

Southeast Delco School District's

Comprehensive Plan Review



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Overview

Proposed Mission/Vision Statements

Educational Value Statements

Goal Setting

Priorities

- Student Attendance
- Attract & Hire Staff
- Provide Professional Learning for Staff
- Create and Revise Protocols and Provide Professional Development to Support Student Mental Health

Action Plan for SEL Plan

Action Plan to Improve Attendance

Action Plan for Attracting and Retaining Staff

Action Plan for Continuous Improvement of Instruction

Next Steps



Proposed Mission & Vision

Mission

The mission of the Southeast Delco School District is to develop, motivate and inspire all students through a partnership of success.

Vision

The Southeast Delco School District promotes an inclusive student-centered learning environment in which students are informed problem-solvers as well as engaged learners. All students have access to the necessary tools and supports which enable them to make connections between knowledge and application. In this empowering atmosphere, the goal is to maximize every student's potential to contribute to their own self-development as well as the development of the communities they serve.



Educational Value Statements

Students

We believe that it is essential for students to: (1) Respect themselves and others. (2) Commit to working to their fullest potential. (3) Participate in extracurricular sports, programs and activities. (4) Display District pride. (5) Advocate for consistency and fairness.

Staff

We will: (1) Set high expectations for all students. (2) Focus on providing rigorous instruction. (3) Provide resources to students and families. (4) Provide a welcoming, safe and healthy environment that is conducive to learning. (5) Collaborate with staff and participate in professional development.



Educational Value Statements

Administration

We commit to: (1) Set high expectations for all students and staff. 2, Focus on being a resource to staff as they provide rigorous instruction. (3) Provide a welcoming, safe and healthy school environment. (4) Collaborate with staff and participate in professional development. (5) Communicate with all stakeholders and create partnerships that will increase academic growth and achievement.

Parents/Guardians

We believe that students achieve when parents: (1) Provide a safe and healthy environment that enforces the importance of school and learning. (2) Partner with the school community for the success of their children. (3) Actively engage in the instruction and activities of the school community.



Educational Value Statement

Community

We believe that students benefit when the community: (1) Partners with the school community for the success of the children by aligning community interests with learning goals. (2) Engages in school programs and activities. (3) Dedicates time to mentor students.

Goal Setting

Priority: If the district implements supports, systems and strategies to increase student attendance across all schools, then we will be able to partner with families to increase student attendance.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname
Parent and family engagement	Ninety percent of the students who are in danger of being chronically absent as measured by the state standard will have a parent conference to discuss strategies to increase attendance.	Parent Conferences
Regular Attendance	Monthly perfect attendance rewards will be given to students that are present every day within that time frame.	Perfect Attendance Awards
Essential Practices Provide Student Support Centered Support Systems	Marking period rewards will be given to students that increase their attendance by 20% from one marking period to another.	Improved attendance



Goal Setting

Priority: If district implements strategies to attract, hire and retain high-quality leaders and staff ,then we will employ rigorous instructional practices, collaboratively analyze student work, create plans that align to student needs and students will grow and achieve.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname
Professional Learning	One hundred percent of staff hired by the first week in August will participate in the New Teacher Orientation in August.	New Teacher Induction
Essential Practices 4: Implement Data-Driven Human Capital Strategies	The Director of Human Resources and other staff will attend a minimum of 10 job fairs per year to attract and hire new staff.	Job Fairs
Professional learning	The Curriculum Department will use surveys, observations, walkthroughs and academic data to ensure that staff receives professional development in regard to creating and using assessments, writing and revising curriculum and using high quality instructional materials in order to provide high quality instruction and increase student achievement.	Curriculum Professional Development



Goal Setting

Priority: If the district provides professional development for staff, collaborates and analyzes student data and revises the curriculum to ensure instructional practices are in place, then student understanding, growth and achievement will increase.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname
Professional learning	The Curriculum Department and building administration will provide research based professional development and follow-up in regard to improving instructional practices. A Professional Development plan will be provided to building administration by August 15 of each year.	Professional Learning
Essential Practices 1: Focus on Continuous Improvement of Instruction	Prior to the start of each school year a minimum of one content area will be revised and provided to the appropriate content staff.	Continuous Improvement of Instruction



Goal Setting

Priority: If the district creates and/or revises protocols, provides professional development for all staff and purchases resources to provides support for students with mental health issues, then we can meet the mental health needs of the students and help them improve academically, socially and emotionally.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname
Professional Learning	The Curriculum Department will ensure that staff receives yearly professional learning in Social Emotional Learning and follow-up sessions as needed.	SEL Professional Learning
Social Emotional Learning	Building administration will ensure that students receive SEL assistance and that the data is tracked yearly. The goal is to increase the amount of students receiving support by 5% each year.	Social Emotional Learning Services
Essential Practices 3: Provide Student-Centered Support Systems	Building administration and the Curriculum Department will ensure that systems and protocols are developed to promote social emotional skills and dispositions for students. The systems will be monitored and evaluated twice per yer.	



SEL Action Plan

Action Plan for: SEL			
Measurable Goals		Anticipated Output	
		Staff will increase knowledge base of SEL and provide students support as well as connect them with the appropriate next step when needed.	
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position
Professional Development will be provided yearly for staff in the area of SEL. Follow-up sessions will occur as well.	8/29/2022	6/8/2025	Dr. Jeff Ryan/Assistant Superintendent
Staff will provide students assistance will SEL needs as well as connect them with other community resources .	9/06/2022	6/30/2025	Dr. Jeff Ryan/Assistant Superintendent



Improve Attendance Action Plan

Action Plan for: Improve Attendance		Anticipated Output	
Measurable Goals			
<ul style="list-style-type: none">• Parent Conferences• Perfect Attendance Awards		The committee will create and revise systems and processes for attendance tracking, attendance incentives, home visits and parent conferences.	
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position
The district will create systems and protocols to increase student attendance and reward improved and perfect attendance.	09/6/2022	06/30/2025	Dr. Jeff Ryan/Assistant Superintendent
Building administration will meet with parents and students who are in danger of being chronically absent.	09/6/2022	06/30/2025	Building Administration
Improved Attendance	9/6/2022	6/30/2025	Principals



Action Plan for Attracting, Hiring and Retaining Staff

Action Plan for: Attracting, Hiring and Retaining Staff

Measurable Goals			Anticipated Output
			The new Teacher Induction, job fair attendance and professional development will increase the amount of staff that we attract, hire and retain.
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position
New Teacher Induction will incorporate strategies to increase the skills and knowledge of creating a welcoming, safe and healthy environment that is conducive to learning.	8/22/2022	6/30/2025	Dr. Shannon-Reddick-Smack
The Director of Human Resources and selected staff will attend job fairs to attract and hire quality staff.	6/30/2022	6/30/2025	Mr. Charles Baxter/Director of Human Resources
Professional Development will be provided based on the triangulation of data, teacher surveys, principal observations and walkthroughs.	6/20/2022	6/30/2025	Dr. Guy Lowery/Chief Academic Officer



Action Planning for Continuous Improvement

Action Plan for: Continuous Improvement of Instruction			
Measurable Goals		Anticipated Output	
• Professional Learning		Through providing targeted professional development, using PLC time effectively and providing rigorous feedback to staff student learning and growth will increase.	
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position
Professional Development will be provided based on the triangulation of data in each of the core content areas, teacher survey and principal observations and walkthroughs.	6/20/2022	6/30/2025	Dr. Guy Lowery/Chief Academic Officer
PLC time will be used to develop lessons, discuss curriculum, analyze data and collaborate on best practices for increasing student proficiency and growth.	9/06/2022	6/30/2022	Building Administration
Building administration will conduct formal observations and walkthroughs to provide feedback to staff.	9/06/2022	6/30/2025	Building Administration and Principal Supervisors



Next Steps

- School Board of Directors have 35 days to review *Comprehensive Plan*.
- The *Comprehensive Plan* will be posted to the Southeast Delco School District's website from June 24, 2022- July 28, 2022
- All call message sent to stakeholders to inform that the *Comprehensive Plan* is available for review on June 24, 2022.
- Stakeholder feedback and comments can be emailed to sedelcoplanning@sedelco.org.
- Superintendent and Steering Committee will revise and edit plan.
- School Board of Directors adopts the *Comprehensive Plan* with recommended revisions.
- Adopted plan is submitted to the Pennsylvania Department of Education and posted on the District's website no later than August 30, 2022.
- Quarterly updates on progress at School Board of Directors' Meetings: October 2022, January 2023, April 2023, June 2023