

CENTRAL COLUMBIA SD

4777 Old Berwick Rd

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

In a caring environment, Central Columbia School District educates all students for success.

VISION STATEMENT

Central Columbia School District strives to be the best through the continued growth of a rigorous and innovative instructional environment.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Students within the Central Columbia School District will treat each other with kindness, honesty and respect. They will be challenged with a rigorous educational program that will require them to actively participate in their learning and work hard to attain their personal goals.

Students at Central Columbia will collaborate with their teachers, staff, and peers to ensure their academic needs are being met and that they are being prepared for success outside of the classroom.

STAFF

The staff at Central Columbia will provide a safe and nurturing environment in which students are encouraged to take risks where all students can learn without inhibition. Staff at Central Columbia will work collaboratively as a member of a team with students and parents to ensure that goals are aligned and being met. Staff will provide differentiated and personalized learning to meet the diverse needs of each learner and will ensure that they are set up for academic success both in and beyond the classroom. Staff will hold high expectations for learning and challenge the students at Central Columbia to perform at a high level.

ADMINISTRATION

The administration at Central Columbia will ensure that each building develops and promotes a safe and secure environment for teachers, staff, and students. They will develop a learning environment that is rigorous, relevant, and meets the needs of all students. Administrators at Central Columbia will work collaboratively with peers, staff, parents, and students to develop a culture of learning with high expectations. Administrators will ensure that the highest quality staff is put in place to meet the needs of all learners at Central Columbia. They will place a high priority on staff collaboration and professional development.

PARENTS

Parents of Central Columbia students will support and collaborate with the district to provide a safe learning environment that prioritizes and values education. Parents will play an active role in the education of their child and the educational process. They will communicate and work

collaboratively with the school to ensure that their student can reach his/her maximum potential. Parents will provide their student with supports outside of the classroom and will stress the importance of responsibility and ownership in learning.

COMMUNITY

The community will play an active role in Central Columbia by supporting its staff, students, and parents. They will strengthen the overall educational programs at Central Columbia by working collaboratively with the district to provide the best educational opportunities. They will work to foster relationships between the district and the local community.

STEERING COMMITTEE

Name	Position	Building/Group
Jeff Groshek	Superintendent	Administration
Thomas Sharrow	Curriculum Coordinator	Administration
Steve Dolak	Business Administrator	Administration
Kim MacDonald	Humar Resources/Food Service	Administration
John Monick	Director of Technology	Administration
Christina Fish	Special Education Director	Administration
Adam Comstock	HS Principal	High School
Chad Heintzelman	MS Principal	Middle School
Emily Brockman	ES Principal	Elementary School
Chris Snyder	HS Assistant Principal	High School
Brenda Fetterolf	MS/ES Assistant Principal	Middle School/Elementary School
Tara Mowery	School Board	School Board
Bruce Rhoads	School Board	School Board

Name	Position	Building/Group
Mike Minnig	Parent/business rep.	Parent
Virginia Lerch/Klingerman	Parent	Parent
Nick Karnes	LS Teacher	High School
Todd Wolinsky	Teacher	High School
Mary Lynne Brown	Teacher	Elementary School
Ruth Mausterller	Teacher	Elementary School
Megan Kowalchick	Teacher	Middle School
Abbey Flick	Teacher/Parent	Middle School
Tyson Hale	Business rep./Parent	School Board
Kristina Unger	ES Guidance Counselor	Counselor
Colleen Bowman	Parent	Community

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
<p>In an effort to better prepare the students of Central Columbia we must provide more relevant opportunities through cooperative placements and internships.</p>	<p>Industry-Based Learning Industry-Based Learning</p>
<p>The CCSD will more effectively and efficiently use its data collection practices to inform daily instruction and support individual student needs academically, socially, and emotionally.</p>	<p>Essential Practices 3: Provide Student-Centered Support Systems</p>
<p>It is essential with the use of technology and the number of occupations requiring computer science skills, that CCSD develops a K-12 computer curriculum and program.</p>	<p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p>
<p>To become most effective, Central Columbia will develop opportunities to connect with families and the larger school community and will improve its communication efforts.</p>	<p>Community Engagement</p>

ACTION PLAN AND STEPS

Evidence-based Strategy	
<p>Hire highly qualified cooperative education teacher.</p>	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Post Secondary Ready The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Hire certified cooperative education teacher.	2020-06-01 - 2020-08-03	High School Principal, Superintendent, School Board	Board approval

Anticipated Outcome

Tracking of student cooperative education experiences

Monitoring/Evaluation

Teacher evaluation process

Evidence-based Strategy

Develop and put cooperative placements and internships opportunities in place.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Post Secondary Ready	The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits.

Goal Nickname**Measurable Goal Statement (Smart Goal)****Action Step****Anticipated
Start/Completion****Lead
Person/Position****Materials/Resources/Supports Needed**

Cooperative Education professional working with student interests and build relationships with local business and industry to develop cooperative placements and internship opportunities for students.

2020-08-27 -
2021-06-02

Cooperative
Education
Professional
teacher

Local business and industry connections. Time to build and establish relationships with local business and industry. Develop curriculum and expectations for students and business partners for cooperative and internship experiences.

Anticipated Outcome

Increased opportunities for student placements in cooperative settings and internships.

Monitoring/Evaluation

Evaluated annually by Cooperating teacher for program effectiveness in conjunction with HS principal/assistant principal through evaluation process.

Evidence-based Strategy

Curriculum Writing

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Post Secondary Ready	The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Write curriculum to support career education and work standards.	2020-08-17 - 2022-08-24	Cooperative Education Teacher and Curriculum Coordinator	Career Education and work standard benchmarks. Business and industry high demand skills. Identify post secondary student needs for success.

Anticipated Outcome

Creation of a sound college and career preparation program that enables all students regardless of college or career choice to be successful.

Monitoring/Evaluation

Board approval of curriculum and textbook process. Graduation and 5 year out surveys to monitor effectiveness of program.

Evidence-based Strategy

Professional Development

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
The whole child	The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with the Act 48 committee to develop meaningful and visionary PD opportunities that are aligned with best practices and district vision.	2020-06-02 - 2023-06-02	Act 48 committee and Curriculum Coordinator	Best practices, Act 48 committee work, School Board, funding.

Anticipated Outcome

A highly qualified and highly trained professional staff.

Monitoring/Evaluation

Act 48 and school board approval process.

Evidence-based Strategy

Tiered Systems of Support

Measurable Goals

Goal Nickname**Measurable Goal Statement (Smart Goal)**

The whole child

The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students.

Action Step**Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Develop a tiered system of support that addresses a child's social and emotional needs.

2020-06-02 -
2023-06-02Special Education Director,
Curriculum Coordinator, and
Guidance department.

Social and Emotional assessment system (DESSA). Researched based best practices for tiered interventions. Trained staff.

Anticipated Outcome

A healthier student.

Monitoring/Evaluation

Program will be evaluated on an ongoing basis via regularly scheduled SAP meetings, guidance meetings, and attendance meetings.

Evidence-based Strategy

Continue to build on SWPBS in the MS and ES.

Measurable Goals**Goal Nickname****Measurable Goal Statement (Smart Goal)**

Goal Nickname	Measurable Goal Statement (Smart Goal)
The whole child	The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
MS and ES will continue to develop tiers of intervention as they align with SWPBS, MS- reorganize SWPBS. ES- further develop Tier II and III.	2020-06-02 - 2022-06-02	MS and ES SWPBS teams. MS and ES building principals.	IU SWPBS specialist. Best practices for interventions. Time for building committees to operate.

Anticipated Outcome
 A behavioral system that aligns with best practice and effectively promotes better behavioral choices.

Monitoring/Evaluation
 Evaluated each year by IU for SWPBS accreditation. Continuous building level SWPBS team meetings. Faculty SWPBS annual surveys.

Evidence-based Strategy
 Computer Science K-12

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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Goal Nickname**Measurable Goal Statement (Smart Goal)**

Data driven

The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students.

Action Step**Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Develop curriculum to support a K-12 computer science program.

2020-06-03 -
2023-08-03

Curriculum Coordinator,
Department heads, and lead
teacher.

Computer Science standards K-12, Time for
development, PD on best practices and curricular
crosswalks.

Anticipated Outcome

A well articulated K-12 computer science program spanning K-12.

Monitoring/Evaluation

Act 48 review process, school board approval process, senior surveys.

Evidence-based Strategy

Hire a highly qualified Computer Science teacher at the Elementary School.

Measurable Goals**Goal Nickname****Measurable Goal Statement (Smart Goal)**

Data driven

The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
To put in place a highly qualified computer science teacher at the elementary level to instruct students and provide support for all professional staff with implementing computer science skills.	2020-04-01 - 2022-06-04	Elementary School Principal, Superintendent, School Board	Board approval.
Investigate the need for additional computer science courses at the MS and HS levels as well as the need for a computer science CTE program.	2020-09-25 - 2023-06-02	Assistant Superintendent, HS and MS principals, HS Assistant principal.	Act 48, school board, and state approval. Curriculum development.

Anticipated Outcome

To instruct all ES students with computer fluency skills and lay foundation for computer science skills.

Monitoring/Evaluation

Teacher evaluation system. Supervisory process.



Evidence-based Strategy

Investigate Computer science CTE program or additional courses

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Data driven

The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Investigate the need for a communication video production program.

2020-09-25 -
2023-06-02

High School Principal, and Assistant, Assistant Superintendent, Pathway chair.

Act 48 approval, School Board Approval, State approval of CTE program, Curriculum development.

Anticipated Outcome

Additional computer science opportunities for MS and HS students via new courses or program offerings.

Monitoring/Evaluation

Act 48 and School Board approval process. Department head/pathway chair meetings, Senior exit interviews and surveys.

Evidence-based Strategy

Communication Needs

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Partnerships	The Central Columbia School District will build capacity and create tools to educate and foster partnerships among families, schools, and community that result in shared responsibilities for student, school, and community success.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
To streamline communication tools used as LMS and student information system.	2020-08-17 - 2022-08-22	Administrative Team- Director of Technology.	Communication tools.

Anticipated Outcome

Easier for parents and community to stay informed and connected with the school.

Monitoring/Evaluation

Surveys

Evidence-based Strategy

Improve relationships with

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work to build relationships with local school district, businesses, and community to strengthen opportunities for students.	2020-08-19 - 2023-08-21	Building Principals, Superintendent, Curriculum Coordinator, Director of Technology, Cooperative Education teacher.	Technology used for communication and data gathering surveys.

Anticipated Outcome

Additional student opportunities, strengthening of programs, higher quality experiences.

Monitoring/Evaluation

Reviewed through administrative meetings and comprehensive planning review.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Hire highly qualified cooperative education teacher.	Hire certified cooperative education teacher.	06/01/2020 - 08/03/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Develop and put cooperative placements and internships opportunities in place.	Cooperative Education professional working with student interests and build relationships with local business and industry to develop cooperative placements and internship opportunities for students.	08/27/2020 - 06/02/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Curriculum Writing	Write curriculum to support career education and work standards.	08/17/2020 - 08/24/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Tiered Systems of Support	Develop a tiered system of support that addresses a child's social and emotional needs.	06/02/2020 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Continue to build on SWPBS in the MS and ES.	MS and ES will continue to develop tiers of intervention as they align with SWPBS, MS-reorganize SWPBS. ES-further develop Tier II and III.	06/02/2020 - 06/02/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Computer Science K-12	Develop curriculum to support a K-12 computer science program.	06/03/2020 - 08/03/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Hire a highly qualified Computer Science teacher at the Elementary School.	To put in place a highly qualified computer science teacher at the elementary level to instruct students and provide support for all professional staff with implementing computer science skills.	04/01/2020 - 06/04/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Develop and put cooperative placements and internships opportunities in place.	Cooperative Education professional working with student interests and build relationships with local business and industry to develop cooperative placements and internship opportunities for students.	08/27/2020 - 06/02/2021

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Professional Development	Work with the Act 48 committee to develop meaningful and visionary PD opportunities that are aligned with best practices and district vision.	06/02/2020 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Continue to build on SWPBS in the MS and ES.	MS and ES will continue to develop tiers of intervention as they align with SWPBS, MS-reorganize SWPBS. ES-further develop Tier II and III.	06/02/2020 - 06/02/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Hire a highly qualified Computer Science teacher at the Elementary School.	Investigate the need for additional computer science courses at the MS and HS levels as well as the need for a computer science CTE program.	09/25/2020 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Investigate Computer science CTE program or additional courses	Investigate the need for a communication video production program.	09/25/2020 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will build capacity and create tools to educate and foster partnerships among families, schools, and community that result in shared responsibilities for student, school, and community success. (Partnerships)	Communication Needs	To streamline communication tools used as LMS and student information system.	08/17/2020 - 08/22/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Improve relationships with	Work to build relationships with local school district, businesses, and community to strengthen opportunities for students.	08/19/2020 - 08/21/2023

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 placed for public inspection and comment in the LEA offices and in the nearest public library before the next regularly scheduled meeting of the board and for a minimum of 28 days prior to approval by the board or governing body and submission to the Department.

School Board Minutes or Affirmation Statement

2021-01-19

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

Superintendent/Chief Executive Officer

Jeffrey Groshek

2021-02-03

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

ES- English Language arts/Literature

MS- English language arts/Literature

HS- ELA 2030 goal, Math 2030 goal, and Science/Biology 2030 goal

5 current CTE programs

Meeting the benchmarks in all grade bands for Career Ed. and Work standards.

Utilizing a number of assessment tools.

Have MTSS process in place.

We offer many plans to our students.

Title 1

Guidance 339 plan

Networking and continued professional development.

Building relationships and focusing on continuous improvement.

Challenges

Math/Algebra Meeting standard demonstrating growth

MS all tested areas and historically underperforming students

Math/Algebra Meeting standard demonstrating growth

Develop more CTE programs for economic need and student need.

Develop more opportunities for cooperative placements and internships.

Intervention processes to improve achievement of historically underperforming students.

Develop systems to analyze data to impact daily instruction.

special education services

Extend Reading support services to the Middle School.

Increase math interventions.

NA

Strengths

Hiring high quality teachers.

Well written curriculum aligned to standards and linked with assessment.

MTSS model used to provide interventions to move all students.

Data driven decision making process that uses assessment.

Course offerings and aligned curriculum.

District aligned common assessments.

Data sources available.

Scores consistently above the state average.

Scores consistently exceed the growth index.

Challenges

Using data to drive instruction in real time.

Developing a more defined MTSS process across all grade spans that is fluid and flexible.

Better vertical alignment that identifies when mastery occurs in LA and Writing.

Building in more interventions within our MTSS model that address math standards.

Using data to drive instruction in real time.

Better vertical alignment that identifies mastery landmarks and expectations.

Better use of common assessments across all building levels.

Need a computer science curriculum and K-12 program.

Lack of data collection tools to inform instruction.

Building partnerships with families, school, and community that result in shared responsibilities.

Most Notable Observations/Patterns

Challenges

Discussion Point

Priority for Planning

MS all tested areas and historically underperforming students

Develop more opportunities for cooperative placements and internships.

Need a cooperative education teacher to maintain credentials for our approved 339 CTE programs.

Intervention processes to improve achievement of historically underperforming students.

Develop systems to analyze data to impact daily instruction.

Develop efficient ways to collect, analyze, and impact instruction in a more timely manner.

Extend Reading support services to the Middle School.

Increase math interventions.

Using data to drive instruction in real time.

Building in more interventions within our MTSS model that address math standards.

Challenges**Discussion Point****Priority for Planning**

Using data to drive instruction in real time.

Need a computer science curriculum and K-12 program.

We are a one to one district with an abundance of technology resources. Computer science is a high priority occupation.

Building partnerships with families, school, and community that result in shared responsibilities.

Need to improve upon communication strategies to develop more of a partnership between the school and families.

ADDENDUM B: ACTION PLAN

Action Plan: Hire highly qualified cooperative education teacher.

Action Steps	Anticipated Start/Completion Date
Hire certified cooperative education teacher.	06/01/2020 - 08/03/2020

Monitoring/Evaluation	Anticipated Output
Teacher evaluation process	Tracking of student cooperative education experiences

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

Action Plan: Develop and put cooperative placements and internships opportunities in place.

Action Steps	Anticipated Start/Completion Date		
Cooperative Education professional working with student interests and build relationships with local business and industry to develop cooperative placements and internship opportunities for students.	08/27/2020 - 06/02/2021		
Monitoring/Evaluation	Anticipated Output		
Evaluated annually by Cooperating teacher for program effectiveness in conjunction with HS principal/assistant principal through evaluation process.	Increased opportunities for student placements in cooperative settings and internships.		
Material/Resources/Supports Needed	PD Step	Comm Step	
Local business and industry connections. Time to build and establish relationships with local business and industry. Develop curriculum and expectations for students and business partners for cooperative and internship experiences.	yes	yes	

Action Plan: Curriculum Writing

Action Steps

Anticipated Start/Completion Date

Write curriculum to support career education and work standards.

08/17/2020 - 08/24/2022

Monitoring/Evaluation

Anticipated Output

Board approval of curriculum and textbook process. Graduation and 5 year out surveys to monitor effectiveness of program.

Creation of a sound college and career preparation program that enables all students regardless of college or career choice to be successful.

Material/Resources/Supports Needed

PD Step	Comm Step
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Career Education and work standard benchmarks. Business and industry high demand skills. Identify post secondary student needs for success.

yes

no



Action Plan: Professional Development

Action Steps

Anticipated Start/Completion Date

Work with the Act 48 committee to develop meaningful and visionary PD opportunities that are aligned with best practices and district vision.

06/02/2020 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Act 48 and school board approval process.

A highly qualified and highly trained professional staff.

Material/Resources/Supports Needed

PD Step

Comm Step

Best practices, Act 48 committee work, School Board, funding.

no

yes



Action Plan: Tiered Systems of Support

Action Steps	Anticipated Start/Completion Date
Develop a tiered system of support that addresses a child's social and emotional needs.	06/02/2020 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Program will be evaluated on an ongoing basis via regularly scheduled SAP meetings, guidance meetings, and attendance meetings.	A healthier student.

Material/Resources/Supports Needed	PD Step	Comm Step
Social and Emotional assessment system (DESSA). Researched based best practices for tiered interventions. Trained staff.	yes	no

Action Plan: Continue to build on SWPBS in the MS and ES.

Action Steps	Anticipated Start/Completion Date
MS and ES will continue to develop tiers of intervention as they align with SWPBS, MS- reorganize SWPBS. ES- further develop Tier II and III.	06/02/2020 - 06/02/2022

Monitoring/Evaluation	Anticipated Output
Evaluated each year by IU for SWPBS accreditation. Continuous building level SWPBS team meetings. Faculty SWPBS annual surveys.	A behavioral system that aligns with best practice and effectively promotes better behavioral choices.

Material/Resources/Supports Needed	PD Step	Comm Step
IU SWPBS specialist. Best practices for interventions. Time for building committees to operate.	yes	yes



Action Plan: Computer Science K-12

Action Steps	Anticipated Start/Completion Date
Develop curriculum to support a K-12 computer science program.	06/03/2020 - 08/03/2023

Monitoring/Evaluation	Anticipated Output
Act 48 review process, school board approval process, senior surveys.	A well articulated K-12 computer science program spanning K-12.

Material/Resources/Supports Needed	PD Step	Comm Step
Computer Science standards K-12, Time for development, PD on best practices and curricular crosswalks.	yes	no

Action Plan: Hire a highly qualified Computer Science teacher at the Elementary School.

Action Steps**Anticipated Start/Completion Date**

To put in place a highly qualified computer science teacher at the elementary level to instruct students and provide support for all professional staff with implementing computer science skills.

04/01/2020 - 06/04/2022

Monitoring/Evaluation**Anticipated Output**

Teacher evaluation system. Supervisory process.

To instruct all ES students with computer fluency skills and lay foundation for computer science skills.

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

Board approval.

yes

no



Action Steps**Anticipated Start/Completion Date**

Investigate the need for additional computer science courses at the MS and HS levels as well as the need for a computer science CTE program.

09/25/2020 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Teacher evaluation system. Supervisory process.

To instruct all ES students with computer fluency skills and lay foundation for computer science skills.

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

Act 48, school board, and state approval. Curriculum development.

no

yes



Action Plan: Investigate Computer science CTE program or additional courses

Action Steps	Anticipated Start/Completion Date
Investigate the need for a communication video production program.	09/25/2020 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Act 48 and School Board approval process. Department head/pathway chair meetings, Senior exit interviews and surveys.	Additional computer science opportunities for MS and HS students via new courses or program offerings.

Material/Resources/Supports Needed	PD Step	Comm Step
Act 48 approval, School Board Approval, State approval of CTE program, Curriculum development.	no	yes

Action Plan: Communication Needs

Action Steps

Anticipated Start/Completion Date

To streamline communication tools used as LMS and student information system.

08/17/2020 - 08/22/2022

Monitoring/Evaluation

Anticipated Output

Surveys

Easier for parents and community to stay informed and connected with the school.

Material/Resources/Supports Needed

PD Step

Comm Step

Communication tools.

no

yes

Action Plan: Improve relationships with

Action Steps

Anticipated Start/Completion Date

Work to build relationships with local school district, businesses, and community to strengthen opportunities for students.

08/19/2020 - 08/21/2023

Monitoring/Evaluation

Anticipated Output

Reviewed through administrative meetings and comprehensive planning review.

Additional student opportunities, strengthening of programs, higher quality experiences.

Material/Resources/Supports Needed

PD Step

Comm Step

Technology used for communication and data gathering surveys.

no

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Hire highly qualified cooperative education teacher.	Hire certified cooperative education teacher.	06/01/2020 - 08/03/2020
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Develop and put cooperative placements and internships opportunities in place.	Cooperative Education professional working with student interests and build relationships with local business and industry to develop cooperative placements and internship opportunities for students.	08/27/2020 - 06/02/2021

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)	Curriculum Writing	Write curriculum to support career education and work standards.	08/17/2020 - 08/24/2022
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Tiered Systems of Support	Develop a tiered system of support that addresses a child's social and emotional needs.	06/02/2020 - 06/02/2023
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Continue to build on SWPBS in the MS and ES.	MS and ES will continue to develop tiers of intervention as they align with SWPBS, MS-reorganize SWPBS. ES-further develop Tier II and III.	06/02/2020 - 06/02/2022
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Computer Science K-12	Develop curriculum to support a K-12 computer science	06/03/2020 - 08/03/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		program.	
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Hire a highly qualified Computer Science teacher at the Elementary School.	To put in place a highly qualified computer science teacher at the elementary level to instruct students and provide support for all professional staff with implementing computer science skills.	04/01/2020 - 06/04/2022

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
New Professional Staff	New Professional Staff	3 year induction process, new staff orientation

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Completion of 3 year induction program. Semester Observation process and yearly evaluation.	08/19/2020 - 06/02/2023	HS principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
New Programs	Cooperative Education Teacher, CTE programs chairs, and pathway chairs.	Career education and work standards/benchmarks. Cooperative placements and internship opportunities. Tracking via naviance.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Increased opportunities for students and numbers participating in these opportunities. Development of programs.	08/19/2020 - 06/21/2021	Cooperative Education Teacher and HS principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3c: Engaging Students in Learning



Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Writing	Cooperative Education teacher.	Expectations for cooperative placements, internships, and post secondary preparation needs including certifications and meeting NOCTI standards.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Curriculum development and course of study for cooperative placements, internships, and college and career preparation program.	06/02/2020 - 06/02/2021	Curriculum Coordinator and Cooperative Education Teacher

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes	
1d: Demonstrating Knowledge of Resources	
1e: Designing Coherent Instruction	



Professional Development Step	Audience	Topics of Prof. Dev
SEL	All professional staff	Social and Emotional learning. SEL tiered system of support and interventions best practices. SEL assessment tools (DESSA).

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of a multi tiered system of support that address a students SEL.	08/19/2019 - 06/02/2022	Director of special education and school counselors.

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 1b: Demonstrating Knowledge of Students
- 2a: Creating and Environment of Respect and Rapport
- 3e: Demonstrating Flexibility and Responsiveness
- 4c: Communicating with Families

Professional Development Step	Audience	Topics of Prof. Dev
SWPBS	Elementary and Middle school staffs.	SWPBS tiers and interventions.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Meeting annual accreditation.	08/19/2019 - 06/02/2023	Middle School and Elementary School SWPBS teams. CSIU contact.

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
2c: Managing Classroom Procedures 2d: Managing Student Behavior 2b: Establishing a Culture for Learning	

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Writing	K-12 professional staff	Computer Science standards. Computer Science skills. Imbedding computer science into my instruction.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Written computer science program K-12.	06/02/2020 - 08/03/2023	Curriculum Coordinator

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1c: Setting Instructional Outcomes

1d: Demonstrating Knowledge of Resources

1e: Designing Coherent Instruction

1f: Designing Student Assessments

Professional Development Step

Audience

Topics of Prof. Dev

New Professional Staff

New Professional Staff

3 year induction process, new staff orientation.

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Completion of 3 year induction program. Semester Observation process and yearly evaluation.

04/01/2020 - 06/02/2022

Elementary School Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4e: Growing and Developing Professionally

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>The Central Columbia School District will ensure students are college and/or career ready by supporting postsecondary preparation and career pursuits. (Post Secondary Ready)</p>	<p>Develop and put cooperative placements and internships opportunities in place.</p>	<p>Cooperative Education professional working with student interests and build relationships with local business and industry to develop cooperative placements and internship opportunities for students.</p>	<p>2020-08-27 - 2021-06-02</p>
<p>The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)</p>	<p>Professional Development</p>	<p>Work with the Act 48 committee to develop meaningful and visionary PD opportunities that</p>	<p>2020-06-02 - 2023-06-02</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will continue to foster a culture that is supportive of the academic, emotional and social needs of all students. (The whole child)	Continue to build on SWPBS in the MS and ES.	are aligned with best practices and district vision. MS and ES will continue to develop tiers of intervention as they align with SWPBS, MS-reorganize SWPBS. ES-further develop Tier II and III.	2020-06-02 - 2022-06-02
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Hire a highly qualified Computer Science teacher at the Elementary School.	Investigate the need for additional computer science courses at the MS and HS levels as well as the need for a computer science CTE program.	2020-09-25 - 2023-06-02

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
The Central Columbia School District will continue to utilize data-driven instruction and decision-making to provide an educational environment that is progressive, dynamic, and supportive of all students. (Data driven)	Investigate Computer science CTE program or additional courses	Investigate the need for a communication video production program.	2020-09-25 - 2023-06-02
The Central Columbia School District will build capacity and create tools to educate and foster partnerships among families, schools, and community that result in shared responsibilities for student, school, and community success. (Partnerships)	Communication Needs	To streamline communication tools used as LMS and student information system.	2020-08-17 - 2022-08-22
	Improve relationships with	Work to build relationships with local school district, businesses, and community to strengthen opportunities for students.	2020-08-19 - 2023-08-21



COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Student Opportunities	HS students and parents. Local business and industry leaders. HS staff.	Creating cooperative placements and internship opportunities. Sharing opportunities with students and parents. Scheduling for opportunities.
Anticipated Timeframe	Frequency	Delivery Method
08/24/2020 - 08/23/2021	Communication will be varied and done throughout the year. Multiple communication vehicles will be used to reach as many as possible. Original planning will begin with hiring of cooperative education teacher and will continue throughout the school 2020-2021 school year.	Other
Lead Person/Position	HS principal, Cooperative Education Teacher, and guidance department	

Communication Step	Audience	Topics/Message of Communication
Professional Development	CCSD staff and Act 48 committee.	All professional development needs as listed in comprehensive plan and that are identified via the act 48 committee as needs and programs change.

Anticipated Timeframe	Frequency	Delivery Method
07/08/2020 - 06/02/2023	Bi-monthly via act 48 committee meetings. Monthly administrative meetings.	Other

Lead Person/Position
Curriculum Coordinator, Building Principals, and Act 48 committee.

Communication Step	Audience	Topics/Message of Communication
SWPBS	MS and ES staffs.	Tiered intervention development. Incentive programs/ positive reinforcements. Alignment cross buildings. Behavioral expectations.

Anticipated Timeframe	Frequency	Delivery Method
06/02/2020 - 06/02/2023	Bi-monthly SWPBS team meetings.	Other

Lead Person/Position

Building Principals and SWPBS teams.

Communication Step	Audience	Topics/Message of Communication
Computer Science	CCSD staff.	Need for K-12 CS program. K-12 CS curriculum. Investigate CS course development and potential CS CTE program.

Anticipated Timeframe	Frequency	Delivery Method
06/02/2020 - 08/23/2021	Summer curriculum writing days. Monthly CS committee meetings.	Other

Lead Person/Position

Curriculum Coordinator, building level principals.

Communication Step	Audience	Topics/Message of Communication
Communication streamlining	CCSD faculty and community	LMS and sapphire portal

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

06/02/2020 - 08/23/2021

Monthly meetings.

Other

Lead Person/Position

Director of Technology, curriculum coordinator, building principals, and lead teachers.

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

Building Relationships

CCSD faculty, local business and industry leaders, and community representatives.

CTE program needs, pathway options, opportunities and offerings for students K-12, partnerships,

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

08/24/2020 - 06/02/2023

4 times per year.

Other

Lead Person/Position

Curriculum coordinator, CTE program lead teachers, pathway chairs, building principals.

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Draft plan will be posted on our district website.	Draft Future Ready Comprehensive Plan is available for review.	Posting on district website	Anyone within or outside of the district wishing to learn about Central Columbia.	Posting for 28 days for review before board adoption. Posting to occur in November.
Bluejay alert sent to notify stakeholders.	Alert that draft plan has been posted on the district website for public review.	BlueJay alert system	All families with students attending Central Columbia	Posting to occur in November 28 days before board adoption.
Public School Board meetings,	To inform the board of directors and school community on the development, progress, and implementation of the Future Ready Comprehensive Plan.	School Board Committee Report	Central Columbia School District Community.	Reports are given monthly at each school board meeting.

