	Measurable Goal Statement (Smart Goal)
	of our staff and students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Strengthen the implementation of research based wellness supports for students and staff.	2024-09-21 - 2026-01-21	Director of Special Services and Director of Human Resources	

Anticipated Outcome
Students and Staff will report improved mental health and wellness as well as the effectiveness of research based wellness programs and/or supports.

Monitoring/Evaluation
Administration will collaboratively determine how to report these trends over time. Some data collection may occur via surveys, focus groups, individual interviews, and observational data.

Evidence-based Strategy
Establishing a Unified Purpose

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Unified Purpose	By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Engage stakeholders in experiences that connect them and their work to the renewed mission, vision, and leadership credo.	2022-09-05 - 2026-01-21	Superintendent	
Encourage student participation in activities inside and outside of school that connect learners to the mission, vision, and leadership credo.	2023-09-21 - 2026-01-21	Directors of Elementary & Secondary Education	
Strengthen existing communication to include connections to the mission, vision, and leadership credo.	2022-09-05 - 2026-01-21	Supervisor of Community Relations	
Strengthen and encourage student responsibility through goal setting, self-reflection, self-advocacy, and connecting their learning to the mission and vision.	2024-09-21 - 2026-01-21	Directors of Elementary & Secondary Education	
Anticipated Outcome			
All members of the Council Rock School District community are aware of and responsive to the unified purpose.			

Monitoring/Evaluation

Educator and student goal setting will be aligned to the mission, vision, and unified purpose and examples of success will be highlighted informally through various forms of media and more formally through increased storytelling.

Evidence-based Strategy

Developing and strengthening a sense of belonging

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Sense of Belonging

By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Collect perceptual data to determine to what extent our students feel seen, heard, valued, and celebrated.

2023-09-04 -
2026-01-05

Superintendent

Utilize perceptual data to strengthen and support a culture in which all learners feel a sense of belonging and are celebrated.

2023-09-04 -
2026-01-05

Superintendent

Form a group of stakeholders to understand our current school culture,

2023-09-04 -

Superintendent

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
and to strengthen and further develop opportunities to increase a sense of belonging in our school community.	2026-01-05		
Explore ways to celebrate our collective diversity.	2023-09-04 - 2026-01-05	Superintendent	

Anticipated Outcome
Members of the Council Rock community will report a greater sense of belonging as evidenced by feeling heard, seen, and valued. Our individual and collective differences will be celebrated and highlighted.

Monitoring/Evaluation
Increased storytelling through informal and formal media.

Evidence-based Strategy
Communication and Storytelling

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Communication and Storytelling	By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Strengthen existing communications and identify new ways to communicate student success and progress to families.	2022-09-05 - 2026-01-05	Supervisor of Community Relations	
Develop a more consistent process to share experiences through storytelling, such as creating student-produced videos focused on district events, to be broadcast on CR Channels (CR YouTube, CRTV, Twitter, Facebook, Instagram) and shared in classrooms.	2022-09-05 - 2026-01-05	Supervisor of Community Relations	
Increase student-led storytelling of district happenings that are student produced and shared.	2022-09-05 - 2026-01-05	Supervisor of Community Relations	
Incorporate and strengthen storytelling concepts and techniques to better communicate the experiences of all stakeholders.	2022-01-21 - 2026-01-05	Supervisor of Community Relations	

Anticipated Outcome

Increased storytelling both formally and informally through already established channels (tv, website) and social media.

Monitoring/Evaluation

We can utilize click rates, web based traffic, social media sharing as evidence and will be able to highlight whether our efforts have resulted in increased awareness of our mission, vision, and unified purpose.

Evidence-based Strategy

Community Partnerships and Engagement

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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Community Partnerships

By the end of the 2025-2026 school year we will strengthen collaboration with our community by engaging them in various councils and committees.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Superintendent will increase the invitations to participate in various district committees including by developing and strengthening an active Special Education Parent Advisory Committee and Superintendent Parent Advisory Committee.

2022-09-05 -
2025-01-06

Superintendent
and Director of
Special
Services

Committees will develop their mission, vision, and purpose in accordance with the shared vision of the district and communicate regular updates with the public.

2022-09-05 -
2025-01-06

Superintendent
and Director of
Special
Services

Anticipated Outcome

Increased parent and community engagement and participation in already established and newly established parent and community

groups.

Monitoring/Evaluation

Superintendent will report updates regularly to the community and board of directors through the website, informal sharing at meetings, and regular correspondence as necessary.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students. (Frameworks for Success)	Strengthening Framework for Success	Develop a district assessment plan to guide common language around the purpose and various types of assessment.	10/03/2022 - 06/21/2025

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have implemented a curriculum renewal cycle that integrates best instructional practices with high-quality curriculum and resources. (Curriculum Revision and Renewal)	Curriculum Revision and Renewal	Develop and implement a district curriculum review cycle and plan for emphasizing instructional best practices and Universal Design for Learning (UDL) in each discipline.	10/03/2022 - 01/21/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have implemented a curriculum renewal cycle that integrates best instructional practices with high-quality curriculum and resources. (Curriculum Revision and Renewal)	Curriculum Revision and Renewal	Strengthen job embedded coaching to support curriculum implementation and strengthen the use of high impact instructional practices in classrooms.	09/04/2023 - 01/21/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported the health and well-being of our staff and students. (Wellness Supports)	Strengthening Wellness Supports	Strengthen the implementation of research based wellness supports for students and staff.	09/21/2024 - 01/21/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Utilize perceptual data to strengthen and support a culture in which all learners feel a sense of belonging and are celebrated.	09/04/2023 - 01/05/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Explore ways to celebrate our collective diversity.	09/04/2023 - 01/05/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Incorporate and strengthen storytelling concepts and techniques to better communicate the experiences of all stakeholders.	01/21/2022 - 01/05/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students. (Frameworks for Success)	Strengthening Framework for Success	Develop a district assessment plan to guide common language around the purpose and various types of assessment.	10/03/2022 - 06/21/2025

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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Engage stakeholders in experiences that connect them and their work to the renewed mission, vision, and leadership credo.	09/05/2022 - 01/21/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Encourage student participation in activities inside and outside of school that connect learners to the mission, vision, and leadership credo.	09/21/2023 - 01/21/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Strengthen existing communication to include connections to the mission, vision, and leadership credo.	09/05/2022 - 01/21/2026

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COMMUNICATION PLAN - STEPS AND TIMELINES:

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By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Form a group of stakeholders to understand our current school culture, and to strengthen and further develop opportunities to increase a sense of belonging in our school community.	09/04/2023 - 01/05/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Strengthen existing communications and identify new ways to communicate student success and progress to families.	09/05/2022 - 01/05/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Develop a more consistent process to share experiences through storytelling, such as creating student-produced videos focused on district events, to be broadcast on CR Channels (CR YouTube, CRTV, Twitter, Facebook, Instagram) and shared in classrooms.	09/05/2022 - 01/05/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Increase student-led storytelling of district happenings that are student produced and shared.	09/05/2022 - 01/05/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will strengthen collaboration with our community by engaging them in various councils and committees. (Community Partnerships)	Community Partnerships and Engagement	Superintendent will increase the invitations to participate in various district committees including by developing and strengthening an active Special Education Parent Advisory Committee and Superintendent Parent Advisory Committee.	09/05/2022 - 01/06/2025

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will strengthen collaboration with our community by engaging them in various councils and committees. (Community Partnerships)	Community Partnerships and Engagement	Committees will develop their mission, vision, and purpose in accordance with the shared vision of the district and communicate regular updates with the public.	09/05/2022 - 01/06/2025

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

Signature (Entered Electronically and must have access to web application).

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Secondary ELA and Math are above the state average for achievement as well as making high levels of growth in PVVAAS

9/10 district elementary schools have exceed the Interim Goal/Improvement Target by meeting the 2030 Statewide goal for Science.

Lowest performing 33% of (Grades 4, 6, 7, & 8) ELA students are moderately or significantly exceeding the recommended growth according to PVAAS.

PSSA Math Scores (Grades 3 & 4) for the 2021-22 school year increased to 83.9 and 72.7 % Proficient or Advanced respectively.

Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district.

Coordinate and monitor supports aligned with students' and families' needs.

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers.

Challenges

Mathematics/Algebra Holland & Newtown Middle Schools- Although demonstrating growth, All Student Group Did Not Meet Interim Goal/Improvement Target

The lowest 60% of students in 4th grade ELA at Sol Feinstone Elementary are not showing adequate yearly progress.

Both Council Rock High School North & South Did Not Meet the Interim Goal/Improvement Target for Biology

The lowest performing 33% of (Grade 5) ELA students are not meeting the recommended standard of growth as measured by PVAAS

Although performing above the statewide average, both Holland & Newtown Middle Schools Did Not Meet the Interim Goal/Improvement Target for Science

Ensure effective, standards-aligned curriculum and assessment .

Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities.

Strengths

We are close to 100% of students at the elementary and middle level reaching the career readiness benchmark.

We have developed a successful partnership with a local university to provide our students with an opportunity to obtain college credit while still in high school.

Core ELA instruction in the primary grades is meeting the needs of the majority of our students.

Core math instruction in the primary grades is meeting the needs of the majority of our students.

Core math instruction in 7th grade is meeting the needs of the majority of our students.

Core science instruction in the middle school is meeting the needs of the majority of our students.

Core science instruction in biology at the high school is meeting the needs of the majority of our students.

We have increased the total number of EL staff to accommodate for the increased need.

We have developed courses at the secondary level to specifically address the needs of these students.

Challenges

Partner with local businesses, community organizations, and other agencies to meet the needs of the district.

With the transitions to new leadership, there has been much feedback shared around establishing our Students First, Always Culture.

Provide more opportunities for high school students to achieve career readiness.

Elementary ELA Resources and Assessments need to be reviewed and revised on a more consistent bases

Middle Level ELA Resources and Assessments need to be reviewed and revised on a more consistent bases

We need to ensure that all buildings and grade levels are collecting formative ELA data in a consistent manner.

Increase targeted math interventions in all grade levels.

Middle Level Math Resources and Assessments need to be reviewed and revised on a more consistent basesd

Teachers are in need of professional development on how to utilize CDT or similar data to inform their instructional practices.

Teachers are in need of professional development on how to

Strengths

Challenges

utilize this or similar data to inform their instructional practices.

We need to continue to explore what resources can best meet the needs of our students in the ELL program.

Developing consistent instructional practices that support the needs of English learners in Core instruction will better support all learners.

Most Notable Observations/Patterns

Challenges	Discussion Point	Priority for Planning
Ensure effective, standards-aligned curriculum and assessment .		✓
Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities.		
Elementary ELA Resources and Assessments need to be reviewed and revised on a more consistent bases		
Middle Level ELA Resources and Assessments need to be reviewed and revised on a more consistent bases		
Increase targeted math interventions in all grade levels.		
Middle Level Math Resources and Assessments need to be reviewed and revised on a more consistent basesd		
Partner with local businesses, community organizations, and other agencies to meet the needs of the district.		✓
With the transitions to new leadership, there has been much feedback shared around establishing our Students First, Always Culture.		✓

ADDENDUM B: ACTION PLAN

Action Plan: Strengthening Framework for Success

Action Steps		Anticipated Start/Completion Date	
Develop a district assessment plan to guide common language around the purpose and various types of assessment.		10/03/2022 - 06/21/2025	
Monitoring/Evaluation		Anticipated Output	
Achievement data is reported to the board of directors once a year at an Education Committee. Principals are provided access to data three times a year after benchmarks.		A revised assessment plan will allow us to further support students needs as we align our MTSS processes by Tier based on this data. Once those elements are in place, we anticipate student achievement and success to rise. As we learn more information about our subgroup populations through these assessment plans and Tiered supports, we anticipate a better experience for our learners in those identified subgroups.	
Material/Resources/Supports Needed		PD Step	Comm Step
Professional Development		yes	yes

Action Steps	Anticipated Start/Completion Date
Strengthen the implementation of Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered Systems of Supports(MTSS) frameworks across the district and in schools.	10/03/2022 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Achievement data is reported to the board of directors once a year at an Education Committee. Principals are provided access to data three times a year after benchmarks.	A revised assessment plan will allow us to further support students needs as we align our MTSS processes by Tier based on this data. Once those elements are in place, we anticipate student achievement and success to rise. As we learn more information about our subgroup populations through these assessment plans and Tiered supports, we anticipate a better experience for our learners in those identified subgroups.

Material/Resources/Supports Needed	PD Step	Comm Step
Professional Development; District-wide Assessment/Data Platform	yes	yes

Action Steps	Anticipated Start/Completion Date
Strengthen and support data driven Professional Learning Communities (PLC) across the district and in schools.	01/18/2023 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Achievement data is reported to the board of directors once a year at an Education Committee. Principals are provided access to data three times a year after benchmarks.	A revised assessment plan will allow us to further support students needs as we align our MTSS processes by Tier based on this data. Once those elements are in place, we anticipate student achievement and success to rise. As we learn more information about our subgroup populations through these assessment plans and Tiered supports, we anticipate a better experience for our learners in those identified subgroups.

Material/Resources/Supports Needed	PD Step	Comm Step
PLC Meeting	yes	no

Action Plan: Curriculum Revision and Renewal

Action Steps	Anticipated Start/Completion Date
Develop and implement a district curriculum review cycle and plan for emphasizing instructional best practices and Universal Design for Learning (UDL) in each discipline.	10/03/2022 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Updates will be provided bi-annually to Cabinet. Seek to celebrate and thank teachers for their curriculum review/development publicly. New courses and/or resource purchases will be brought forth to the Board of Directors per past practice.	A curriculum cycle will be established to ensure a review of the quality of standards aligned curriculum. This cycle will seek to ensure that units, assessments, and instruction are aligned and that resources are purchased that are equally aligned. During the first three years of the curriculum cycle, the following curricular areas are anticipated to be reviewed and/ or revised: ELA 6-8, Math K-5 & 9-10, Music K-6 & 7-12, Physical Education 1-6 & 7-12, Science K-2, 3-5, 6-8, 9-10, & 11-12, Social Studies K-2, 3-5 & 9-10, Visual Art 1-6 & 7-12, and World Languages 9-10.

Material/Resources/Supports Needed	PD Step	Comm Step
Professional Development	yes	yes

Action Steps	Anticipated Start/Completion Date
Strengthen job embedded coaching to support curriculum implementation and strengthen the use of high impact instructional practices in classrooms.	09/04/2023 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Updates will be provided bi-annually to Cabinet. Seek to celebrate and thank teachers for their curriculum review/development publicly. New courses and/or resource purchases will be brought forth to the Board of Directors per past practice.	A curriculum cycle will be established to ensure a review of the quality of standards aligned curriculum. This cycle will seek to ensure that units, assessments, and instruction are aligned and that resources are purchased that are equally aligned. During the first three years of the curriculum cycle, the following curricular areas are anticipated to be reviewed and/ or revised: ELA 6-8, Math K-5 & 9-10, Music K-6 & 7-12, Physical Education 1-6 & 7-12, Science K-2, 3-5, 6-8, 9-10, & 11-12, Social Studies K-2, 3-5 & 9-10, Visual Art 1-6 & 7-12, and World Languages 9-10.

Material/Resources/Supports Needed	PD Step	Comm Step
Instructional Coach Training and Coaching	yes	no

Action Plan: Strengthening Wellness Supports

Action Steps	Anticipated Start/Completion Date
Strengthen the implementation of research based wellness supports for students and staff.	09/21/2024 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Administration will collaboratively determine how to report these trends over time. Some data collection may occur via surveys, focus groups, individual interviews, and observational data.	Students and Staff will report improved mental health and wellness as well as the effectiveness of research based wellness programs and/or supports.

Material/Resources/Supports Needed	PD Step	Comm Step
	yes	no

Action Plan: Establishing a Unified Purpose

Action Steps	Anticipated Start/Completion Date
Engage stakeholders in experiences that connect them and their work to the renewed mission, vision, and leadership credo.	09/05/2022 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Educator and student goal setting will be aligned to the mission, vision, and unified purpose and examples of success will be highlighted informally through various forms of media and more formally through increased storytelling.	All members of the Council Rock School District community are aware of and responsive to the unified purpose.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Encourage student participation in activities inside and outside of school that connect learners to the mission, vision, and leadership credo.	09/21/2023 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Educator and student goal setting will be aligned to the mission, vision, and unified purpose and examples of success will be highlighted informally through various forms of media and more formally through increased storytelling.	All members of the Council Rock School District community are aware of and responsive to the unified purpose.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Strengthen existing communication to include connections to the mission, vision, and leadership credo.	09/05/2022 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Educator and student goal setting will be aligned to the mission, vision, and unified purpose and examples of success will be highlighted informally through various forms of media and more formally through increased storytelling.	All members of the Council Rock School District community are aware of and responsive to the unified purpose.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Strengthen and encourage student responsibility through goal setting, self-reflection, self-advocacy, and connecting their learning to the mission and vision.	09/21/2024 - 01/21/2026

Monitoring/Evaluation	Anticipated Output
Educator and student goal setting will be aligned to the mission, vision, and unified purpose and examples of success will be highlighted informally through various forms of media and more formally through increased storytelling.	All members of the Council Rock School District community are aware of and responsive to the unified purpose.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Plan: Developing and strengthening a sense of belonging

Action Steps	Anticipated Start/Completion Date	
Collect perceptual data to determine to what extent our students feel seen, heard, valued, and celebrated.	09/04/2023 - 01/05/2026	
Monitoring/Evaluation	Anticipated Output	
Increased storytelling through informal and formal media.	Members of the Council Rock community will report a greater sense of belonging as evidenced by feeling heard, seen, and valued. Our individual and collective differences will be celebrated and highlighted.	
Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date	
Utilize perceptual data to strengthen and support a culture in which all learners feel a sense of belonging and are celebrated.	09/04/2023 - 01/05/2026	
Monitoring/Evaluation	Anticipated Output	
Increased storytelling through informal and formal media.	Members of the Council Rock community will report a greater sense of belonging as evidenced by feeling heard, seen, and valued. Our individual and collective differences will be celebrated and highlighted.	
Material/Resources/Supports Needed	PD Step	Comm Step
	yes	yes

Action Steps	Anticipated Start/Completion Date
Form a group of stakeholders to understand our current school culture, and to strengthen and further develop opportunities to increase a sense of belonging in our school community.	09/04/2023 - 01/05/2026

Monitoring/Evaluation	Anticipated Output
Increased storytelling through informal and formal media.	Members of the Council Rock community will report a greater sense of belonging as evidenced by feeling heard, seen, and valued. Our individual and collective differences will be celebrated and highlighted.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Explore ways to celebrate our collective diversity.	09/04/2023 - 01/05/2026

Monitoring/Evaluation	Anticipated Output
Increased storytelling through informal and formal media.	Members of the Council Rock community will report a greater sense of belonging as evidenced by feeling heard, seen, and valued. Our individual and collective differences will be celebrated and highlighted.

Material/Resources/Supports Needed	PD Step	Comm Step
	yes	yes

Action Plan: Communication and Storytelling

Action Steps	Anticipated Start/Completion Date	
Strengthen existing communications and identify new ways to communicate student success and progress to families.	09/05/2022 - 01/05/2026	
Monitoring/Evaluation	Anticipated Output	
We can utilize click rates, web based traffic, social media sharing as evidence and will be able to highlight whether our efforts have resulted in increased awareness of our mission, vision, and unified purpose.	Increased storytelling both formally and informally through already established channels (tv, website) and social media.	
Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Develop a more consistent process to share experiences through storytelling, such as creating student-produced videos focused on district events, to be broadcast on CR Channels (CR YouTube, CRTV, Twitter, Facebook, Instagram) and shared in classrooms.	09/05/2022 - 01/05/2026

Monitoring/Evaluation	Anticipated Output
We can utilize click rates, web based traffic, social media sharing as evidence and will be able to highlight whether our efforts have resulted in increased awareness of our mission, vision, and unified purpose.	Increased storytelling both formally and informally through already established channels (tv, website) and social media.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Increase student-led storytelling of district happenings that are student produced and shared.	09/05/2022 - 01/05/2026

Monitoring/Evaluation	Anticipated Output
We can utilize click rates, web based traffic, social media sharing as evidence and will be able to highlight whether our efforts have resulted in increased awareness of our mission, vision, and unified purpose.	Increased storytelling both formally and informally through already established channels (tv, website) and social media.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Incorporate and strengthen storytelling concepts and techniques to better communicate the experiences of all stakeholders.	01/21/2022 - 01/05/2026

Monitoring/Evaluation	Anticipated Output
We can utilize click rates, web based traffic, social media sharing as evidence and will be able to highlight whether our efforts have resulted in increased awareness of our mission, vision, and unified purpose.	Increased storytelling both formally and informally through already established channels (tv, website) and social media.

Material/Resources/Supports Needed	PD Step	Comm Step
	yes	no

Action Plan: Community Partnerships and Engagement

Action Steps	Anticipated Start/Completion Date	
<p>Superintendent will increase the invitations to participate in various district committees including by developing and strengthening an active Special Education Parent Advisory Committee and Superintendent Parent Advisory Committee.</p>	<p>09/05/2022 - 01/06/2025</p>	
Monitoring/Evaluation	Anticipated Output	
<p>Superintendent will report updates regularly to the community and board of directors through the website, informal sharing at meetings, and regular correspondence as necessary.</p>	<p>Increased parent and community engagement and participation in already established and newly established parent and community groups.</p>	
Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

Action Steps	Anticipated Start/Completion Date
Committees will develop their mission, vision, and purpose in accordance with the shared vision of the district and communicate regular updates with the public.	09/05/2022 - 01/06/2025

Monitoring/Evaluation	Anticipated Output
Superintendent will report updates regularly to the community and board of directors through the website, informal sharing at meetings, and regular correspondence as necessary.	Increased parent and community engagement and participation in already established and newly established parent and community groups.

Material/Resources/Supports Needed	PD Step	Comm Step
	no	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students. (Frameworks for Success)	Strengthening Framework for Success	Develop a district assessment plan to guide common language around the purpose and various types of assessment.	10/03/2022 - 06/21/2025
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students. (Frameworks for Success)	Strengthening Framework for Success	Strengthen the implementation of Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered Systems of Supports(MTSS) frameworks across the district and in schools.	10/03/2022 - 01/21/2026
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and	Strengthening Framework for	Strengthen and support data	01/18/2023 - 01/21/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
support the academic and behavioral needs of our students. (Frameworks for Success)	Success	driven Professional Learning Communities (PLC) across the district and in schools.	
By the end of the 2025-2026 school year we will have implemented a curriculum renewal cycle that integrates best instructional practices with high-quality curriculum and resources. (Curriculum Revision and Renewal)	Curriculum Revision and Renewal	Develop and implement a district curriculum review cycle and plan for emphasizing instructional best practices and Universal Design for Learning (UDL) in each discipline.	10/03/2022 - 01/21/2026
By the end of the 2025-2026 school year we will have implemented a curriculum renewal cycle that integrates best instructional practices with high-quality curriculum and resources. (Curriculum Revision and Renewal)	Curriculum Revision and Renewal	Strengthen job embedded coaching to support curriculum implementation	09/04/2023 - 01/21/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		and strengthen the use of high impact instructional practices in classrooms.	
By the end of the 2025-2026 school year we will have strengthened and supported the health and well-being of our staff and students. (Wellness Supports)	Strengthening Wellness Supports	Strengthen the implementation of research based wellness supports for students and staff.	09/21/2024 - 01/21/2026
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Utilize perceptual data to strengthen and support a culture in which all learners feel a sense of belonging and are celebrated.	09/04/2023 - 01/05/2026
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of	Explore ways to celebrate our collective	09/04/2023 - 01/05/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	belonging	diversity.	
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Incorporate and strengthen storytelling concepts and techniques to better communicate the experiences of all stakeholders.	01/21/2022 - 01/05/2026

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Revision & Renewal	K-12 Educators engaged in developing curriculum for their grade level/subject area during the established curriculum cycle.	Standards alignment, development of course frameworks, Understanding by Design, assessment practices, Structured Literacy, instructional coaching, and Universal Design for Learning (UDL).

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
High quality units, assessments, and instruction aligned to the units of study; observations by principals will show aligned best practices with the high quality curriculum	08/30/2023 - 01/05/2026	Supervisor of Curriculum & Instruction
Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:	
1e: Designing Coherent Instruction	Structured Literacy Teaching Diverse Learners in Inclusive Settings	
1d: Demonstrating Knowledge of Resources		
1a: Demonstrating Knowledge of Content and Pedagogy		
1c: Setting Instructional Outcomes		
4e: Growing and Developing Professionally		
3d: Using Assessment in Instruction		
4a: Reflecting on Teaching		
1f: Designing Student Assessments		
4d: Participating in a Professional Community		
1a: Demonstrating Knowledge of Content and Pedagogy		
1c: Setting Instructional Outcomes		
1e: Designing Coherent Instruction		
2b: Establishing a Culture for Learning		

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3c: Engaging Students in Learning

3e: Demonstrating Flexibility and Responsiveness

1b: Demonstrating Knowledge of Students

3c: Engaging Students in Learning

3d: Using Assessment in Instruction

4a: Reflecting on Teaching

1c: Setting Instructional Outcomes

Professional Development Step	Audience	Topics of Prof. Dev
Strengthening Frameworks for Success	K-12 Educators engaged in developing and deploying assessments or analyzing data to provide targeted intervention or enrichments for student.	Overall understanding of assessment (purpose, methods, system of, etc.) Common language around assessment Consistency in assessment practice and language How to write a valid and standards-aligned assessment What to do with assessment results How to provide meaningful feedback to students How to use assessment results for more than just a grade How assessment results should drive instruction Teaching test taking strategies (wording?) Various methods of assessment Developing a balanced system of assessment Understanding the importance of formative assessment How assessment needs to align with curriculum and instruction Developing high quality rubrics and scoring guides Who is involved in the assessment process (goal setting, error analysis, etc.) How to analyze assessment data How to create appropriate assessment accommodations for students
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
District wide assessment data will be gathered, accessed, demonstrate growth	08/30/2023 - 01/05/2026	Supervisor of Curriculum & Instruction

Danielson Framework Component Met in this Plan:**This Step meets the Requirements of State Required Trainings:**

1f: Designing Student Assessments

3d: Using Assessment in Instruction

3b: Using Questioning and Discussion Techniques

4a: Reflecting on Teaching

1c: Setting Instructional Outcomes

4a: Reflecting on Teaching

3e: Demonstrating Flexibility and Responsiveness

1b: Demonstrating Knowledge of Students

3d: Using Assessment in Instruction

Teaching Diverse Learners in Inclusive Settings

Teaching Diverse Learners in Inclusive Settings

Professional Development Step**Audience****Topics of Prof. Dev**

Strengthening Wellness Supports

K-12 Support Staff, Faculty, and
Administration

Professional Ethics, wellness, and district
support systems

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Ticket Out, workshop feedback will include checks for understanding.	09/29/2024 - 01/05/2026	Director of Special Services and Director of Human Resources
Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:
2b: Establishing a Culture for Learning	Professional Ethics	
3a: Communicating with Students	At Least 1-hour of Trauma-informed Care Training for All Staff	
4e: Growing and Developing Professionally		
3e: Demonstrating Flexibility and Responsiveness		
1d: Demonstrating Knowledge of Resources		
4c: Communicating with Families		
2d: Managing Student Behavior		
4f: Showing Professionalism		
2a: Creating an Environment of Respect and Rapport		
3a: Communicating with Students		
1d: Demonstrating Knowledge of Resources		
3e: Demonstrating Flexibility and Responsiveness		
4e: Growing and Developing Professionally		
4c: Communicating with Families		

Danielson Framework Component Met in this Plan:**This Step meets the Requirements of State Required Trainings:**

2a: Creating an Environment of Respect and Rapport

4f: Showing Professionalism

2b: Establishing a Culture for Learning

2d: Managing Student Behavior

Professional Development Step**Audience****Topics of Prof. Dev**

Developing and strengthening a sense of belonging

K-12 Support Staff, Faculty, and Administration

Common Ground Framework: Culturally Relevant and Sustaining Education

Evidence of Learning**Anticipated Timeframe****Lead Person/Position**

Tickets Out, Professional Development surveys will include opportunities for feedback and checks for understanding, lesson plans and observations

08/29/2023 - 01/05/2026

Superintendent

Danielson Framework Component Met in this Plan:		This Step meets the Requirements of State Required Trainings:			
3a: Communicating with Students		Common Ground: Culturally Relevant Sustaining Education			
3e: Demonstrating Flexibility and Responsiveness					
4c: Communicating with Families					
2a: Creating an Environment of Respect and Rapport					
4f: Showing Professionalism					
1b: Demonstrating Knowledge of Students					
2b: Establishing a Culture for Learning					
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Professional Development Step		Audience		Topics of Prof. Dev	
Communication and Storytelling		K-12 Support Staff, Faculty, and Administration		Communication	
Evidence of Learning		Anticipated Timeframe		Lead Person/Position	
Educators and members of our community will informally share stories through social media (as an example) with a better quality and aim to tell more and better stories.		01/09/2023 - 06/05/2025		Supervisor of Community Relations	

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4c: Communicating with Families

4d: Participating in a Professional Community

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students. (Frameworks for Success)	Strengthening Framework for Success	Develop a district assessment plan to guide common language around the purpose and various types of assessment.	2022-10-03 - 2025-06-21
By the end of the 2025-2026 school year we will have strengthened a systematic approach to analyzing data used to inform instruction, provide interventions, and support the academic and behavioral needs of our students. (Frameworks for Success)	Strengthening Framework for Success	Strengthen the implementation of Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered Systems of Supports(MTSS) frameworks across the district and in schools.	2022-10-03 - 2026-01-21
By the end of the 2025-2026 school year we will have implemented a curriculum renewal cycle that integrates best instructional practices with high-quality curriculum	Curriculum Revision and	Develop and implement a	2022-10-03 - 2026-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
and resources. (Curriculum Revision and Renewal)	Renewal	district curriculum review cycle and plan for emphasizing instructional best practices and Universal Design for Learning (UDL) in each discipline.	01-21
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Engage stakeholders in experiences that connect them and their work to the renewed mission, vision, and leadership credo.	2022-09-05 - 2026-01-21
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Encourage student participation in activities inside and outside of school that connect learners	2023-09-21 - 2026-01-21

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		to the mission, vision, and leadership credo.	
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Strengthen existing communication to include connections to the mission, vision, and leadership credo.	2022-09-05 - 2026-01-21
By the end of the 2025-2026 school year we will have strengthened and supported a culture grounded in a unified purpose of placing students first, always. (Unified Purpose)	Establishing a Unified Purpose	Strengthen and encourage student responsibility through goal setting, self-reflection, self-advocacy, and connecting their learning to the mission and vision.	2024-09-21 - 2026-01-21

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Collect perceptual data to determine to what extent our students feel seen, heard, valued, and celebrated.	2023-09-04 - 2026-01-05
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Utilize perceptual data to strengthen and support a culture in which all learners feel a sense of belonging and are celebrated.	2023-09-04 - 2026-01-05
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Form a group of stakeholders to understand our current school culture, and to strengthen and further develop opportunities to increase a sense	2023-09-04 - 2026-01-05

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		of belonging in our school community.	
By the end of the 2025-2026 school year we will have strengthened and supported an inclusive and diverse culture dedicated to creating a sense of belonging where every student feels seen, heard, valued and celebrated. (Sense of Belonging)	Developing and strengthening a sense of belonging	Explore ways to celebrate our collective diversity.	2023-09-04 - 2026-01-05
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Strengthen existing communications and identify new ways to communicate student success and progress to families.	2022-09-05 - 2026-01-05
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Develop a more consistent process to share experiences through storytelling, such as creating	2022-09-05 - 2026-01-05

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		student-produced videos focused on district events, to be broadcast on CR Channels (CR YouTube, CRTV, Twitter, Facebook, Instagram) and shared in classrooms.	
By the end of the 2025-2026 school year, we will have strengthened our communication and enhanced our storytelling capacity. (Communication and Storytelling)	Communication and Storytelling	Increase student-led storytelling of district happenings that are student produced and shared.	2022-09-05 - 2026-01-05
By the end of the 2025-2026 school year we will strengthen collaboration with our community by engaging them in various councils and committees. (Community Partnerships)	Community Partnerships and Engagement	Superintendent will increase the invitations to participate in various district committees including by	2022-09-05 - 2025-01-06

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		developing and strengthening an active Special Education Parent Advisory Committee and Superintendent Parent Advisory Committee.	
By the end of the 2025-2026 school year we will strengthen collaboration with our community by engaging them in various councils and committees. (Community Partnerships)	Community Partnerships and Engagement	Committees will develop their mission, vision, and purpose in accordance with the shared vision of the district and communicate regular updates with the public.	2022-09-05 - 2025-01-06

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Strengthening Framework for Success	all stakeholders	District assessment plan; PBIS and MTSS frameworks and implementation guides
Anticipated Timeframe	Frequency	Delivery Method
09/04/2023 - 09/01/2025	Annually	Newsletter Posting on district website Presentation
Lead Person/Position		
Supervisor of Community Relations		

Communication Step	Audience	Topics/Message of Communication
Curriculum Revision and Renewal	All Instructional Staff, , Curriculum Coordinators, Supervisors, Principals, Board (if needed)	Curriculum Renewal Plan and Cycle

Anticipated Timeframe	Frequency	Delivery Method
10/02/2023 - 10/01/2025	Updated as needed	Posting on district website Presentation
Lead Person/Position		
Supervisor of Community Relations		

Communication Step	Audience	Topics/Message of Communication
Establishing a Unified Purpose	Students, all CR staff, community members, parents/families/guardians, all stakeholders as needed	Share credo, Comprehensive Plan, Consistent Students First Always messaging

Anticipated Timeframe	Frequency	Delivery Method
11/01/2022 - 06/01/2026	weekly (School and District)	Newsletter Posting on district website Email Letter Other

Lead Person/Position

Supervisor of Community Relations

Communication Step**Audience****Topics/Message of Communication**

Developing and strengthening a sense of belonging

Students, all staff,
parents/families/guardians,community

Cultural identities, perspectives, ideas,
inclusivity, shared/common goals and
values

Anticipated Timeframe**Frequency****Delivery Method**

12/01/2022 - 06/01/2026

weekly (School and District)

Newsletter
Posting on district website
Email
Letter
Other

Lead Person/Position

Supervisor of Community Relations

Communication Step	Audience	Topics/Message of Communication
Communication and Storytelling	Families/parents/guardians, students, all staff, community at large	Student successes, activities, philanthropic work, community activism, collaborative efforts

Anticipated Timeframe	Frequency	Delivery Method
10/03/2022 - 06/01/2026	per event/activity	Email Newsletter Posting on district website Other

Lead Person/Position
Supervisor of Community Relations

Communication Step	Audience	Topics/Message of Communication
Community Partnerships and Engagement	Parents/guardians/families	Mission, vision, purpose, issues, ideas, concerns, updates

Anticipated Timeframe**Frequency****Delivery Method**

11/22/2023 - 06/01/2026

As needed

Email
Letter**Lead Person/Position**

Supervisor of Community Relations

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
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