

Quakertown Community School District
2020-2021 SUPERINTENDENT | DISTRICT GOALS

Under COVID-19 Pandemic Conditions

Board Approved:

QCSD MISSION STATEMENT: Our mission is to prepare all students with the knowledge, habits, and skills they need to graduate ready for college or career and for engaged citizenship, all at the best value to our community.

● **Domain 1: *Academic Achievement and Support***

o **Goal:** Dr. Harner will use data to identify learning gaps resulting from the COVID-19 pandemic shutdown and will develop and implement action plans to remediate the identified learning gaps for all students.

As the district adjusts to different phases during pandemic/post-pandemic conditions, the administration will:

1. Develop a K-12 instructional model for 2020-21 that can adapt to various instructional environments (live, virtual, and hybrid), that requires attendance and academic accountability, and that provides options for parents.
2. Conduct benchmark testing at the beginning of the school year to identify learning gaps.
3. Develop improvement plans for buildings identified for Targeted Support by PDE.
4. Provide professional development opportunities that support teachers' transition to various instructional models - classroom, hybrid, and virtual.

Measurement: 50% Completion of Action Plans and 50% Attainment of Metrics for reading and math achievement/growth at each grade level compared to the beginning of the year benchmark.

Reporting Requirements:

1. *Presentation of K-12 Instructional Model (August)*
2. *Presentation of Professional Development Plan (September)*
3. *Presentation of Beginning of Year Benchmark Results (October)*
4. *Report on Professional Development participation (May)*
5. *Report on Action Plan Completion Results (June)*
6. *Report on End of Year Metrics Results (June)*

● **Domain 2: *Culture and Community Engagement***

o **Goal:** Dr. Harner will continue to engage internal and external stakeholders to develop major recommendations to the Board, and to consistently reinforce a positive culture of service, respect, and support for ALL students, faculty, and staff.

1. Utilizing the input of students, teachers, parents, and administrators, complete the Comprehensive Plan process and present the plan for Board approval.
2. Complete a parent committee-led Community Elementary Redistricting process and make recommendations consistent with the District's financial situation to the Board by the end of January 2021.
3. Ensure all K-12 students have technology access, 1:1 Chromebook and iPads and connectivity to the Internet, which includes exchange and repair capabilities.
4. Complete implementation of PBIS Tier 2 in all buildings (except the High School, which is still in PBIS Tier 1).
5. Develop and send a bi-annual newsletter to all residents.
6. Survey students, parents, faculty and staff regarding instruction, instructional environments, **culture**, and safety. Use results to inform the Board and Administration decision making.

Measurement:

Goal 1: Percent complete of Action Plans and presentation of deliverables as listed

Goal 2: Percent complete of Action Plans and presentation of deliverables as listed

Goal 3: 50% percent complete of Action Plans and 50% maintaining access at 98% or more of students

Goal 4: 50% percent complete of Action Plans and 50% passing score on Tiered Fidelity Inventory

Goal 5: Percent complete of Action Plans and presentation of deliverables as listed

Goal 6: Percent complete of Action Plans and presentation of deliverables as listed

Reporting Requirements:

- 1. Presentation of the Comprehensive Plan to the Board (by October)*
- 2. Presentation of Elementary Redistricting recommendations (January)*
- 3. Sharing of resident newsletter #1 (November)*
- 4. Report on Fall survey results (November)*
- 5. Sharing of resident newsletter #2 (May)*
- 6. Report on Spring survey results (June)*
- 7. Report on Action Plan Completion Results (June)*
- 8. Report on End of Year Metrics Results (June)*

● **Domain 3: *Academic Program***

o **Goal:** Dr. Harner will continue to 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.

The Administration will:

1. Complete Curriculum Cycle Planned Work:
 - Planning (Cycle Year 1): K-5 Math
 - Planning (Cycle Year 2): 6-12 Social Studies, K-12 World Language
 - Implementation (Cycle Year 3): 6-12 Science, K-12 Art, Music, Health & PE
2. Implement the High School Career Pathways Phase I, and prepare for

Phases II and III implementation.

Measurement: *100% based on completion of Action Plans*

Reporting Requirements:

1. *Presentation of Curriculum Plan (August)*
2. *Mid-year report on Curriculum Plan progress, including participants (January)*
3. *Mid-year report on Pathways Phase I progress (January)*
4. *Report on Action Plan Completion Results (June)*

● **Domain 4: *Safety, Security and Mental Health***

o **Goal:** Dr. Harner will be vigilant in ensuring the safety and security of all school buildings and the central office. The Administration will utilize strategies for student, faculty and staff wellness as a component of ensuring safe and secure schools.

Mental health and awareness of COVID-19 produced issues amongst students, faculty and staff, administrators and families will be significant throughout the 2020-2021 school year.

1. Develop and implement Social Emotional Learning plans that support both students and staff.
2. Complete risk and vulnerability assessments on all school buildings that were not finished due to the Governor's stay-at-home order.
3. Develop and present for Board approval a Health and Safety plan addressing all required safety protocols for building occupation.
4. Develop a behavior reporting system that includes major or high frequency infractions for each building.
5. Utilize resources from the Consortium on Mental Health and Optimal Development to support wellness for students and staff members

Measurement: *Percent complete of Action Plans and presentation of deliverables as listed.*

Reporting Requirements:

1. *Presentation of Social Emotional Learning plan (August)*
2. *Presentation of Health and Safety Plan (June, August)*
3. *Presentation of each Risk and Vulnerability report as completed (Executive Session)*
4. *Presentation of initial Behavior Report for Board feedback (October)*
5. *Presentation of Behavior Reports (monthly starting in December)*
6. *Report on Action Plan Completion Results (June)*

● **Domain 5: *School Operations and Financial Stewardship***

o **Goal:** Dr. Harner will ensure operations are systematically and consistently managed through planning, data analysis, systems audits, and excellent stewardship of school district financial and human resources.

1. Forecast, requisition and provide required PPE for resources opening schools, subject to fiscal and supply chain constraints, and subject to Board approval.
2. Prepare the Board to negotiate the QCEA contract.
3. Prepare the Board for the review of the transportation services contract and requests for proposal process.
4. Present a five-year budget forecast highlighting major items.
5. Present a five-year facilities capital maintenance plan.
6. Track and report on changes resulting in expenditure savings, including personnel, contracted services, and changes resulting from systems audits.
7. Maintain the Forecast5 Board Dashboard and Board Reports and highlight categories of interest each month.

Measurement: *Percent complete of Action Plans and presentation of deliverables as listed.*

Reporting Requirements:

1. *Present analysis of PPE needs and resources (August)*
2. *Hold Board information sessions on QCEA contract negotiations (by January)*
3. *Hold Board information session on the transportation contract and*

proposal process (by January)

4. *Present budget forecast (October, January, March, May)*
5. *Present five-year facilities capital maintenance plan (November)*
6. *Report monthly on changes resulting in expenditure savings (beginning in October)*
7. *Report monthly on categories of interest from the Forecast5 Board Dashboard and Board Reports*

Reporting Calendar for 2020-21

Bold items are presented for Board approval

Board Meeting	Reports
Monthly	Include updates on various action plans as part of the Superintendent's Report
June 25, 2020	Presentation of Health and Safety Plan (including for Athletics)
August 13, 2020	Presentation of K-12 Instructional Model for 2020-21 Presentation of revised Health and Safety Plan (if required) Presentation of PPE Needs and Resources
August 27, 2020	Presentation of Curriculum Plan Presentation of Social Emotional Learning Plan
Fall 2020	Hold Board Information session on QCEA contract negotiations Hold Board Information session on transportation contract and proposal process
September 24, 2020	Presentation of Professional Development Plan Presentation of Comprehensive Plan (or on October 22) Forecast5 Board Dashboard Report
October 22, 2020	Presentation of Beginning of Year Benchmark Results Presentation of initial Behavior Report

	Forecast5 Board Dashboard Report Budget Five Year Forecast Expenditure Savings Report
November 12, 2020	Resident Newsletter #1 Report on Fall Survey Results Present five-year facilities capital maintenance plan Forecast5 Board Dashboard Report Expenditure Savings Report
December 3, 2020	Forecast5 Board Dashboard Report Behavior Report Expenditure Savings Report
January 2021	Report on Elementary Redistricting Recommendations Mid-Year Report on Curriculum Plan work and participants Mid-Year Report on Career Pathways, Phase I Forecast5 Board Dashboard Report Budget Five Year Forecast Behavior Report Expenditure Savings Report
February 2021	Forecast5 Board Dashboard Report Behavior Report Expenditure Savings Report Report on Winter Benchmark Testing
March 2021	Forecast5 Board Dashboard Report Budget Five Year Forecast Behavior Report Expenditure Savings Report
April 2021	Forecast5 Board Dashboard Report Behavior Report Expenditure Savings Report
May 2021	Report on Professional Development participation Resident Newsletter #2 Forecast5 Board Dashboard Report Budget Five Year Forecast Behavior Report Expenditure Savings Report
June 2021	Report on Spring survey results Forecast5 Board Dashboard Report

	Behavior Report Expenditure Savings Report Report on Action Plan Completion Results Report on End of Year Metrics Results
As Completed	Executive Session review of each Risk and Vulnerability report