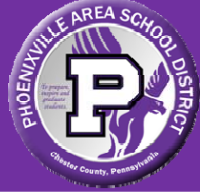


PASD STRATEGIC PLAN GOALS



1 Allocate Resources to Foster Excellence for All Students

The Phoenixville Area School District expects that all students will be provided with the necessary support allowing each student to reach her/his full potential. In providing the necessary support, it is understood that each student will be challenged to grow to the highest level of success.

Action Step #1	Continue – Close the achievement gap K to 12
Short-Term Action	Attend DVCEE training sessions and bring back recommendations.
Long-Term Action	Implement five concepts from the DVCEE training during the 2017-18 school year. The five concepts are to be determined by May 2017.
Measurement	The achievement gap will close by 50% at each level compared to the 2015 level – elementary, middle and high schools – by June 2018

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Action Step #2	Restructure – Afterschool/extended day programming for students who are at risk.
Short-Term Action	Evaluate current programs and make changes to programs to increase student attendance and student achievement.
Long-Term Action	New and revised programs will be included in the school budgets.
Measurement	All students who are identified as being at risk will be part of an after school extracurricular activity and an enrichment activity, either sponsored by the District or another community organization by September 2017

PASD STRATEGIC PLAN GOALS

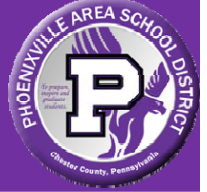


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Action Step #4	Evaluate – Student attendance patterns – unexcused, medical, lateness and home visits – to reduce absenteeism.
Short-Term Action	Identify students who were late and/or absent for more than 2 days per month for the 2015-16 school year. Analyze the attendance patterns of the identified students. Interview 20% of the identified students.
Long-Term Action	Using the information learn, by July 2017, develop an action plan to reduce the number of students who are late and/or absent more that 2 days per month.
Measurement	The percentage of students who are late and/or absent more than two days per month will decrease each 2015-16 through 2020-21.

PASD STRATEGIC PLAN GOALS



2 Promote Employee Growth and Effectiveness

The District understands that when employees are engaged and have ample learning opportunities to address the needs of their students, they are more effective employees.

By encouraging a growth mindset, recognizing the work done by our staff, and making our District a destination District for new hires, we will then have a staff that is ready and capable of personal growth.

Action Step #1	Develop Curriculum and Instruction SharePoint Site.
Short-Term Action	By April 2017 portal will include – MyLearning Plan, Curriculum Proposals, Curriculum Maps with ability to update, Language Arts Scope and Sequence and Common Academic Language.
Long-Term Action	Develop SharePoint Sites into intuitive tools whereby employees may self-provision to find answers to commonly asked questions and resources that they need to inform their everyday teaching practice.
Measurement	Surveys regarding usage and ease of SharePoint site. “Tests” to determine if teachers are able to find things on SharePoint. Solicit feedback regarding SharePoint site.

PASD STRATEGIC PLAN GOALS



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Action Step #2	Develop Human Resources SharePoint Site
Short-Term Action	By April 2017 portal will include – Electronic forms, Health Care and M&M hours.
Long-Term Action	Develop SharePoint Sites into intuitive tools whereby employees may self-provision to find answers to commonly asked questions regarding benefits and terms of employment. HR will continue to develop SharePoint site to include relevant training on leaves, benefits and other pertinent topics
Measurement	Surveys regarding usage and ease of SharePoint site “Tests” to determine if teachers are able to find things on SharePoint Solicit feedback regarding SharePoint site Marked increase in “value added” communication with HR staff (vs. procedural updates and questions)

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Action Step #3	Training
Short-Term Action	Training will occur in Study Island, Calkins Writing K to 5, Office 365 K to 12 & administration, Collins Writing 6 to 8, Performance Tracker K to 12, Classroom Diagnostic Tool (CDT) training 9 to 12, Support and Administrative Training.
Long-Term Action	Necessary training on District tools and resources will be provided to teachers and staff so that they are able to implement plans more efficiently. By training teachers on these tools, they will have more time to dedicate to other pursuits. Assess needs of staff to determine where training is necessary and match those needs to training programs and resources
Measurement	Surveys of teachers confident in using tools and programs Impact to student performance in these topics Continual collection of feedback from staff on training needs.

PASD STRATEGIC PLAN GOALS



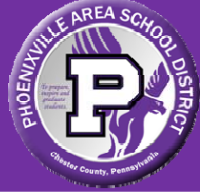
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Action Step #4	Engage
Short-Term Action	Focus on efforts to increase net promoter score each year. Base score is from 2014-15.
Long-Term Action	<p>Create employee engagement programs.</p> <p>Train leaders on how to provide meaningful feedback.</p> <p>Gather feedback on needs of staff and create a negotiations plan to address the financial and emotional needs of staff.</p> <p>Whenever possible collaborate with union leadership on working conditions and terms.</p>
Measurement	By June 2019, the net promoter score will increase by 15% from the 2014-15 net promoter score.

PASD STRATEGIC PLAN GOALS

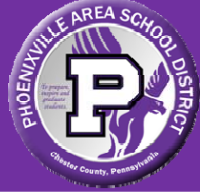


3 Provide High Quality Instruction

Quality instruction is a key component for student success. When instruction is engaging and differentiated to meet the learning needs of the students, students will learn to their full potential.

Action Step #1	Train all faculty in the use of formative assessment.
Short-Term Action	Identify classroom staff who need additional support in formative assessment. Include formative assessment training during the induction of new faculty and classroom staff.
Long-Term Action	During walk through and formal observations faculty, classroom staff and students will be able to answer the following questions: Where is the lesson headed? Where is the class (me) now? How will the gap be closed?
Measurement	By February 2018, 90% of all students will be able to answer the above questions when asked by an observer.

PASD STRATEGIC PLAN GOALS

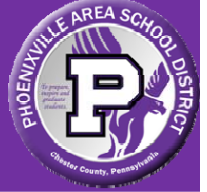


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Action Step #2	Develop a common academic language.
Short-Term Action	Mathematics, Language Arts, Science and Social Studies faculty will begin to assemble common academic language for their grade level in a shared site.
Long-Term Action	District Coordinators, in each subject area, will by June 2018 distribute to all faculty, the common academic language to be used in each subject.
Measurement	During the 2018-19 school year the common academic language will be posted in each classroom and referred to by classroom staff. Administrators will audit the use of common academic language during informal walk-throughs.

PASD STRATEGIC PLAN GOALS



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Action Step #3	Revise teacher evaluation system.
Short-Term Action	Administration will lead the District Coordinators in the revision of the current formal observation form
Long-Term Action	Administration will be trained in the revised tool – Summer 2017 Faculty will be trained in the revised observation tool – August 2017 Implementation in 2017-18
Measurement	As measured by the formal observation form, instructional practice will improve each year over the next five years.

PASD STRATEGIC PLAN GOALS

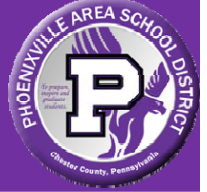


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Action Step # 4	Prepare a recommendation – To grow the arts so that all students have access to a quality program at all grade levels
Short-Term Action	Work with the educators of the District to determine a vision for the arts in Phoenixville. Present the vision to the Board of Directors at their February 2017 Board Workshop meeting.
Long-Term Action	Determine what resources – financial, personnel, building, materials, etc. -- are necessary and the timeline necessary to grow PASD to ensure all students have access to high quality comprehensive art programs.
Measurement	By the first week of April 2017 an administrative recommendation will be presented to the Board of School Directors for consideration.

PASD STRATEGIC PLAN GOALS

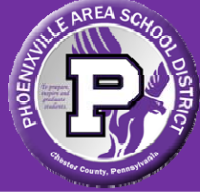


4 Encourage Effective, Consistent Communication and Collaboration

Effective, consistent, and open communication has been found to be strongly correlated with successful organizations. It is important that the District communicate with all parties – students, employees, parents and community – proactively and intentionally.

Action Step #1	Invite community leaders to the District opening gathering and engage them in helping the District grow.
Short-Term Action	Invite community leaders to District opening gathering August 2016 and 2017.
Long-Term Action	Continue to develop communication tools which will be proactively sent to the community.
Measurement	By June 2018, community leaders will feel informed about the District and its growth. A survey will be developed for baseline and growth analysis.

PASD STRATEGIC PLAN GOALS

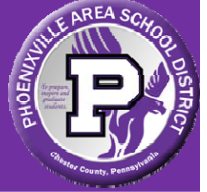


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Action Step #2	Collaborate with community partners and businesses.
Short-Term Action	Develop a high school career study program
Long-Term Action	Working with the students, place 30 students in local career study programs by April 2017
Measurement	Career study student numbers and the quality of the student participation will increase each year for the next five years.

PASD STRATEGIC PLAN GOALS

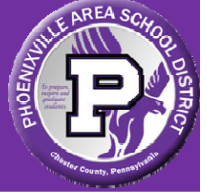


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Action Step #3	Phantom News will be sent every two weeks to parents, staff and community members
Short-Term Action	Production of Phantom News
Long-Term Action	Grow the readership of Phantom News
Measurement	Phantom News readership will increase by 10% per year for five years

PASD STRATEGIC PLAN GOALS

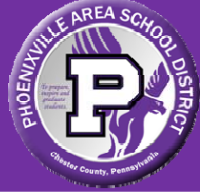


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Action Step #5	Collaborate with underrepresented families and consider their thoughts for more effective communication.
Short-Term Action	8 meetings with underrepresented families will be held by March 2017.
Long-Term Action	Ideas from the meetings will be implemented by September 2017.
Measurement	Underrepresented families will express inclusion and involvement in the District when surveyed. All families will express a greater feeling of inclusion and involvement in the District when surveyed each year for the next 5 years.

PASD STRATEGIC PLAN GOALS



5 Implement a Consistent/Reflective Use of Data to Drive Change.

A culture of quality data will better enable the District to evaluate instructional programs and student achievement. The development of a culture of quality data will help reveal areas of success and areas needing improvement in an environment supporting growth.

Action Step #1	Inform – Place clear concise organized data on the web site.
Short-Term Action	Data will include student demographic and achievement data, staff data, and all state and federal reportable data.
Long-Term Action	Continually update and grow the data so that the learning community can see how the District is using the data to grow student achievement.
Measurement	A review of the data each year will show that systematic change, as shown through the data, is moving the District forward

PASD STRATEGIC PLAN GOALS



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Action Step #2	Create Data Team
Short-Term Action	Data Team will meet 6 times a year to determine: <ul style="list-style-type: none"> • Data that is useful • Systems being utilized with fidelity (impacting student achievement) • New data which should be gathered • Site analytics
Long-Term Action	Within four years the staff and community will report that data is easily accessible to them. The sharing of data may be through portals, the District website or another means.
Measurement	Staff will use the data to inform practice, instruction, and identify areas of focus for the community, District, and individual practice.