

2015-16 Superintendent/District Goals

Final Status Report - June 4, 2016

Domain: Academics

Goal: Increase rigor and college/career readiness at the high school, middle school and elementary levels while continuing to effectively address the needs of our at-risk students.

Rationale: Aligns with the beliefs that all students have value and we are responsible for maximizing student achievement for every child.

	% Completion	Summary of Work Completed	Work Still in Progress	Lead Responsibility	Links to Evidence/Artifacts	Status for 2016-17
1. Implement Math Plus and RELA Plus in Grades 4 and 5 in all elementary schools	100%	Students were identified in August 2015. Full implementation began at the start of the school year.	Ongoing program audits to check on teacher implementation is needed.	Greg Leshner Kathy Winters	Math 4 Plus	Maintenance and Program Evaluation
2. Develop Math Plus for Grade 3 and implement for second semester	100%	Plan for use of iReady is in place, and teachers were trained in Fall 2015. Implemented for 2nd semester	Ongoing program audits to check on teacher implementation is needed.	Greg Leshner	Math 3 Plus	Maintenance and Program Evaluation
3. Implement full-time Guidance model in remaining elementary schools and insure fidelity of implementation of new job description elements	100%	Guidance counselors at the elementary level are actively involved in data collection at each elementary school.	Counselors are meeting monthly to continue their work on counseling program improvement through the use of results data.	Shirley Moyer		Maintenance and Program Evaluation
4. Implement world language program in all elementary schools	100%	Symtalk implemented in all classes 1-5. Literacy based, cultural lessons in Full Day K.	Ongoing program fidelity walkthroughs. Bi-monthly walkthroughs to ensure program implementation	Lisa Hoffman		Maintenance and Program Evaluation
5. Develop and recommend high school schedule options for 2016-17	100%	Two presentations to school board this fall - with recommendation for the 7-period day with unit lunch/I/E period made at the November 12 meeting. Teachers and students had a voice, and parents were included on the committee. Schedule has been selected and recommended and the schedule is ready to be put into powerschool once students select courses. A trial run of the schedule will be run on the last student day.	Completed	Lisa Hoffman David Finnerty		Completed
6. Implement AP Seminar course and plan for implementation of AP Research course in 2016-17	100%	AP Seminar course (2 sections) in process. Syllabus was approved by College Board with no required edits. Syllabus includes comprehensive unit plans for first half of the year, with second half the required implementation of specific material from College Board. Implementation visits were conducted on 12/3 and displayed evidence of alignment with syllabus and intent of course. AP Research Planned Course Statement was board approved on 12/3 and is included in the Program of Studies.	The two identified AP Research teachers are registered to be trained this summer. Course is scheduled to run in Fall.	Lisa Hoffman David Finnerty		Implementation
7. Implement vertically aligned college and career readiness curriculum	100%	CCR Class implemented in grades 6-8.	Additional work needed to align these middle school courses to K-5 and 9-12 offerings. Course is being revised for 2016-2017	Lisa Hoffman		Course revision and maintenance
8. Increase teacher knowledge of best practices and district expectations for implementation of 504 and IEP service agreements	100%	All buildings have had the training.	None	Shirley Moyer, Janet Pelone and Enzo Martellucci		Completed
9. Maintain and monitor effectiveness of program initiatives started in 2014-15 (Full Day Kindergarten, 8th grade RELA Honors and Math Compacted, middle level world languages, new AP course offerings)	100%	New AP course offerings - AP Human Geography, AP Physics 1, AP Physics 2 New courses have all be visited and curriculum has been audited. However, a second round of visits are needed to ensure fidelity of implementation.	Completed, courses are being revised as needed based on year 1 of implementation Analysis of AP Physics 2 - no students took the AP exam	Lisa Hoffman		Completed
Total Completion	100.00%					

Domain: Operations and Finance

Goal: Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development and effective program evaluation.

Rationale: Aligns with belief that we are to be responsible stewards of community resources.

	% Completion	Summary of Work Completed	Work Still in Progress	Lead Responsibility	Links to Evidence/Artifacts	Status for 2016-17
1. Develop fiscally responsible budget for 2016-17 that sustains current programs and plans responsibly for future needs	100%	Proposed Final Budget approved on 4/28/16 within index	Approval of Final Budget on 6/2/16	Robert Riegel	Insert link to budget	Ongoing goal

2. Update 5-Year Capital Projects Plan and present strategies to embed annual funding of plan into annual budget	100%	Community Facilities Study Commission was formed, oriented, and completed tours of all district buildings. Schradergroup completed the engineering study and met with educational program leaders. Preliminary budget for capital and repair/maintenance needs was prepared and submitted. Committee completed recommendations and presented to Board on 4/28/16. Board Review scheduled; strategies presented to Board for annual funding (not approved.)	Completion of Board review and direction on next steps.	Nancianne Edwards, Kelly Harper, Robert Riegel	http://www.qcsd.org/domain/1706	Implementation of Year 1 of maintenance/ repair plan
3. Incorporate transportation changes resulting from the redistricting plan and plan pro-actively for non-public information collection to improve communication and efficiency	100%	All transportation changes from redistricting were implemented; information was shared with non-public schools; procedures in place for communications; report presented to Board in September 2015 on 2015-16 routes and ride times	Continue to monitor; provide annual report to Board on ride times and routes	Nancianne Edwards		Maintenance
4. Audit facilities and maintenance programs and present recommendations	100%	GCA evaluation and survey processes implemented, data collected and reviewed routinely, update presented to Board in December 2015; snow removal equipment and procedures reviewed and equipment replacement plan developed and Board approved in November 2015; Maintenance systems and staffing reviewed, replacement staff hired, proposal for building "ownership" can be implemented upon approval of the QESPA Tentative Agreement; RFP for custodial work issued including specific performance guarantees; regular work order status reviews; appropriate budget established for repair needs	Complete review of RFP process for custodial and make recommendation to Board	Nancianne Edwards, Kelly Harper		Implement new custodial agreement; monitor effect of performance guarantees; continue survey and reporting processes
Total Completion	100.00%					
Domain: Culture and Communication						
Goal: Consistently communicate with all stakeholders to enhance awareness of the district's mission and overall objective (college and career ready upon graduation from QCHS), and how these objectives will be carried out at Quakertown						
Rationale: Aligns with the belief that effective communication is essential						
	% Completion	Summary of Work Completed	Work Still in Progress	Lead Responsibility	Links to Evidence/Artifacts	Status for 2016-17
1. Implement new high school CCR Portfolio replacing graduation project, and the middle school CCR elective course	100%	Middle school CCR elective course implemented and tied to Naviance to allow for students to transition portfolio and surveys to HS.	High school will audit the CCR Portfolio status to determine class of 2017's progress toward completion.	MS: Lisa Hoffman HS: David Finnerty		Continued maintenance
2. Continue communication of key concepts of Conley work consistently and vertically through high school	50%	Communication through elementary newsletters	Alignment of Conley concepts with planned metrics; continued communication with staff	Dr. Harner Principals	Elementary Feedback	Continue goal in 2016-17
3. Create curriculum and professional development hub	100%	Canvas Hub is functional and all teachers are enrolled.	Continue to expand offerings in PD Hub All curriculum and resources have been moved to this site.	Lisa Hoffman	Canvas PD Hub	Maintenance
4. Develop at least two quality common assessments for all new courses	100%	Common assessments and projects included in curriculum writing and revisions for all new CORE classes		Lisa Hoffman		Continue as part of the curriculum cycle as we write new courses
5. Develop teacher leadership, understanding and ownership of student and building data to strengthen building culture, quality of instruction, and student achievement	50%	Course Leaders were selected. Introductory meeting held in October 2015. PD days focused on data literacy at the building level Teacher Leaders were utilized for April PD Day	Guidance counselors are reading data text Jan 25 buildings are focusing on data and instruction and engagement	Lisa Hoffman Greg Leshner will be taking over Course Leaders	Artifacts	Continue goal in 2016-17
6. Maintain communication initiatives from 2014-15	100%	Strong use of ConnectEd at the high school. Regular posting in Canvas at the high school. High school and Freshman Center websites merged into one single website. High school faculty receives weekly updates from Administrative team. Superintendent blogs	Ongoing monitoring	Dr. Harner Principals		Maintenance
Total Completion	83.33%					
Domain: Human Resources/Planning						
Goal: Maintain all academic objectives through existing professional staff (FTEs)						
Rationale: Aligns with belief in responsible stewardship of community resources.						

	% Completion	Summary of Work Completed	Work Still in Progress	Lead Responsibility	Links to Evidence/Artifacts	Status for 2016-17
1. Analyze Alternative Compensation Model pilot data and hold discussions with QCEA regarding next steps	100%	Pilot data was reviewed on 11/9/2015 and changes are needed due to unavailability of state data for all teachers; additional session scheduled for 2/1 - On 2/1 Committee mutually agreed to suspend Alternative Compensation Model discussions. Committee agreed that should reliable data become available in the future, and with mutual agreement between parties, the Committee could resume discussions.	None	Nancianne Edwards	<u>Committee Notification to Staff</u>	
2. Develop and implement Principal SLO process	100%	Principal SLOs were developed in Summer 2015.	Completion of Principal SLOs will be confirmed after year end evaluation meetings are held in June.	Lisa Hoffman Nancianne Edwards		
3. Implement Year 2 SLO model for teachers with fidelity	100%	SLOs were reviewed by teachers, Course Leaders, LFs and Principals SLOs were revised as necessary Chad Evans created new spreadsheets as requested by teachers Mid year meetings allowed principals to ensure correct implementation	Principals will confirm completion after year end evaluation meetings are held.	Lisa Hoffman Nancianne Edwards		
4. Conduct negotiations with QCEA to achieve an educationally supportive and fiscally responsible successor agreement	100%	All preparation work completed; sessions held beginning in January	Continued bargaining sessions	Nancianne Edwards Zachary Schoch		
5. Increase the effectiveness of the supervision process through specific strategies to improve the quality of feedback, to increase the fidelity and calibration of the supervision process, to more accurately differentiate performance, and to include student surveys	100%	Development of 2015-16 Supervision Plan, Supervision 2.0 presentation at Convocation, follow up monthly professional development with administrators, development of Canvas course to foster district-wide conversation. Developed and implemented student surveys.	Continued discussion and PD; development of Supervision 3.0 through Instructional Rounds	Nancianne Edwards and all administrators	<u>Supervision 2.0 Plan Document</u>	
Total Completion	100.00%					
Domain: Data/Technology						
Goal: Ensure integrity of data collection and technology investments/use are aligned with the district's fiscal objectives and academic needs						
Rationale: Aligns with the belief in continuous improvement						
	% Completion	Summary of Work Completed	Work Still in Progress	Lead Responsibility	Links to Evidence/Artifacts	Status for 2016-17
1. Identify and refine data elements for different stakeholder groups and continue selection and implementation of dashboard systems for each group	100%	Major student information data sources have been extracted, cleansed, and loaded; Focus Groups held and first generation dashboards will be available to administrators in June and teachers in August	Phase I on target for completion	Nancianne Edwards Joe Kuzo Lydia Wagler	<u>Decision Ed Project Update</u>	Phase II - load Keystone and other data sources and develop business/HR, and board dashboards; training for all stakeholders on use
2. Effectively implement Canvas and blended learning objectives for all teachers	100%	Canvas training provided for all staff members; expectations established for teachers at each level	Continue completion and monitoring of teacher expectations and progress with Canvas	Nancianne Edwards Tony Carty	<u>Canvas Data</u>	Phase II benchmarks
3. Complete readiness and preparation for implementation of FID program and submit for PDE approval (Goal Removed from Calculation)	0%	PDE has backed away from the FID concept; upon confirmation that they are no longer accepting FID applications, we will request this goal be removed.		Nancianne Edwards Tony Carty		
4. Develop and communicate expectations for student development of 21st century technology-facilitated skills	100%	Clarity surveys administered in December, analyzed, shared with Principals to guide building expectations; May surveys in progress.	Completion of May surveys and analysis of change in data	Nancianne Edwards Tony Carty Joe Kuzo	<u>Bright Bytes Clarity Report</u>	Continue goal
5. Examine current 1:1 model and recommend changes to improve cost-effectiveness	100%	Reviewed our current practice, considered options, and identified possible cost savings moving forward including the introduction of Chromebooks in 9th grade; communication plan in development	Complete the communication plan	Nancianne Edwards Joe Kuzo		Maintenance
Total Completion	100.00%					
Domain: Safety and Security						
Goal: Be vigilant in ensuring the safety and security of all school buildings and the central office						
Rationale: Aligns with belief in a physically and intellectually safe environment for all						
	% Completion	Summary of Work Completed	Work Still in Progress	Lead Responsibility	Links to Evidence/Artifacts	Status for 2016-17
1. Complete development and implementation of Crisis Manager critical incident planning application	100%	The application is configured and district data has been uploaded. App will be reviewed with administrators at Summer Leadership	Review of app with administrators	Nancianne Edwards Joe Kuzo Anita Serge Tony Carty		Maintenance

2. Schedule and conduct appropriate drills and update critical incident plans based on post-drill evaluation	100%	Two ALICE drills were held in each school building; table top exercise held with Quakertown Borough and related stakeholders	None	Critical Incident Planning Team, Principals		Maintenance
3. Implement Raptor system for visitor screening.	100%	Implemented in all schools; procedures developed and disseminated; communication with parents and community	None	Zach Schoch/Joe Kuzo	<u>Raptor Procedures for Secretaries</u>	
Total Completion	100.00%					
Overall Completion	97.22%					