

LINCOLN CS

559 W King St.

Schoolwide Title 1 Comprehensive Plan | 2020 - 2023

MISSION STATEMENT

It is our mission at Lincoln Charter School to provide a world-class education to all students.

VISION STATEMENT

Lincoln Charter School students will be respectful, work to achieve all that they can and become the leaders of tomorrow. The staff at Lincoln Charter School will be dedicated to promoting a positive culture and setting high expectations of themselves and for their students. The parents will support Lincoln Charter School by being respectful, responsible and maintaining a positive attitude. The Lincoln Charter School Board of Trustees pledges to be a supportive and visible presence in the school community in order to be knowledgeable about the needs of the staff, students, and parents.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

We believe that students embrace learning when they are actively engaged in relevant, meaningful and challenging study that promotes academic, social and physical development. Because of this belief, we adopted a distinctive curricular theme for our school that will create tremendous context for our students' learning. The theme focuses on careers and issues related to Technology. Students will develop core skills in reading, mathematics, science and social studies through both the regular curriculum and through integrated units of study, special courses and extra-curricular activities that explore aspects of this theme.

STAFF

We are committed to helping build character and leadership in our students. Our students are tomorrow's leaders and the fabric of our community. We will foster our students respect, responsibility, loyalty, hope, courage, justice, integrity, and belief in themselves and their community. We expect our students to set high personal standards and to choose to live by these standards. Our Board of Trustees and faculty are comprised of experienced, committed and passionate individuals who themselves have respect for the teaching and learning process. Our school faculty, principal and staff will demonstrate leadership that is present and effective and model these positive character traits for our students. Our staff will make every attempt to communicate with our families and community in a positive way that demonstrates the Lion culture.

ADMINISTRATION

At Lincoln Charter School, we embrace the importance of a holist approach to educating the whole child. Our mission is to provide a world-class education focusing on high academics, evolving technology, the arts and health equity in our students' lives and will integrate these areas successfully into our school day. We believe that learning occurs when students are allowed to make connections through meaningful experiences in all of their subject areas, as well as to the home and school's community. We believe that we must provide our staff with meaningful professional development that provides them with the tools, and supports that will grow their capacity. We believe that parents and the community are in partnership with Lincoln Charter School to provide a world-class education.

PARENTS

We believe that the parents are the first educators to our students. We embrace the diversity of our school's family and are committed to creating an inclusive environment where all of our stakeholders feel welcomed and valued. We are committed to providing parents and families with the tools and supports they need to build their voice in the arena of education. Helping them advocate for their children and all children of the community. We welcome the parent

voice in all decision making at Lincoln Charter School.

COMMUNITY

We believe that Lincoln Charter School and its community partners are changing the outcomes for our students and the larger community by having meaningful, honest, and transparent conversation about the difficulties the school, home and community are facing. The community partners bring stability and resources to the students, families, and school. Lincoln Charter School is committed to partnering with all stakeholders in the community including but not limited to educational facilities, non-profits, for profits, churches, and government to bring a world-class education to our students.

STEERING COMMITTEE

Name	Position	Building/Group
Leonard Hart	Principal	Lincoln Charter School
Leah Ellingson	Special Education Manager	Lincoln Charter School
Anna Roll	Teacher	Lincoln Charter School
Margaret Thummel	Teacher	Lincoln Charter School
Kim Wilhide	Teacher	Lincoln Charter School
Brittany Adams	Ed Specialist	Lincoln Charter School
Ariel Carrasquillo	Technology	Lincoln Charter School
Karen Horn	English Learner	Lincoln Charter School
Tracey Mills	Guidance	Lincoln Charter School
Latisha Smith	Parent	Lincoln Charter School
Amanda Roman	Parents	Lincoln Charter School
Vanessa Cusaac	Business Representative	Lincoln Charter School
Kristin Daddario	Instructional Coach	Lincoln Charter School
Renita Franklin	Board Member	Lincoln Charter School
Adam Dively	Instructional Coach	Lincoln Charter School
Edquina Washington	Board Member	Lincoln Charter School
Anne Clark	Administrator/Community Outreach	Lincoln Charter School
Kristin Sipe	Administrator/Instructional Coach	Lincoln Charter School
Tom Taylor	Business Representative	Repice and Taylor
Laura McCusker	IU12 Representative	Lincoln Intermediate Unit
Jose Santiago	Community Representative	YMCA

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
<p>LCS will complete a comprehensive assessment with students upon their return to address individual student needs and design instruction based on student needs.</p>	<p>Parent and family engagement</p> <p>Career Standards Benchmark</p> <p>Professional learning</p>
<p>LCS will implement evidence based trainings to engage families in student learning.</p>	<p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p> <p>Essential Practices 3: Provide Student-Centered Support Systems</p> <p>Professional learning</p>
<p>LCS will utilize the data from student assessments to drive the instructional plan for each year moving forward.</p>	<p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p> <p>Essential Practices 3: Provide Student-Centered Support Systems</p> <p>Essential Practices 4: Foster Quality Professional Learning</p>

ACTION PLAN AND STEPS

<p>Evidence-based Strategy</p>
<p>PVAAS</p>
<p>Measurable Goals</p>

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

Data

Students will complete a comprehensive Math and ELA assessment upon their first 2 days of returning to the building. Lincoln Charter School will inform parents on our intended instructional course of action on a monthly basis.

PD

Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs.

Family engagement

Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities.

Instruction

Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs.

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

Professional Development

2020-08-05 - 2020-08-11

Adam Dively/Director of Curriculum and Achievement

PVAAS, Future Ready Index, Diagnostic and Local Assessments

Anticipated Outcome

Rotating student created groups inside classrooms Small group lessons Data Driven Instruction

Monitoring/Evaluation

Lesson Plans Student Progress Data Boards

Evidence-based Strategy

Strengthening Families

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
PD	Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs.
Family engagement	Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities.
Strengthening Families	Lincoln Charter School will work with our Licensed social worker to partner with community based agencies to offer strengthening families workshops each year. Lincoln Charter School will highlight families who participate and successfully complete the program.
Instruction	Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with families to build the home school relationship	2020-08-12 - 2021-06-11	Solita Day/Licensed School Social Worker Tracey Mills/ Guidance Counselor	Strengthening Families Community Based organization

Anticipated Outcome

Increased parental involvement in school activities by 20% each year
Monthly Newsletter
Increased parental leadership within the building

Monitoring/Evaluation

Sign in sheet
Monthly family tracking

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Students will complete a comprehensive Math and ELA assessment upon their first 2 days of returning to the building.</p> <p>Lincoln Charter School will inform parents on our intended instructional course of action on a monthly basis. (Data)</p> <p>Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs. (PD)</p> <p>Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities. (Family engagement)</p> <p>Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs. (Instruction)</p>	PVAAS	Professional Development	08/05/2020 - 08/11/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs. (PD)</p>	<p>Strengthening Families</p>	<p>Work with families to build the home school relationship</p>	<p>08/12/2020 - 06/11/2021</p>
<p>Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities. (Family engagement)</p>			
<p>Lincoln Charter School will work with our Licensed social worker to partner with community based agencies to offer strengthening families workshops each year. Lincoln Charter School will highlight families who participate and successfully complete the program. (Strengthening Families)</p>			
<p>Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs. (Instruction)</p>			

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we request the Pennsylvania Department of Education grant formal approval to implement this plan.

School Board Minutes or Affirmation Statement _____ ;

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

Superintendent/Chief Executive Officer

School Improvement
Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Students exceed the standard for meeting annual academic growth expectations in ELA and Math.

Student Groups met annual academic growth measures in Science.

Hispanic Student group meets/exceeds the standard for meeting annual academic growth expectations in ELA and Science

English Learner Student group meets/exceeds the standard for meeting annual academic growth expectations in ELA and Math.

Partner with local businesses, community organizations, and other agencies to meet the needs of the school

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school

Organize programmatic, human, and fiscal capital resources aligned with the school improvement plan and needs of the school community

Students within this subgroup have made notable yearly progress towards the State goal.

English learners have made progress towards increasing their performance which was a prior LEA goal.

Many subgroups are making improvement but may still be falling short of the

Challenges

Black subgroup fails to meet the standard for meeting annual academic growth expectations in ELA, Math, and Science

Students with Disabilities subgroup fails to meet the standard for meeting annual academic growth expectations in ELA and Math.

Implement evidence-based strategies to engage families to support learning

Continuously monitor implementation of the school improvement plan and adjust as needed

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based and Identify and address individual student learning needs

Use a variety of assessments (including diagnostic, formative, and summative) to monitor student learning and adjust programs and instructional practices

Black Subgroup – decreased from previous year and are not meeting statewide targets

Student with Disabilities subgroup - decreased from previous year and are not meeting statewide targets

Black Subgroup – decreased from previous year and are not meeting statewide targets

Student with Disabilities subgroup - decreased from previous year and are not

Strengths

statewide goal.

LCS provides opportunities for all students K-5 to complete college and career readiness activities, thus exposing them at an early age to many career opportunities available.

English Learner students continue to make growth in all content areas.

Our EL and Students with Disabilities subgroups continue to grow each year.

LCS qualifies for 100% economically disadvantaged status.

LCS is a title 1 program and has been found in compliance with our past several audits.

All Strengths have been included in the Comprehensive plan

Challenges

meeting statewide targets

Black subgroup saw notable improvement however they are still not meeting statewide expectations

As LCS grows and continues to evolve, we will strive to begin incorporating additional opportunities to expose our students to as many workforce-related options as possible.

EL and Students with disabilities population continues to grow each year.

Tested subgroups are making growth but there is not adequate consistency.

All Challenges have been included in the Comprehensive plan

Most Notable Observations/Patterns

There is a need to implement evidence-based strategies to engage families to support learning. Our parents help their students to the best of their abilities, however, we need to build the knowledge base for our families which will in turn build our students. Focus on identifying instructional gaps that students have and working collaboratively to find ways to address student needs. Need to be knowledgeable and aware of all student subgroups in order to be able to effectively instruct students and meet their needs.

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

Implement evidence-based strategies to engage families to support learning



Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based and Identify and address individual student learning needs



ADDENDUM B: ACTION PLAN

Action Plan: PVAAS

Action Steps	Anticipated Start/Completion Date
Professional Development	08/05/2020 - 08/11/2020

Monitoring/Evaluation	Anticipated Output
Lesson Plans Student Progress Data Boards	Rotating student created groups inside classrooms Small group lessons Data Driven Instruction

Material/Resources/Supports Needed	PD Step	Comm Step
PVAAS, Future Ready Index, Diagnostic and Local Assessments	yes	yes

Action Plan: Strengthening Families

Action Steps	Anticipated Start/Completion Date
Work with families to build the home school relationship	08/12/2020 - 06/11/2021

Monitoring/Evaluation	Anticipated Output
Sign in sheet Monthly family tracking	Increased parental involvement in school activities by 20% each year Monthly Newsletter Increased parental leadership within the building

Material/Resources/Supports Needed	PD Step	Comm Step
Strengthening Families Community Based organization	yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Students will complete a comprehensive Math and ELA assessment upon their first 2 days of returning to the building. Lincoln Charter School will inform parents on our intended instructional course of action on a monthly basis. (Data)</p> <p>Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs. (PD)</p> <p>Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities. (Family engagement)</p> <p>Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs. (Instruction)</p>	PVAAS	Professional Development	08/05/2020 - 08/11/2020
<p>Lincoln Charter School will provide teachers with professional development learning opportunities to</p>	Strengthening Families	Work with families to build the home school	08/12/2020 - 06/11/2021

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs. (PD)

Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities. (Family engagement)

Lincoln Charter School will work with our Licensed social worker to partner with community based agencies to offer strengthening families workshops each year. Lincoln Charter School will highlight families who participate and successfully complete the program. (Strengthening Families)

Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs. (Instruction)

relationship

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Data PD	All staff	PVAAS Data, Future Ready Index Data, CDT Data, DRA Data, Freckle Math Data, Beginning Year Diagnostic Data

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, Data Board, Lesson Plans, Small Groups, Needs Based Groupings	08/10/2020 - 06/11/2021	Adam Dively/Curriculum and Data

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1b: Demonstrating Knowledge of Students	Teaching Diverse Learners in an Inclusive Setting

Professional Development Step	Audience	Topics of Prof. Dev
Engaging Families	All Staff, Parents, Community Members	Parent Engagement, Parenting Strategies, Technology, Home/School Connection

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, Newsletters, Parent Feedback Survey	08/10/2020 - 06/11/2021	Solita Day/Licensed Social Worker

Danielson Framework Component Met in this Plan:

**This Step meets the
Requirements of State
Required Trainings:**

4c: Communicating with Families

Teaching Diverse
Learners in an
Inclusive Setting



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Students will complete a comprehensive Math and ELA assessment upon their first 2 days of returning to the building. Lincoln Charter School will inform parents on our intended instructional course of action on a monthly basis. (Data)</p> <p>Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs. (PD)</p> <p>Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities. (Family engagement)</p> <p>Teachers will participate in monthly data analysis meetings to look over their students most recent assessments to plan instruction. Teachers will meet as grade level teams, will plan instruction, and will then place students according to their needs. (Instruction)</p>	PVAAS	Professional Development	2020-08-05 - 2020-08-11
Lincoln Charter School will provide teachers with professional development learning opportunities to grow their understanding in lesson planning and	Strengthening Families	Work with families to build the home school relationship	2020-08-12 - 2021-06-11

Measurable Goals

**Action Plan
Name**

**Communication
Step**

**Anticipated
Timeline**

how to utilize the data gleaned from student assessments to drive instruction to meet individual student learning needs. (PD)

Lincoln Charter School will provide monthly learning opportunities for parents to help build their capacity. Topics will include, but will not be limited to, technology, instruction, and family building activities. (Family engagement)

Lincoln Charter School will work with our Licensed social worker to partner with community based agencies to offer strengthening families workshops each year. Lincoln Charter School will highlight families who participate and successfully complete the program. (Strengthening Families)

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COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Data Communication	All Staff	PVAAS Data, Future Ready Data, CDT Data, DRA Data, Beginning Year Diagnostic Data

Anticipated Timeframe	Frequency	Delivery Method
08/10/2020 - 06/11/2021	Monthly	Presentation

Lead Person/Position
Adam Dively/Curriculum and Data



Communication Step	Audience	Topics/Message of Communication
Family Communication	Staff, Families, Community Members	Parenting Strategies, Home/School Connection, Technology

Anticipated Timeframe	Frequency	Delivery Method
08/10/2020 - 06/11/2021	Monthly	Newsletter

Lead Person/Position
Solita Day/Licensed Social Worker



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
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