



*RESPECT, INTEGRITY, EMPATHY*  
*# WERTJ*

# **Comprehensive Educational Plan Initiative Map**

**September 15, 2017**

## West Jefferson Hills School District Comprehensive Plan Initiative Map

### Teaching and Learning

2017-2018	2018-2019	2019-2020	2017 -2018 Measurables
<b>Goal: Develop and implement an instructional model supporting effective instructional practices K-12</b>			
Develop the capacity of teachers to assess students' prior knowledge, set clear learning targets, and demonstrate new learning	Develop the capacity of teachers to effectively incorporate second-chance learning and reteaching as part of the district instructional focus		Collection of Daily Learning Targets by last day of each week. Administrators will conduct classroom visits to collect implementation data for future professional development sessions and successful practices to share at the building and district levels.
Implement four, 2-hour delay schedules to provide time for ongoing professional development	Consider permanent implementation of 2-hour delay schedule and the possibility of adding additional day(s).		2-hour delay days were used to support the implementation on the 2017-2018 instructional focus areas throughout the district. Collect participant evaluation data after each session to inform additional professional development needs and delivery strategies.
<b>Goal: Develop and implement a consistent system of assessment practices to inform instructional decisions</b>			
Adopt a benchmark assessment product for K-8 implementation			Implement a benchmarking system in Grades K-8. Teachers will use the data from the assessment to inform their instruction and progress monitoring. <b>ADOPTION COMPLETED SUMMER 2017</b>
Implement the use of NWEA Map Benchmarking system and school-wide use of Study Island in Grades K-8 for all teachers	Consideration will be given to a progress monitoring and MTSS digital solution which allows for individual student personalization and interventions in ELA and Math		Administrators will conduct classroom visits and collect data on the benchmarking practices, implementation levels, and the effective use of the data to inform classroom instruction. Collected data will be used for future decisions on the development of small group schedules and resource purchases.
Implement consistent utilization of the DIBELS program across all buildings for students in the bottom 20th percentile as identified on NWEA			All students in the 20th percentile were monitored using DIBELS throughout the 2017-2018 school year. The effectiveness of DIBELS as a fluency diagnostic will also be evaluated.
Collect artifacts related to assessment at the classroom level through the use of assessment binders	Common Assessments through EdInsight and assessment blueprinting	Curriculum Mapping through EdInsight	Teachers will develop assessment binders for each course or subject they teach for the 2017-2018 school year. A copy of an assignment, quiz, assessment, test, that students earn points for will be copied, 3-hole punched and placed in the correct assessment binder organized by units. Participation, compliance and completion points should be kept by adding a blank page in front of each unit or as needed throughout the unit in chronological order. Identify a computer programming intern for second semester 2017-2018.

<b>Goal: Evaluation and implementation of a consistent Math continuum of knowledge and skills</b>			
Identify skills/content students are expected know and be able to do at each grade level			Complete professional development sessions utilizing human-center design to develop a scope and sequence of necessary knowledge and skills that are to be mastered by the end of each grade level.
Create a mission team of K-12 stakeholders to research and recommend a core math program for adoption	Adoption/implementation of core math program		Develop a math committee to work on matching developmentally-appropriate instructional resources to the scope and sequence of knowledge and skills' timeline. Research, evaluate and recommend a new math program to be budgeted and approved for the 2018-2019 school year.
<b>Goal: Implementation of a consistent system of supervision and evaluation</b>			
Teacher Induction program (Cohort 1)	Teacher Induction program (Cohorts 1 & 2)	Teacher Induction Program (Cohorts 1, 2 and 3)	Develop a new staff orientation program to be delivered prior to the 2017-2018 school year. Change the Action research project for Year 2 Inductees to focus on understanding the Framework for Teaching and developing an evidence-based portfolio for each domain. <b>COMPLETED SUMMER 2017</b>
	Research and develop a model of differentiated supervision (Clinical, peer, research)	Implementation of differentiated supervision	
	Professional Development Phase 1 - Framework for Teaching (Teachers) and (Principals)	Professional Development Phase 2	
<b>Goal: Assure that all educational systems and structures promote personalized learning and is supported by district data and current educational research</b>			
Evaluate current instructional schedules K-12	Pilot new schedules as determined by the evaluation	Full-scale schedule implementation	A recommendation for new proposed schedules at each level will be presented during the Spring of 2018
Evaluate current after school/summer programming	Summer enrichment (Arts, STEAM, Culture, Math, Reading)		A recommendation for enhanced summer and after-school programming will be made during the Spring of 2018
Research full-day Kindergarten option	Pilot full-day Kindergarten		A strategy and recommendation regarding full-day kindergarten will be made by February 2018
	Consistent programming in all elementary schools		
	Opportunities for daily intervention in small groups		
	Opportunities for daily enrichment in small groups		

**Safe and Supportive Schools**

2017-2018	2018-2019	2019-2020	2017 - 2018 Measurables
<b>Goal: Review and revise current safety and security plans/processes across the District</b>			
Develop a school district model to address safety and security that includes a school police officer, Pleasant Hills SRO, and a Jefferson Boro SRO	Revise security plan and emergency response plans, procedures, policies, and manuals. Collaborate with Jefferson Boro to write and submit an Office for Safe School Targeted grant for School Resource Officer if funding is still available.		Write and submit Office for Safe School Targeted grants for School Police Officer. Collaborate with Pleasant Hills PD to submit Office for Safe School Targeted grants for School Resource Officer. Hire a district School Police Officer. Review and collect data to update school district procedures, manual, policies on safety and security. Hold community meetings on cyber safety, digital responsibility, and drug/alcohol awareness.
<b>Goal: Focus on whole child well being</b>			
Child Study Team/Student Assistance Program	Choose a social-emotional behavior universal screening system (K-8)		Collect data and evaluate the WJHSD Child Study and SAP programs. Make appropriate recommendations.
School counseling evaluation of Academic, Career, Personal/Social skill development, K-12		School Counseling (Full implementation)	Identify key tasks and set goals for each grade associated with Academic, Career, and Personal/Social skill development.
Positive Behavior Intervention and Supports (K-8) Pilot	PBIS full implementation (K-8) and TJHS pilot	High School Full Implementation	Framework developed for K-8 implementation plan for Grades K-8 for the 2018-2019 school year
Drug and alcohol prevention Grades 5-8			Develop or identify research-based drug and alcohol prevention program for Grades 5-8. Create an implementation plan and work with teachers, SRO, SPO, and administrators to determine timeline and evaluation criteria to monitor implementation progress.

**Technology**

2017-2018	2018-2019	2019-2020	2017-2018 Measurables
<b>Goal: Enhance the learning experience of each student through innovative, technology-driven solutions</b>			
Implement 1:1 learning pilot in Grades 5 and 8	Deployment of 1:1 learning initiative at Grades 6 and 9-12	Deployment of 1:1 initiative at Grade 7	Students will be trained/instructed in Digital Citizenship. All teachers will receive PD on Google Classroom. Increased user stats on district software programs and pilot measurables (See Appendix A).
Research multiple models of technology integration (K-4)	Possible implementation center-based model of technology (K-4)		Collect data and research exemplar models across the country to develop and design implementation plans for grades K-4
Assess and evaluate the current level of instructional technology support available to teachers and staff K-12	Implement a structure that supports all staff.		Make recommendations for an alternate structure that better supports the technology needs of our staff.
Google Classroom implementation			All teachers have created, and are effectively using, Google Classroom with their students based on an evaluation rubric.
All Professional Staff and Administrators will be Google Level I Certified (K-12)		Tech integrators and tech mentors will achieve Google Certified Level II certification	Staff will achieve Google Level I certification by the end of the 2018-19 school year.
Student gmail accounts			All students Grades 5-12 will receive Google Gmail accounts.
Digital citizenship through Common Sense Media for Grades 5-12	Digital citizenship through Common Sense Media for all students		Students in Grades 5-12 will receive digital citizenship training through Common Sense Media resources. All students will sign a pledge of internet ethics and integrity. All professional staff will establish an account with <a href="http://www.commonsensemedia.org">www.commonsensemedia.org</a>
Revise current technology plan to align with all initiatives of the WJHSD Comprehensive Plan	Implementation of technology plan		A well-articulated and aligned technology plan will be developed. This will include refresh cycles and technology implementation targets.

**Facilities Infrastructure**

2017-2018	2018-2019	2019-2020	2017-2018 Measurables
<b>Goal: To appropriately maximize the use of facilities to support education in the most efficient manner possible</b>			
Assess potential impact of demographic study and facility/feasibility study. Make recommendations to the Board of School Directors.	Implement any changes in school configuration or facility.		Concrete short-term and long-term facility recommendations presented to Board of School Directors by February 15, 2018
Assess school capacity and configuration.	Implementation of new school configuration		Prepare and make recommendations to the Board of School Directors by February 15, 2018
Assess options for the current HS building and develop a plan.	Implement final plan for the old HS.		Prepare and make recommendations to the Board of School Directors by June 30, 2018
Plan and mobilize all facility-related items for mobilization into the new HS.	Execute move into the new HS and be ready for students on day one of the 2018-19 school year.		Present plan to the Board of School Directors and the Community Construction Committee by June 30, 2018
Assess and evaluate our current athletic facilities for potential improvements.	Implement any improvements or new construction in regard to the athletic facilities.		Present plan to the Board of School Directors and the Community Construction Committee by February 15, 2018

<b>Communication and Engagement</b>			
<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2017 - 2018 Measurables</b>
<b>Goal: Sustained efforts to enhance culture, climate and communication across the district</b>			
Collect feedback from all stakeholder groups on the district's progress.	Create opportunities for showcasing district buildings/programs to all WJHSD residents		Conduct an end-of-year Stakeholder post-survey to evaluate the changes that were made during the 2017-18 school year.
Establish/convene building-level Liaison groups for teachers and students.	Implement an Academic Achievement Board Committee		Minutes for each monthly meeting will be sent to all teachers, principals and district administrators.
Sustained collaborative engagement with various workforce groups of WJHSD			Establish at least three new industry and/or higher-education partnerships that were created during the 2017-18 school year which benefitted students.
Communicate district comprehensive plan and survey data results.	System of measurement and communication of comprehensive plan completion (progress)		Post information to website and create links through social media. Publish articles for local media and INCommunity magazine.
Communication of demographic study to district residents and potential impact			Post information to website and create links through social media. Publish articles for local media and INCommunity magazine.
Collaboration with early-learning providers in WJHSD	Children's Roundtable		Establish at least three new early-learning partnerships that were created during the 2017-18 school year which benefitted students.
Implement Elementary Grade-Level Coordinators	Monitor and evaluate the coordination success of the Elementary Grade-Level Coordinators		Create and Implement elementary grade-level coordinator positions and job descriptions. Demonstrate improved coordination across elementary schools as a result of their implementation.

Goal: Involvement of parents in education through meaningful, relevant and actionable two-way communication			
Implement Superintendent forums for parents and students.			Conduct bi-monthly meetings with parents and students to discuss potential issues and solicit feedback regarding current and future initiatives.
Evaluate current system of parent/teacher conferencing	Evaluate the potential implementation of new format of parent-teacher conferences		Share results of the evaluation and any recommendations with the school board.
Evaluate current report card			Collect data and information regarding the report card process at all levels of the school district
Goal: Communication of consistent processes and expectations for learning and behavior			
Evaluate/revise student handbooks			Yearly, administrators will work together to align and revise all handbooks to meet the current needs of the schools and district
Evaluate current attendance policies and procedures			Communicate changes in attendance policy to parents and the Board of School Directors.



**APPENDIX A: 2017 2018 One - to - One Pilot Measurables**

~Reduce copy consumption by at least 25% in the first year

~Provide ongoing feedback on an individual assignment

~Collaborate across grade levels with colleagues in developing common assessments

~Use peer-review process within GoogleDocs to review assignments created

~Use GoogleForms to administer a pretest and an exit ticket

~Grade a project with Flubaroo or similar Chrome Add-on

~Assign and grade a group project that is consistent with group best practice

~Implement and utilize Mathspace as a supplement to the current math curriculum.

~Allow gifted students (5-8) and all students (5 & 8) a personalized pathway to greater depth and breadth. Greater student growth on NWEA benchmark compared to other non-Mathspace peers.

~Set up Google Classroom and assign, collect, and grade an assignment.