



Quakertown Community School District

# **2018-19 Final District Goals Report**

## **May 23, 2019**

*Office of the Superintendent*



## District Goals Process and Timeline

June 14, 2018	Board Approval of 2018-19 District Goals
Summer 2018	Action Planning
August - May	Execution of Action Plans and Strategies
February 2, 2019	Mid-Year Progress Report to Board
May 2019	Building and Department Submissions
May 23, 2019	Presentation of Final Report
June 2019	Board Approval of Percent Complete for evaluations and performance incentives



## Sources of Evidence

- Completion of Action Plans
- Documents and systems created
- Reports
- Communications
- Data collection, assessments, surveys
- Teacher goal documents
- Other



# 2018-19 District Goals Overall Completion 97.0%



## **Goal #1 - CULTURE FOR TEACHING AND LEARNING**

*Develop and consistently reinforce a positive culture for learning at the classroom, building, district, and community level.*



# Goal #1 - CULTURE FOR TEACHING AND LEARNING

## STRATEGIES:

### 1. Increase student learning by:

- a) Increasing ownership and effective use of student and building data (year two)
- b) Fostering improved culture for learning through building action plans focused on Panorama student perception survey data
- c) Providing increased opportunities for autonomy at the building level
- d) Improving quality of instruction through teacher goal setting, effective supervision, and coaching
- e) Create and implement regular feedback systems to assess employee satisfaction

**Theory of Action:** If we effectively implement the strategies listed, we will improve the quality of instruction and increase student learning.



## **Goal #1 - CULTURE FOR TEACHING AND LEARNING**

**Completion for Strategy 1-1: 97.5%**

<b>1a: Use of Data</b>	<b>100% Complete</b>
<b>1b: Student Perception</b>	<b>100% Complete</b>
<b>1c: Building Level Autonomy</b>	<b>100% Complete</b>
<b>1d: Supervision</b>	<b>100% Complete</b>
<b>1e: Feedback Systems</b>	<b>87.5% Complete</b>



# Goal #1 - CULTURE FOR TEACHING AND LEARNING

## 2. Parent/Family Engagement

- a) Create systems to provide parents with more information about curriculum, academic program, methods to support their child's academic learning and social/emotional health
- b) Provide forum opportunities for parent education on relevant topics

**Theory of Action:** If we provide comprehensive information to parents about curriculum and the academic program and provide forum opportunities to educate parents on relevant topics, we will increase the alignment between parent expectations and classroom learning, and better engage parents as partners in their child's education.





## **Goal #1 - CULTURE FOR TEACHING AND LEARNING**

**Completion for Strategy 1-2: 89.3%**

**2a: Parent Information**

**88.8% Complete**

**2b: Parent Education**

**89.8% Complete**



# Goal #1 - CULTURE FOR TEACHING AND LEARNING

## 3. Diversity Initiative (Welcome Workplace)

Create a District-wide Steering Committee to evaluate the Welcome Workplace/IDI survey results and develop action plans for 2018-19 (year one)

**Theory of Action:** If we increase our intercultural competence through a proven, expert-led program, we will improve the culture for teaching and learning across the school district and better meet the needs of diverse stakeholders.

**Completion for Strategy 1-3: 100.0%**



# Goal #1 - CULTURE FOR TEACHING AND LEARNING

## 4. Community Service/Service Learning

- a) Create system to compile all service learning/community service projects K-12;
- b) Develop programming and opportunities for participation in the MLK National Day of Service in January 2019.

**Theory of Action:** If we model and instill in our students the value and importance of service, we will contribute to a positive school culture and make a difference.



## **Goal #1 - CULTURE FOR TEACHING AND LEARNING**

**Completion for Strategy 1-4: 96.9%**

**4a: Community Service**

**93.8% Complete**

**4b: MLK Day of Service**

**100.0% Complete**



# Goal #1 - CULTURE FOR TEACHING AND LEARNING

## 5. PBIS

Achieve a score of at least 80 in the Benchmarks of Quality for Tier 1 PBIS in each building K-12, and begin development and implementation of PBIS Tier 2.

**Theory of Action:** If we implement school-wide positive behavior supports in all buildings with fidelity, we will see improved behavior across all settings.

**Completion for Strategy 1-5: 90.6%**



## Goal #2 - ACADEMIC PROGRAM

*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.*



## Goal #2 - CULTURE FOR TEACHING AND LEARNING

### STRATEGIES:

#### 1. Curriculum

Curriculum Cycle Scheduled Work:

- **Year 1: 6-12 Science; K-12 Art; K-12 Music**
  - 6-12 Science is currently examining resources for purchase for the 2020-2021 school year.
  - K-12 Art, K-12 Music, and K-12 HPE are all designing, revising curriculum and examining resources.
- **Year 2: 6-12 RELA; Digital Literacy; PLTW**
  - 6-12 ELA is writing their curriculum - all at different stages to be completed by end of year

Curriculum Cycle Year 3 Implementation: K-5 RELA; 9-12 FCS; K-12 ELL



## Goal #2 - CULTURE FOR TEACHING AND LEARNING

**Theory of Action:** If we align our curriculum to standards and review/revise our curriculum on a predictable, cyclical basis, then students will benefit from a consistently implemented, guaranteed, and viable curriculum.

**Completion for Strategy 2-1:                      100%**





## Goal #2 - CULTURE FOR TEACHING AND LEARNING

### 2. Program Development and Evaluation

#### a. Develop and implement The Academy at Quakertown program 6-12

**Theory of Action:** If we successfully design and implement an appropriate program to meet the needs of learners who are not experiencing success in a whole school environment, we will increase student learning and success for those students.

#### b. Implement DMG recommendations, year one (to be determined based on staff feedback and Administrative Leadership work in June)

**Theory of Action:** If we critically evaluate our special education programs using external resources and expertise, we will identify opportunities to deliver quality programs at reduced cost.



## **Goal #2 - CULTURE FOR TEACHING AND LEARNING**

**Completion for Strategy 2-2: 100.0%**

<b>2a: The Academy at Quakertown</b>	<b>100.0% Complete</b>
<b>2b: DMG Year Two</b>	<b>100.0% Complete</b>



## Goal #3 - SAFETY AND SECURITY

*Be vigilant in ensuring the safety and security of all school buildings and the central office.*



## Goal #3 - SAFETY AND SECURITY

### STRATEGIES:

In addition to maintaining drills, training, and critical incident document updates,

1. **Create a community committee on safety, to include examining social, emotional, and mental health needs, prevention strategies, and facilities needs and report recommendations to the Board Ad-Hoc Safety Committee by April 1, 2019.**

**Theory of Action:** If we involve our parent community in a committee that examines best practices in school safety, reviews current practices in QCSD, identifies opportunities for improvement, and recommends future actions to the Board of School Directors that will contribute to the prevention of school violence, we will improve school safety and increase student, staff, and parent confidence in the safety of our schools.

**Completion for Strategy 3-1:                      100%**



## Goal #3 - SAFETY AND SECURITY

### 2. Implement critical incident planning application (*NaviGate Prepared*)

**Theory of Action:** If we enhance the tools we have available to communicate and follow protocols for critical incidents, we will increase the safety of students and staff.

**Completion for Strategy 3-2:                      100.0%**



## Goal #3 - SAFETY AND SECURITY

3. **Data Security and Privacy** - complete Phase III in obtaining the COSN Trusted Learning Environment Seal (year three of three-year goal) by completing the remaining indicators and applying for the TLE Seal.

**Theory of Action:** If we systematically review and improve our data and security practices, then our continued focus on student privacy, data security, and compliance with all applicable laws and regulations will provide assurance to parents and other stakeholders that the technology our students use is safe and that the district values student privacy and data security.

**Completion for Strategy 3-3:                      95.0%**



## Goal #4 - OPERATIONS AND FINANCE

*Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development, implementation of appropriate systems, and effective program evaluation.*



## Goal #4 - OPERATIONS AND FINANCE

### STRATEGY:

1. **Create specific opportunities for Board in-depth review and education on district financial matters, including major budget cost drivers.**

**Theory of Action:** If we increase our reporting on financial matters, the Board will have enhanced tools to guide decision making and have a more in-depth understanding of the rationale underlying those decisions.

**Completion for Strategy 4-1:                      100.0%**





# QUESTIONS ?



# NEXT STEPS

1. Compilation of all Action Plan detail evidence for final report
2. Address any questions about goal work or completion calculations
3. Board approval of completion percentage on June 6 or June 13, 2019



# THANK YOU