AGENDA

- **Comprehensive Planning Process Overview**

- **Review the Comprehensive Plan**

  - Steering Committee

  - Mission & Vision

  - Educational Values

  - Needs Assessment

  - Goals, Strategies, & Action Plans/Steps

OUR PROCESS

► **9 steering committee meetings**

- ► Reviewed district data
- ► Identified priority areas
- ► Reviewed and created strategies to accomplish the goals
- ► Developed action steps to implement strategies
- ► Reviewed Comprehensive Plan draft

STEERING COMMITTEE

- **56 Committee Members**

  - 2 School Board Members

  - 12 Administrators

  - 7 Principals

  - 1 Special Education Supervisor

  - 2 Teachers

  - 1 Family Liaison

  - 2 Executive Assistant/Secretary

  - 16 PTO Presidents or Representatives

  - 13 Community Members

MISSION & VISION

Mission

The mission of the Coatesville Area School District, rich in diversity and committed to excellence, is to create innovative educational experiences which are funded by the taxpayers, supported by the community, delivered by dedicated teachers and administrators, to ensure all students will become responsible, contributing global citizens.

Vision

The Coatesville Area School District, a leader in the educational community, views each student's academic and personal growth as an investment in the future. Graduates will be empowered to make choices that ensure positive contributions to society.

EDUCATIONAL VALUES

Students

We believe that all students deserve a high-quality education that is innovative, driven by evidence-based educational best practices, and prepares students with the skills necessary for success in the 21st century. This should be an equitable experience for all students where diversity and individuality are celebrated. The needs of the whole child should be taken into consideration to drive educational programming so that students can be successful in any post-secondary pursuit of their choice.

Staff

We believe that CASD staff are a skilled group of professionals who are dedicated to their students and the larger success of the CASD. We believe that in order to most positively impact the education of their students, CASD teachers and staff should be provided with professional learning opportunities that help to further develop their skills and provide them with an array of tools and strategies to support the diverse needs of their students.

Administration

We believe the role of CASD administration is to support the continued advancement of the district through the implementation of a coordinated set of strategies that are designed to address the needs of the district, while supporting the district's strengths. In order to serve in this role, CASD administrators should remain up to date on current trends and best practices in the field of education, have the ability to implement plans aligned to district level goals, and provide the training and support needed for teachers and staff to deliver a high-quality education to all students.

Parents

We believe that parents play a vital role in the education of their students, and are a valued partner in educational decision making. In order to be informed participants in their student's education, communication with families is key related to events in the district, their student's school, classrooms, and their student's educational progress.

Community

We believe that CASD is one part of a proud, larger community that is rich in tradition. As a group of residents, business owners, and other stakeholders, we believe that the community can serve as partners in supporting the educational mission of the school district, which will contribute to success in larger community.

NEEDS ASSESSMENT

- ► Future Ready PA Index

- ► Student Performance Data

    - ► Future Ready PA Academics

    - ► Related Academics

    - ► Equity Considerations

    - ► Designated Schools

- ► Supplemental LEA Plans

- ► Conditions for Leadership, Teaching, and Learning (Essential Practices)

- ► Summary of Strengths and Challenges

GOALS & ACTION PLANS

- Goal Setting

- Development of Strategies

- Development of Action Plans

- Strengths & Challenges

- Professional Development and Communications

STUDENT ACHIEVEMENT GOAL

Coatesville Area School District will implement a coordinated curriculum in English Language Arts, Math, Science, STEM, and Social Studies that is aligned to state standards and is student-centered, as well as a continuum of evidence-based special education and MTSS supports throughout the district by June 2025.

TARGET YEAR 1

Curriculum: Rewrite curriculum in the area of English Language Arts for grades 6-12 (K-5 board approved).
Special Education: Expand secondary continuum of support and course offerings.
MTSS: Refine existing procedures and processes (MTSS Toolkit), Expand EWS to include grades 6 and 7.
CTE-Promote TCHS programs/shops. Increase our TCHS programs in CASH from 1 to 2.

TARGET YEAR 2

Curriculum: Rewrite curriculum in the areas of Social Studies (K-12) and Mathematics (K-12).
Special Education: Develop a comprehensive professional development plan that includes training and coaching sessions for special education teachers, general education teachers, and administration.
MTSS: Expand MTSS to include Tier 2 and Tier 3 supports for SEL & Behavior.
CTE- Promote TCHS programs/shops. Increase our TCHS programs in CASH from 2 to 4.

TARGET YEAR 3

[SEE GOAL]

STUDENT ACHIEVEMENT:
STRATEGY #1:
Rewrite ELA, Math, Social Studies, Science and STEM curriculum aligned with current state standards.

Action Steps:

▶ Ensure that the specified curriculum is aligned to state standards and will enable students to reach critical academic milestones.

▶ Ensure that the specified curriculum provides continuity and coherence with instruction (horizontal/vertical alignment).

▶ Audit existing curriculum resources through the various lenses and pilot and adopt resources where current resources do not meet expectations.

STUDENT ACHIEVEMENT: STRATEGY #1:

Rewrite ELA, Math, Social Studies, Science and STEM curriculum aligned with current state standards.

Action Steps (continued):

▶ Provide on-going professional development to support curriculum implementation, instruction, and intervention including assessment literacy, designing and delivering effective intervention, student-centered learning, strategies for differentiation and scaffolding, evidence-based instructional strategies/practices (e.g. Structured Literacy), culturally responsive sustaining education, etc.

▶ Continue to improve upon the existing data team/PLC structure within the district to support continuous school improvement.

▶ Implement common formative and summative assessments for all tested subject areas.

STUDENT ACHIEVEMENT:
STRATEGY #2:
Develop and implement a framework of MTSS supports across all grade levels.

Action Steps:

▶ Academics: Refine procedures and processes related to Response to Instruction and Intervention (RTII) and develop additional toolkit components based on need (intensification checklist, guidelines for using disaggregated data, etc.)

▶ Develop a separate toolkit for middle grades (currently 6-7) that reflects the essential components of MTSS and related procedures/processes.

▶ Positive Behavior Intervention and Supports (PBIS): Assess PBIS implementation fidelity and develop an action plan for improvement in each building.

STUDENT ACHIEVEMENT:
STRATEGY #2:
Develop and implement a framework of MTSS supports across all grade levels.

Action Steps (continued):

▶ Social-Emotional Learning: Review, pilot, and adopt an SEL Screener in grades K-12.

▶ Social-Emotional Learning/Behavior: Develop a continuum of SEL/behavioral supports and services for students needing supplemental (Tier 2) and/or targeted support (Tier 3).

▶ Implement an Early Warning System (EWS) in grades 6-12 to support on-time graduation, course completion rates and academic achievement, improve attendance and reduce chronic absenteeism, proactively address trends in student in student behavior, and measure and promote students' social emotional learning skills.

STUDENT ACHIEVEMENT:
STRATEGY #2:
Develop and implement a framework of MTSS supports across all grade levels.

Action Steps (continued):

▶ Ensure parents and families understand what MTSS is, what the MTSS process looks like, what the key components of MTSS are by level (elementary vs. Secondary), the benefits of MTSS for staff and students, as well as the rights and responsibilities of parents/guardians.

STUDENT ACHIEVEMENT:
STRATEGY #3:

Expand the continuum of evidence-based Special Education services and supports within the district.

Action Steps:

▶ Establish a range of educational placements from least restrictive to most restrictive in which an IEP can be implemented to meet the individual needs of students with disabilities.

▶ Provide training and instructional coaching for special education teachers and paraprofessionals in low incidence and specialized classrooms.

▶ Provide training and instructional coaching for special education supervisors, special education teachers and school psychologists on assessment, instruction, behavior, and IEP development.

▶ Provide training to all general and special education professional and support staff on strategies to support meaningful inclusion of students with disabilities.

STUDENT ACHIEVEMENT:
STRATEGY #3:
Expand the continuum of evidence-based Special Education services and supports within the district.

Action Steps (continued):

► Explore ways to enhance transition related services within the district.

► Evaluate staffing to determine the possibility of employing an in-district transition coordinator to improve student outcomes related to post-secondary education, employment, and independent living.

STUDENT ACHIEVEMENT: STRATEGY #4:

Identify research-based service models to establish a continuum of programs to meet the learning needs of gifted students in grades K-12.

Action Steps:

▶ Monitor student achievement to ensure that students are meeting learning goals consistent with their expected levels of achievement.

▶ Review the structure of Gifted Education Programming district-wide and make adjustments based on best practices and student need.

▶ Review the screening and evaluation process for students in grades 2-12 to ensure equal and equitable access for students of all populations.

STUDENT ACHIEVEMENT: STRATEGY #4:

Offer Career and Technical Education (CTE) content areas within CASD buildings.

Action Steps:

▶ Identify content area to bring Career and Technical Education programs/shops into the district.

▶ Build community partnerships to support hands-on learning for all students.

▶ Provide opportunities for students to receive career readiness certifications in their areas of interest.

SCHOOL CLIMATE & CULTURE GOAL

Coatesville Area School District will create a positive and equitable climate in schools and address the needs of historically under-performing groups by conducting and implementing recommendations from an equity quality review, as well as creating a Strategic Mental Health Plan, continue implementation of a Trauma Informed Schools professional development plan, and a Positive Behavior Support plan. The district should continue to implement a communications plan, a Marketing Plan and an Athletics and Activities Strategic Plan by June 2025.

TARGET YEAR 1

Coatesville Area School District will conduct an equity audit.

TARGET YEAR 2

Coatesville Area School District will develop an audit plan and begin implementation based on recommendations from the equity audit.

TARGET YEAR 3

[SEE GOAL]

SCHOOL CLIMATE AND CULTURE:
STRATEGY #1:

Conduct an equity audit in partnership with a reputable external evaluator that includes classroom, schools, policies, practices, and procedures.

Action Steps:

▶ Establish an Equity Team which may include Administrators, Teachers, Support Staff, other district personnel who are interested in participating.

▶ Identify a reputable external partner to support the equity audit process.

▶ Conduct an internal analysis by the Equity Team.

▶ Conduct an external analysis by research team I.E. UPenn/DVMAC, PDE, Local Outside Sources.

▶ Plan meetings with current partners.

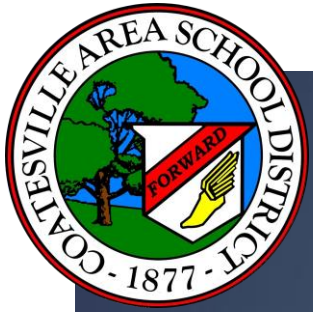▶ Review other supports or agencies that may be available for a partnership in an equity audit.

SCHOOL CLIMATE AND CULTURE:
STRATEGY #1:

Conduct an equity audit in partnership with a reputable external evaluator that includes classroom, schools, policies, practices, and procedures.

Action Steps (continued):

▶ Conduct an equity audit district wide and share the results publicly with the CASD community.

▶ Review School Board policies and administrative regulations.

▶ Analyze student achievement data including graduation/drop out rates.

▶ Analyze student discipline data.

▶ Review Safe Schools report.

▶ Review other materials as required to complete audit including the PAYS Survey.

SCHOOL CLIMATE AND CULTURE: STRATEGY #1:

Conduct an equity audit in partnership with a reputable external evaluator that includes classroom, schools, policies, practices, and procedures.

Action Steps (continued):

▶ Identify data resources to effectively monitor the effectiveness of the changes recommended in the equity audit.

▶ Develop an equity plan based on the recommendations from internal and external audit.

▶ Implement the recommendations generated from the equity audit and monitor effectiveness of the changes using identified data sources.

▶ Establish a monitoring/reporting cycle to effectively monitor and manage progress towards equity goals.

▶ Work with our Human Resources Department to develop a recruitment and retention plan to hire and retain a diverse and inclusive workforce in order to maintain key employees and reduce costs associated with a high rate of staff turnover.
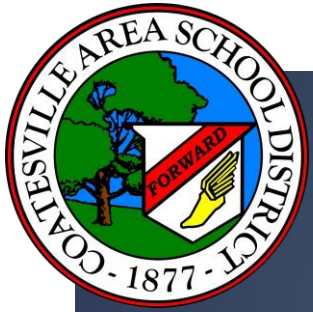
SCHOOL CLIMATE AND CULTURE:
STRATEGY #2:

Review and revise a student support plan to include social/emotional learning, address behavioral mental health support programs, and return or develop any outsourced programs that can be offered within the CASD.

Action Steps:

▶ Train all staff and administrators in Trauma Informed Care.

▶ Utilize Support from the DOJ Stop the Violence Grant and The Lincoln Center or other organizations to provide training.

▶ Manage and maintain district and building level trauma care teams.

▶ Establish a system and committee for evaluating effectiveness of SEL programs.

▶ Create a comprehensive student support system to provide mental health supports for all students.

▶ Establish partnerships to support tiered levels of interventions for students and staff.

SCHOOL CLIMATE AND CULTURE:
STRATEGY #2:

Review and revise a student support plan to include social/emotional learning, address behavioral mental health support programs, and return or develop any outsourced programs that can be offered within the CASD.

Action Steps (continued):

▶ Inform community stakeholders of trauma care initiatives.

▶ Implement a comprehensive tiered system of mental health supports for all students.

▶ Offer parent/community workshops.

▶ Utilize community stakeholders to support parent/community workshops.

FACILITIES GOAL

Coatesville Area School District will implement a multi-year facilities maintenance plan for providing modern educational spaces for student learning and supporting fiscally responsible, proactive maintenance of district buildings.

TARGET YEAR 1

Coatesville Area School District will develop a Comprehensive Plan with the support of a steering committee. The Facilities Maintenance Plan will be approved by the School Board. The Master Facilities Plan will continue to be developed.

TARGET YEAR 2

Coatesville Area School District will begin implementing a multi-year facilities maintenance plan that supports fiscally responsible proactive maintenance of all district properties. The Master Facilities Plan will continue to be developed.

TARGET YEAR 3

[SEE GOAL]

FACILITIES:
STRATEGY #1:

Complete and implement a CASD facilities maintenance plan that will provide a clean, orderly, safe, cost-effective, and instructionally supportive school environment that contributes to the school district's mission of educating our children to meet the intellectual, physical, and emotional demands of the 21st century.

Action Steps:

▶ Create a budget that realistically supports a proactive preventive maintenance plan.

▶ Create Requests for Proposals (RFP) and Requests for Quotations (RFQ) from local businesses and organizations and utilize the various consortiums available to support the needs of CASD.

▶ Provide routine updates to the CASD community about upcoming facilities projects and financial needs.

▶ Provide heating plant upgrades as needed throughout the district.

▶ Repair roofs throughout the district.

FACILITIES:
STRATEGY #1:

Complete and implement a CASD facilities maintenance plan that will provide a clean, orderly, safe, cost-effective, and instructionally supportive school environment that contributes to the school district's mission of educating our children to meet the intellectual, physical, and emotional demands of the 21st century.

Action Steps (continued):

▶ Install piping HVAC insulation.

▶ Make efforts to conserve energy throughout the district.

▶ Implement a Preventative Maintenance Program.

▶ Develop a plan to address ADA related building issues that provides short term solutions and long-term plans for older CASD buildings.

▶ Remove old chalk boards and replace them with white boards.

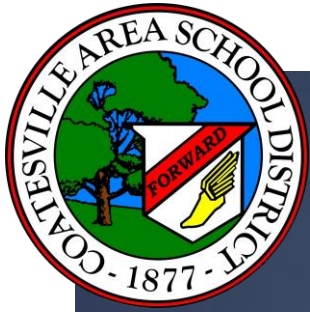▶ Conduct mold remediation as needed throughout the district.

FACILITIES:
STRATEGY #1:

Complete and implement a CASD facilities maintenance plan that will provide a clean, orderly, safe, cost-effective, and instructionally supportive school environment that contributes to the school district's mission of educating our children to meet the intellectual, physical, and emotional demands of the 21st century.

Action Steps (continued):

▶ Develop a protocol for advertising facility availability and a streamlined process for outside groups to schedule for a fee; the fees collected can be allocated to the cost of upkeep.

▶ Inventory all facilities related to athletics and activities across the district.

▶ Audit/Inspect all facilities related to athletics and activities to determine maintenance, repairs, and replacement in each location.

▶ Develop ongoing funding plan for facilities: i.e., sell advertising or naming rights of fields and facilities, host food trucks at different events with funds split to support facilities upkeep, etc.

FACILITIES:
STRATEGY #1:

Complete and implement a CASD facilities maintenance plan that will provide a clean, orderly, safe, cost-effective, and instructionally supportive school environment that contributes to the school district's mission of educating our children to meet the intellectual, physical, and emotional demands of the 21st century.

Action Steps (continued):

▶ Increase offering of the pool for evening and weekend swim lessons taught by the high school students. Lifeguarding certification classes could also be available.
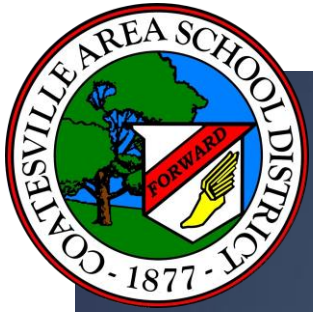
FACILITIES:
STRATEGY #2:

Provide facilities that protect the safety and security of all students and staff. Create safe and secure environments to help promote the achievement of the schools' education objectives, minimizing the risk of acts of crime and violence to all individuals in our buildings. Take a systems-based approach to layered physical security in all CASD facilities.

Action Steps:

▶ Install new vape detection systems.

▶ Evaluate and update camera systems throughout the district.

▶ Install bullet proof glass or film in all entry portals at each school.

▶ Review all fencing and upgrade as needed.

▶ Continue to make exterior lighting improvements at all district buildings.

▶ Add additional Police or SRO's.

FACILITIES:
STRATEGY #2:

Provide facilities that protect the safety and security of all students and staff. Create safe and secure environments to help promote the achievement of the schools' education objectives, minimizing the risk of acts of crime and violence to all individuals in our buildings. Take a systems-based approach to layered physical security in all CASD facilities.

Action Steps (continued):

▶ Determine budget needed and secure initial funds through the district, community fundraising and partnerships, sponsorships, etc.

▶ Develop a plan for implementation of the weapons detection system.

▶ Purchase additional weapons detection units.

FACILITIES:
STRATEGY #3:

Provide current reliable technology in all buildings and to all students and staff. Technology should give students 24/7 access to information and resources that enable them to find, curate, and create content and connect with people all over the world to share ideas, collaborate, and learn new things. Additionally, technology should provide students with the education they need to thrive in a globally connected world, therefore we must find ways to design, fund, acquire, and maintain the infrastructure that will make reliable connectivity a reality for every teacher and student in every learning environment within the Coatesville Area School District.

Action Steps:

- Eliminate all dead spots in all our district buildings.

- Update old unsupported servers throughout the district.

- Update old, unreliable switches.

- Replace non-functioning Unified Power Systems (UPS).

- Create a plan that will continue to support the 1 to 1 initiative well into the district's future.

FACILITIES:
STRATEGY #3:

Provide current reliable technology in all buildings and to all students and staff. Technology should give students 24/7 access to information and resources that enable them to find, curate, and create content and connect with people all over the world to share ideas, collaborate, and learn new things. Additionally, technology should provide students with the education they need to thrive in a globally connected world, therefore we must find ways to design, fund, acquire, and maintain the infrastructure that will make reliable connectivity a reality for every teacher and student in every learning environment within the Coatesville Area School District.

Action Steps (continued):

▶ Look into protecting all Chromebooks with appropriate cases.

▶ Create a plan to refresh teacher laptops as they become unsupported.

▶ Develop a plan for implementation of the weapons detection system.

FINANCE GOAL

By June 2025, Coatesville Area School District will implement a balanced budget that plans for increases in the fund balance.
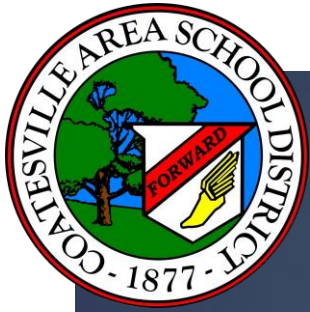
TARGET YEAR 1

Coatesville Area School District will continue to implement a balanced budget that plans for increases in the fund balance.

TARGET YEAR 2

Coatesville Area School District will implement a balanced budget for the 2023-2024 school year that plans for increases in the fund balance.

TARGET YEAR 3

[SEE GOAL]

FINANCE:
STRATEGY #1:
Implement a balanced budget that plans for increases in the fund balance.

Action Steps:

▶ Compile annual budgets that adhere to district policies related to fund balance management.

▶ Continue to collaborate with Krapf School Bus Company to find cost savings relating to routing.

▶ Hire a grant writer and communications position.

▶ Conduct a policy review.

FINANCE:
STRATEGY #2:
Implement a balanced budget that plans for increases in the fund balance, which supports the district's initiatives relating to preventative maintenance and our aging infrastructures.

Action Steps:

▶ Compile annual budgets that adhere to district policies related to fund balance management.

▶ Decrease charter school enrollments by making sure we have the proper resources to manage the budget, attract families, and keep families from leaving.

▶ Continue to provide updates to the School Board and public on the Master Facilities Plan.

▶ Continue to conduct Requests for Proposals (RFPs) for all contracted maintenance services for CASD.

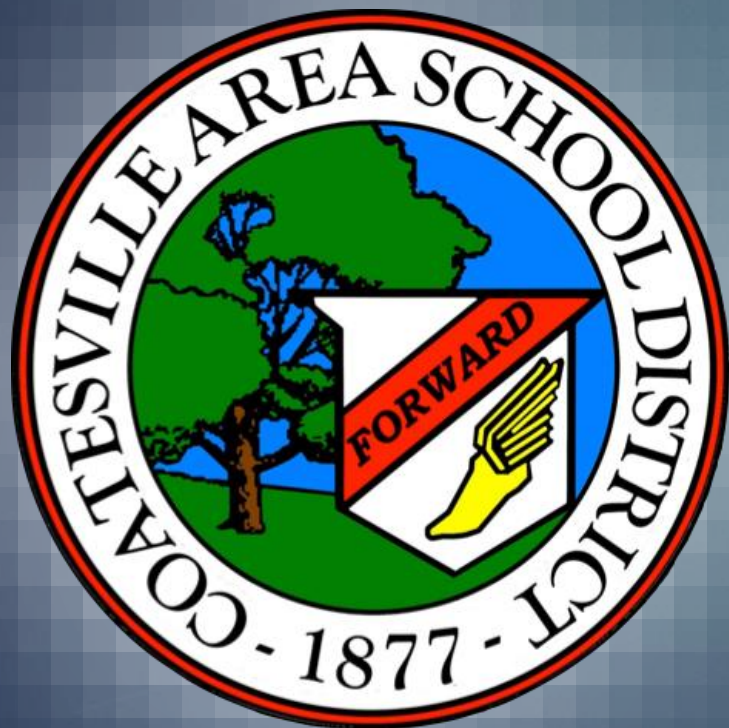▶ Continue funding of proactive maintenance positions to support current facilities.

FINANCE:
STRATEGY #3:

Implement a balanced budget that plans for increases in the fund balance, which supports the district's initiatives relating to student achievement and climate and culture.

Action Steps:

▶ Compile annual budgets that adhere to district policies related to fund balance management.

▶ Decrease charter school enrollments by making sure we have the proper resources to manage the budget, attract families, and keep families from leaving.

▶ Annually review all staffing positions and their impact on instructional and operational needs to determine which positions need to be eliminated to balance the budget, and which positions need to be enhanced to support student achievement. This includes reviewing enrollment reports, class rosters, teacher full-time equivalences, course selection data, and student needs.

▶ Continue to conduct Request for Proposals (RFPs) for all contracted educational services for the CASD and the needs for each department.

▶ Create a technology replenishment cycle.

Q & A

THANK YOU!