

CONRAD WEISER AREA SD

44 Big Spring Rd

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

The mission of the Conrad Weiser Area School District is to provide an educational environment which enables all students to acquire the abilities to benefit from the past, to contribute to the present, and to excel in the future.

VISION STATEMENT

Through excellence in teaching, the Conrad Weiser Area School District will promote and perpetuate a quality educational program. We will instill a lifelong interest in acquiring knowledge and skills that will give students the ability to thrive and prosper. We will provide a challenging and comprehensive curriculum that will allow students to realize their potential. This will be combined with opportunities to develop into contributing members of the local, national, and global community.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Personalized instruction for individual students based on student data and teacher feedback. A well-developed curriculum basis combined with an adequate amount of teacher creativity will help to guide faculty in creating individualized student educational growth plans. Increased student input will enable faculty and administration to better determine ongoing needs.

STAFF

Ongoing, embedded professional development that addresses the future ready needs of our students. PD will be designed to meet the needs of faculty and staff at each incremental level of their professional lives. The learning will be designed to retain and support teachers.

ADMINISTRATION

Strong leadership that creates an educational structure that encourages equity for all students and allows for teacher guidance while supporting creativity and teacher agency.

PARENTS

Parent feedback to both academic issues and social/emotional issues of their child's educational process. District goals should take into account the input from district parents for the purpose of creating a specifically designed educational track.

COMMUNITY

Increased community involvement through programs designed to connect our community members and local businesses with students. This can be achieved through programs such as the Internship Program, Gen Gap, Rotary Club, etc.

OTHER (OPTIONAL)

We will educate every student, every day, and in every way needed.

STEERING COMMITTEE

Name	Position	Building/Group
Dr. Ryan Giffing	Administrator	Conrad Weiser Area School District
Jessica Head	Director of Special Education	Conrad Weiser Area School District
Chris Ruoss	Instructional Coach	Conrad Weiser Area High School
Shawna Nichols	Technology Education	West Elementary
Mark Pearsall	Technology Education	East Elementary
Greg Mazurek	Instructional Coach	Conrad Weiser Middle School
Dr. Alissa Sweigart	Administrator	Conrad Weiser High School
Jonathan Holota	Administrator	Conrad Weiser Middle School
Dr. Stephen Burnham	Administrator	Conrad Weiser Area School District
Jennifer Byrne	Community Member	Community Member & Business Owner
Tara Monahan	Community Member	Community Member
Zach Musser	Staff Member	Conrad Weiser High School
Denise Kohl	Board Member	Community Member

Name	Position	Building/Group
Randy Neider	Administrator	Conrad Weiser High School
Lindsay Estrata	Administrator	Weiser Decisions
Amanda Weidner	Other	School Psychologist
Lindsey Babczak	Staff Member	Instructional Coach
Pheleane Kissling	Staff Member	Conrad Weiser Middle School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If CWASD will develop a written, transparent, K-12 vertically articulated curriculum, then student performance in math would increase.	Essential Practices 1: Focus on Continuous Improvement of Instruction
If CWASD would implement a robust MTSS process, then student performance in math would increase.	Essential Practices 3: Provide Student-Centered Support Systems

ACTION PLAN AND STEPS

Evidence-based Strategy			
PaTTAN Framework (Implementing Multi-Tiered Systems of Supports (MTSS) Fidelity Tool)			
Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		
MTSS Groups	By June 2024, the performance of students in tier II math will increase by 30% from the 2021-2022 scores as evidenced by PSSA and Keystone data.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Worked with PATTAN to develop teachers and teacher leaders to facilitate tiered instruction groups.	2021-07-01 - 2024-06-30	Instructional Coaches and Administrators	PATTAN Training and technical support

Anticipated Outcome

Teachers and Administrators will use the data platform to evaluate individual student needs and provide support.

Monitoring/Evaluation

Benchmark reviews will be conducted periodically by data teams at each school.

Evidence-based Strategy

Engage instructional teams in developing standards-aligned units of instruction.

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
4-year cycle	By June 2024, student performance on state assessment measures in math will meet or exceed the state average as evidenced by PSSA and Keystone data .

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Help teachers create a shared understanding of vocabulary related to the curriculum.	2021-07-01 - 2022-06-30	Assistant Superintendent	Penn Literacy Network

Anticipated Outcome

Monitoring/Evaluation



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, student performance on state assessment measures in math will meet or exceed the state average as evidenced by PSSA and Keystone data . (4-year cycle)	Engage instructional teams in developing standards-aligned units of instruction.	Help teachers create a shared understanding of vocabulary related to the curriculum.	07/01/2021 - 06/30/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, student performance on state assessment measures in math will meet or exceed the state average as evidenced by PSSA and Keystone data . (4-year cycle)	Engage instructional teams in developing standards-aligned units of instruction.	Help teachers create a shared understanding of vocabulary related to the curriculum.	07/01/2021 - 06/30/2022

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 made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

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

Chief School Administrator

Ryan R. Giffing

2022-12-21

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers

English Language Arts/Literature All Student Group in both East and West Elementary Schools Meets the Standard Demonstrating Growth

Mathematics/Algebra All Student Group in Conrad Weiser MS Meets the Standard Demonstrating Growth

Science/Biology All student groups at the middle school & high school exceed the standard demonstrating growth.

Local Assessment scores (CDT) - Reviewed by school data teams regularly and used to create flexible groups for specific skill instruction

Conrad Weiser has a robust selection of data collection tools to inform discussions regarding student progress and drive intervention needs and changes.

When examining local data sources (ex. Acadience), teams are seeing a positive trend for students growth to close the gaps in targeted areas such as phonemic awareness, decoding, reading

Challenges

Ensure effective, standards-aligned curriculum and assessment

Support the development, professional learning, and advancement of central office and school leaders in alignment with district and school mission, vision, goals, and priorities

Support schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction

English Language Arts/Literature All Student Group in Conrad Weiser MS Did Not Meet the Standard Demonstrating Growth

Mathematics/Algebra All Student Group in Conrad Weiser HS Did Not Meet the Standard Demonstrating Growth

With outside facts (pandemic) effecting our ability to ensure consistent instruction for students, the team is doing its best to make sure the fidelity of an MTSS process development occurs.

Student Groups by Ethnicity - Annual review of testing data disaggregated by race.

Conrad Weiser should continue to improve upon data collection

Strengths

fluency, and general comprehension of texts.

A common writing rubric style is used in all K-5 general education classrooms.

Conrad Weiser has a robust selection of data collection tools to inform discussions regarding student progress and drive intervention needs and changes in the area of math.

Conrad Weiser Science Research Institute offers a wide variety of science classes in partnership with our local community and state related efforts.

Elementary STEM options are offered through a special area rotation to all Conrad Weiser K-4 students.

Internship Program offered at the HS - One of the highest participation rates in the County.

Industry Based Learning Standards-- All student groups exceed expectations. 95.1%- Completed work based learning experience
Students participate in NOCTI and obtain industry- recognized credentials

Challenges

methods and building a robust MTSS program for the secondary level to help inform instructional changes and recommendations for student schedules in the area of ELA.

Conrad Weiser should continue to improve upon data collection methods and building a robust MTSS program for the secondary level to help inform instructional changes and recommendations for student schedules.

Conrad Weiser should continue to develop a robust MTSS program and common elementary RtII program to address student achievement gaps.

The district will look at new, creative ways to embed science standards into all elementary classrooms.

Career Standards Benchmark All Student Group at Conrad Weiser High School Did Not Meet Performance Standard



Most Notable Observations/Patterns

Continued work in the area of curriculum and finding our current gaps. Continued work and growth to develop and maintain common RtII teams at the elementary level and MTSS teams at the secondary levels address both the core areas of ELA and math. Look at new, creative ways to incorporate science standards in our elementary classrooms.

Challenges

Discussion Point

Priority for Planning

Ensure effective, standards-aligned curriculum and assessment

Currently, a written, transparent, K-12 vertically articulated curriculum does not exist.

Conrad Weiser should continue to develop a robust MTSS program and common elementary RtII program to address student achievement gaps.

Currently, staff are not in place to facilitate MTSS and RTII.

The district will look at new, creative ways to embed science standards into all elementary classrooms.

There has been a focus on Reading and Math in the past and science has not been a priority.

ADDENDUM B: ACTION PLAN

Action Plan: PaTTAN Framework (Implementing Multi-Tiered Systems of Supports (MTSS) Fidelity Tool)

Action Steps	Anticipated Start/Completion Date
Worked with PATTAN to develop teachers and teacher leaders to facilitate tiered instruction groups.	07/01/2021 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Benchmark reviews will be conducted periodically by data teams at each school.	Teachers and Administrators will use the data platform to evaluate individual student needs and provide support.

Material/Resources/Supports Needed	PD Step	Comm Step
PATTAN Training and technical support	no	no

Action Plan: Engage instructional teams in developing standards-aligned units of instruction.

Action Steps

Anticipated Start/Completion Date

Help teachers create a shared understanding of vocabulary related to the curriculum.

07/01/2021 - 06/30/2022

Monitoring/Evaluation

Anticipated Output

Material/Resources/Supports Needed

PD Step

Comm Step

Penn Literacy Network

yes

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, student performance on state assessment measures in math will meet or exceed the state average as evidenced by PSSA and Keystone data . (4-year cycle)	Engage instructional teams in developing standards-aligned units of instruction.	Help teachers create a shared understanding of vocabulary related to the curriculum.	07/01/2021 - 06/30/2022

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Onboarding of Data Platform.	Teachers and Administrators	How to access the platform. How to extract data from the platform using reports. How to create reports. How to run reports. How to access individual student data.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers and administrators will engage in conversations to establish the next steps for student support including small flexible intervention groups and individual remediation needs.	07/01/2021 - 06/30/2024	Assistant Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4b: Maintaining Accurate Records 4d: Participating in a Professional Community 1d: Demonstrating Knowledge of Resources	Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Help teachers develop a shared understanding of the vocabulary related to curriculum.	Teachers and Administrators	Curriculum writing.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will be able to identify and properly use the key vocabulary necessary in lesson planning	07/01/2021 - 06/30/2024	Assistant Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1a: Demonstrating Knowledge of Content and Pedagogy

Language and Literacy Acquisition for All Students

1e: Designing Coherent Instruction

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, student performance on state assessment measures in math will meet or exceed the state average as evidenced by PSSA and Keystone data . (4-year cycle)	Engage instructional teams in developing standards-aligned units of instruction.	Help teachers create a shared understanding of vocabulary related to the curriculum.	2021-07-01 - 2022-06-30

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Data Warehouse Training	Professional Staff	EdInsight trainings
Anticipated Timeframe	Frequency	Delivery Method
07/01/2021 - 06/30/2022	Bi-Monthly	Email Presentation Public service announcement
Lead Person/Position		
Assistant Superintendent		

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Public review of document notification	Comprehensive Plan public review period from June 1, 2022 until July 20, 2022	Mass messaging system, website posting, announcements at board meeting.	Community, staff, and Board	June 1 2022 - July 20, 2022
