

## **SHAMOKIN AREA SD**

2000 W State St

Comprehensive Plan | 2021 - 2024

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### **MISSION STATEMENT**

All students graduating from Shamokin Area School District will possess the learning skills needed to communicate effectively and be productive and responsible citizens. All students and staff will respect individuals and society and will possess the ability to adapt to diversity and change.

### **VISION STATEMENT**

The vision of Shamokin Area School District is to prepare students to embrace diversity and equity, as they continue their pathways to be successful in their life as they pursue their career choice.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

Quality education will be available to all students at Shamokin Area School District. Students will learn and become productive members of society. Students will be prepared in problem solving the changing needs of the local and global society. Our schools will be a place where students feel safe and supported : emotionally, intellectually, and physically

### **STAFF**

Quality education will be available to all students at Shamokin Area school District . All staff will embrace diversity and equity through the teaching process. All staff will assure access to all learning experiences and success for all students providing differentiated instruction to meet all needs to the the students they serve. Teachers and staff will provide a a safe and supported environment : emotionally, intellectually, and physically

### **ADMINISTRATION**

Quality education should be available to all students at Shamokin Area School District. All administrative leaders will support students, teachers and staff in the process of quality education and school improvement by providing the highest level of support. Administrators will provide opportunities during the school year to collaborate in n effort to meet needs the needs of all students administrators will support an environment where students, teachers and staff feel safe and supported : emotionally, intellectually, and physically

### **PARENTS**

Parents and Guardians will support the teachers, administrators and staff at Shamokin Area School District. Students and Family will share in a partnership in the educational process through communication with teachers and staff. Parents and Guardians will support their students outside the classroom when needed .

### **COMMUNITY**

Our Community will play an active role in Shamokin Area School District by supporting the teachers, staff, administrators and parents. Our community will provide various opportunities for all members of the district to be involved with various organizations and members of the community in the effort to foster relationships between the school and community.

**OTHER (OPTIONAL)**

## STEERING COMMITTEE

Name	Position	Building/Group
Mary Teresa Komara	admin	District
Mr. Chris Venna	admin	District
Sherri Glosek	admin	District
Mike Keefer	admin	District
Todd Hockenbroch	admin	District
Susan Redd	Teacher	Elementary
Jennifer Neary	Teacher	Intermediate
Robert Ryder	Reading Specialist	Elem/Intermediate
Steve Major	Teacher	High School
Maria Kelchner	Teacher	High School
Marc Persing	Teacher	Middle School
Lisa Firing	Community	Business
Chrissy Geiswhite	Parent/PTa president	Parent

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Brian Persing	President Board	School board
Jeff Kashner	Community	Community
Tonya Searls	Community Member	Community
Jessica Portzline	Community Member	Community
Elizabeth Orner	Parent	Community
Matthew Weller	Guidance Specialist	High School

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## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Provide and sustain a positive school environment where all members feel welcomed, supported, and safe in school; socially, emotionally, intellectually, and physically.	Regular Attendance
Provide a learning platform for students to acquire understanding of oneself; knowledge of careers and work environments; the ability to choose a career that aligns with one's abilities, interests, values, and personality; as well as the ability to formulate realistic academic and career goals and make a plan to achieve them.	Career Standards Benchmark
Use research and evidence based instructional strategies to provide early literacy skills as the building blocks for future educational success for all students in all content areas.	English Language Arts

## ACTION PLAN AND STEPS

### Evidence-based Strategy

Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<https://7mindsets.com/>)

## Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
ATTEND	Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024.
EMPLOY	Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024..
READ	English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Expanding the Social Emotional Learning Program to be implemented district wide.	2020-09-01 - 2024-06-30	Special Education Supervisor	SEL online curriculum resources for teaches, students and families
Review of district policies of attendance and tardiness for in person instruction and virtual learning .	2020-09-01 - 2024-06-30	Administration	Student Information System, Attendance Personnel
Staff Professional Learning Community Book Clubs	2020-09-01 -	Administration	Google Classroom, Professional SEL Subject Books
Implementing Building Level Incentives for Student Attendance	2020-09-01 - 2024-06-30	Building Administrators and attendance committee	Building Appropriate Incentives

### Anticipated Outcome

A more positive school environment and increased student attendance, Promoting increased awareness by staff of research on SEL topics, Building positive relationships between students and staff

### Monitoring/Evaluation

K-12 data analysis of attendance reports by grade level ,Act 48 Credits for Book Club Completion, K-12 School Climate Surveys for Staff, Students, Parents, and Community

### Evidence-based Strategy

Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be effective in truancy prevention. Children are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)

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truancy prevention. Children are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)			Software, Parent Resources on Truancy
Continuation of District Back pack Program	2020-09-01 - 2024-06-30	Curriculum Coordinator and Administrative Personnel	Community Based funding
Continuation of Community Eligibility Provision Lunch program (CEP)	2020-09-01 - 2024-06-30	Business Manager	Website, Parent notification

**Anticipated Outcome**

**Monitoring/Evaluation**

**Evidence-based Strategy**

Career Academies - Career academies are a schools-within-a-school model that provide programs in specific career paths. Components of the program include smaller learning communities and partnerships with local businesses. Career Academies offer curricula of occupation themes, including business and finance, technology, health occupations, public service, and travel and tourism.

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Continuation of Smart Futures K-12 platform	2020-09-01 - 2024-06-30	Guidance Counselors, Curriculum Coordinator	Smart Futures Platform
Career Graduation Requirements	2020-09-01 - 2024-06-30	Guidance Counselors	Job Shadowing requirements paperwork between sophomore and Junior year
Continuation of teacher in the workplace program	2020-09-01 - 2024-06-03	CSIU Consultant	Teachers form relationships with members of the community in order for students to go out into the workplace for job shadowing
Career Fair Grades 7-12	2020-09-01 - 2024-06-30	Guidance Counselors	Community Businesses, Community ProfessionALS

## Anticipated Outcome

## Monitoring/Evaluation

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### Evidence-based Strategy

Comprehensive Reading and Writing-Early literacy skills are the building blocks for future educational success for all students. Research/evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).

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Continuation of Full Day Kindergarten	2020-09-01 - 2024-06-30	Administration	Brigance results, Pre k counts assessments, speech and language screens, CEP eligiitiy
Adopt a research based supplemental program for reading instruction for English Language Arts in grades K-2	2020-09-01 - 2024-06-30	Elementary Administration and Curriculum Coordinator	Structures supplemental literacy program
TDA K-2 Bootcamp	2020-09-01 - 2024-06-30	CSIU/ elementary principal	CSIU

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Increase knowledge Base of TDA's and implementation for grades k-2	2020-09-01 - 2024-06-30	Curriculum coordinator/Reading Specialist	PDE and district resources
I-ready implementation at the Kindergarten level, grades 4-8	2020-09-01 - 2024-06-30	Administration	i ready platform
TDA Refresher ( grades 3-12)	2020-09-01 - 2024-06-30	Curriculum Coordinator	PDE Resources
Curriculum alignment with PA standards and Elbible content areas in ELA Grades 9-12	2020-09-01 - 2024-06-30	Curriculum Coordinator, High school administrator	PA Standards & Eligible content, ELA Reading Programs, SAS, Department meetings

**Anticipated Outcome**

**Monitoring/Evaluation**



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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Timeline**

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partnerships  
with local  
businesses.  
Career  
Academies  
offer  
curricula of  
occupation  
themes,  
including  
business  
and finance,  
technology,  
health  
occupations,  
public  
service, and  
travel and  
tourism.

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing-Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from</p>	<p>Continuation of Full Day Kindergarten</p>	<p>09/01/2020 - 06/30/2024</p>

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

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phonics  
instruction to  
comprehension  
in reading to  
sentence  
formation and  
word choice to  
applications for  
essay writing  
such as a Text  
Dependent  
Analysis (TDA).

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing-Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from</p>	<p>Adopt a research based supplemental program for reading instruction for English Language Arts in grades K-2</p>	<p>09/01/2020 - 06/30/2024</p>

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

---

phonics  
instruction to  
comprehension  
in reading to  
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applications for  
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## COMMUNICATION PLAN - STEPS AND TIMELINES:

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<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing-Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from</p>	<p>I-ready implementation at the Kindergarten level, grades 4-8</p>	<p>09/01/2020 - 06/30/2024</p>

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

---

phonics  
instruction to  
comprehension  
in reading to  
sentence  
formation and  
word choice to  
applications for  
essay writing  
such as a Text  
Dependent  
Analysis (TDA).

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing-Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from</p>	<p>Curriculum alignment with PA standards and Elbible content areas in ELA Grades 9-12</p>	<p>09/01/2020 - 06/30/2024</p>

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

---

phonics  
instruction to  
comprehension  
in reading to  
sentence  
formation and  
word choice to  
applications for  
essay writing  
such as a Text  
Dependent  
Analysis (TDA).

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## **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 placed for public inspection and comment in the LEA offices and in the nearest public library before the next regularly scheduled meeting of the board and for a minimum of 28 days prior to approval by the board or governing body and submission to the Department.

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School Board Minutes or Affirmation Statement

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

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Superintendent/Chief Executive Officer

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Elementary - All Mathematics/Algebra assessed student groups scored above the Statewide Growth Score and exceeded the Statewide Growth Standard.

Intermediate - All Career Standards Benchmark assessed student groups met and exceeded the Statewide 2030 Goal.

Middle School - The All Student Group students assessed in Mathematics/Algebra met the Annual Academic Growth Expectations (PVAAS)

High School - All Mathematics/Algebra and English Language Arts/Literature assessed student groups scored above the Statewide Growth Score and exceeded the Statewide Growth Standard.

High School/Elementary - All Science/Biology assessed student groups scored above the Statewide Growth Score and exceeded the Statewide Growth Standard.

Career Standards Benchmark-The Intermediate School met and exceeded the Statewide 2030 Goal by 0.7%

High School Graduation Rate-The High School Four-Year Cohort

### Challenges

K-12 Attendance

Career Standards Benchmark-The Middle School did not meet the Statewide 2030 Goal

Elementary School is Below the Statewide Average by 10.7% in Proficient or Advanced on English Language Arts/Literature Pennsylvania State Assessments.

Elementary School is Below the Statewide Average by 8 in Meeting Annual Academic Growth Expectations (PVAAS) on English Language Arts/Literature Pennsylvania State Assessments.

Intermediate School is Below the Statewide Average by 15.3% in Proficient or Advanced on English Language Arts/Literature Pennsylvania State Assessments.

Intermediate School is Below the Statewide Average by 25 in Meeting Annual Academic Growth Expectations (PVAAS) on English Language Arts/Literature Pennsylvania State Assessments.

Elementary School is Below the Statewide Average by 8.8% in



## Strengths

met the interim goal/improvement target; except Students with Disabilities.

High School is Above the Statewide Average by 5.8% in Proficient or Advanced on English Language Arts/Literature Pennsylvania State Assessments.

Elementary School is Above the Statewide Average by 1.7 in Meeting Annual Academic Growth Expectations (PVAAS) on Mathematics/Algebra Pennsylvania State Assessments

Middle School met the Statewide Growth Standard of 70 in Meeting Annual Academic Growth Expectations (PVAAS) on Mathematics/Algebra Pennsylvania State Assessments.

High School is Above the Statewide Average by 4 in Meeting Annual Academic Growth Expectations (PVAAS) on Mathematics/Algebra Pennsylvania State Assessments.

High School is Above the Statewide Average by 11% in Proficient or Advanced on Mathematics/Algebra Pennsylvania State Assessments.

Elementary School is Above the Statewide Average by 3.5% in Proficient or Advanced on Science/Biology Pennsylvania State Assessments.

High School is exceeded the Statewide 2030 Goal by 30 in

## Challenges

Proficient or Advanced on Mathematics/Algebra Pennsylvania State Assessments.

Intermediate School is Below the Statewide Average by 14.3% in Proficient or Advanced on Mathematics/Algebra Pennsylvania State Assessments.

Intermediate School is Below the Statewide Average by 14 in Meeting Annual Academic Growth Expectations (PVAAS) on Mathematics/Algebra Pennsylvania State Assessments.

Middle School is Below the Statewide Average by 24.9% in Proficient or Advanced on Mathematics/Algebra Pennsylvania State Assessments.

Middle School is Below the Statewide Average by 22.2% in Proficient or Advanced on Science/Biology Pennsylvania State Assessments.

Middle School is Below the Statewide Average by 20.1 in Meeting Annual Academic Growth Expectations (PVAAS) on Science/Biology Pennsylvania State Assessments.

High School is Below the Statewide Average by 10.4% in Proficient or Advanced on Science/Biology Pennsylvania State Assessments.

Establish and maintain a focused system for continuous

## Strengths

Meeting Annual Academic Growth Expectations (PVAAS) in Science/Biology.

Foster a vision and culture of high expectations for success for all students, educators, and families

Ensure effective, standards-aligned curriculum and assessment

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

Elementary and Intermediate IEP Students met the Standard for PA Academic Growth in Math, ELA, and Science.

Intermediate School Students with Disabilities were Above the Statewide Average in Career Readiness.

High School Economically Disadvantaged Students met the Standard for PA Academic Growth in ELA, Math, and Science.

High School Economically Disadvantaged Students scored Above the Statewide Average in Math, ELA, and Career Readiness.

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## Challenges

improvement and ensure organizational coherence

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

coordinate and monitor supports aligned with students' and families' needs

K-8 Grade Levels did not meet Statewide Goal Interim Target.

Middle School IEP Students did not meet the Standard for PA Academic Growth in ELA or Math.

K-8 (87.3%) scored Basic or Below Basic on the Spring 2019 ELA PSSA. K-8 (91.8%) scored Basic or Below Basic on the Spring K-8 (61.6%) scored Basic or Below Basic on the Spring 2019 ELA PSSA. K-8 (78.9%) scored Basic or Below Basic on the Spring 2019 Math PSSA. 2019 Math PSSA.

K-8 Grade Levels did not meet Statewide Goal Interim Target.

Elementary, Intermediate, and Middle School Students did not meet the Standard for PA Academic Growth in ELA or Math. Middle School Students did not meet the Standard for PA Academic Growth in Science.

English Language Arts- below the state wide average

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### Most Notable Observations/Patterns

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Note: The attendance was impacted by the pandemic 2020 (school closing) where students were on virtual learning platforms.

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Challenges	Discussion Point	Priority for Planning
K-12 Attendance	Fixed Mindset of the Community; Students are worried about basic needs instead of academics; generational poverty; and of value in education.	
Career Standards Benchmark-The Middle School did not met the Statewide 2030 Goal	Alternative Education did not focus on Career Readiness; Behavioral needs outweighed the Career Readiness requirements; Systematic Breakdown of Communication.	
Elementary, Intermediate, and Middle School Students did not meet the Standard for PA Academic Growth in ELA or Math. Middle School Students did not meet the Standard for PA Academic Growth in Science.	Focusing on the ELA portion of this need because ELA is the root cause of not meeting the other subject area growth. Disabilities and Economic Disadvantages are contributing to the lower ability levels of students entering the school district. Social Emotional and behavioral issues are detrimental to the learning process and student growth. There needs to be more differentiated instruction. Chronic absences accumulate to whole years of instruction being missed by students.	

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## ADDENDUM B: ACTION PLAN

**Action Plan: Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<https://7mindsets.com/>)**

Action Steps	Anticipated Start/Completion Date
Expanding the Social Emotional Learning Program to be implemented district wide.	09/01/2020 - 06/30/2024

  

Monitoring/Evaluation	Anticipated Output
K-12 data analysis of attendance reports by grade level ,Act 48 Credits for Book Club Completion, K-12 School Climate Surveys for Staff, Students, Parents, and Community	A more positive school environment and increased student attendance, Promoting increased awareness by staff of research on SEL topics, Building positive relationships between students and staff

  

Material/Resources/Supports Needed	PD Step	Comm Step
SEL online curriculum resources for teaches, students and families	yes	yes

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**Action Steps****Anticipated Start/Completion Date**

Review of district policies of attendance and tardiness for in person instruction and virtual learning .

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**

K-12 data analysis of attendance reports by grade level ,Act 48 Credits for Book Club Completion, K-12 School Climate Surveys for Staff, Students, Parents, and Community

A more positive school environment and increased student attendance, Promoting increased awareness by staff of research on SEL topics, Building positive relationships between students and staff

**Material/Resources/Supports Needed****PD Step****Comm Step**

Student Information System, Attendance Personnel

no

yes



**Action Steps****Anticipated Start/Completion Date**

Staff Professional Learning Community Book Clubs

09/01/2020 - 01/01/0001

**Monitoring/Evaluation****Anticipated Output**

K-12 data analysis of attendance reports by grade level ,Act 48 Credits for Book Club Completion, K-12 School Climate Surveys for Staff, Students, Parents, and Community

A more positive school environment and increased student attendance, Promoting increased awareness by staff of research on SEL topics, Building positive relationships between students and staff

**Material/Resources/Supports Needed****PD Step****Comm Step**

Google Classroom, Professional SEL Subject Books

yes

yes



Action Steps	Anticipated Start/Completion Date
Implementing Building Level Incentives for Student Attendance	09/01/2020 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
K-12 data analysis of attendance reports by grade level ,Act 48 Credits for Book Club Completion, K-12 School Climate Surveys for Staff, Students, Parents, and Community	A more positive school environment and increased student attendance, Promoting increased awareness by staff of research on SEL topics, Building positive relationships between students and staff

Material/Resources/Supports Needed	PD Step	Comm Step
Building Appropriate Incentives	no	yes

**Action Plan: Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be effective in truancy prevention. Children are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)**

**Action Steps****Anticipated Start/Completion Date**

Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be effective in truancy prevention. Children are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Truancy Officers, Attendance monitoring, Software, Parent Resources on Truancy

no

yes





**Action Steps****Anticipated Start/Completion Date**

Continuation of District Back pack Program

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Community Based funding

no

yes

**Action Steps****Anticipated Start/Completion Date**Continuation of Community Eligibility Provision  
Lunch program (CEP)

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Website, Parent notification

no

yes

**Action Plan: Career Academies - Career academies are a schools-within-a-school model that provide programs in specific career paths. Components of the program include smaller learning communities and partnerships with local businesses. Career Academies offer curricula of occupation themes, including business and finance, technology, health occupations, public service, and travel and tourism.**

Action Steps	Anticipated Start/Completion Date
Continuation of Smart Futures K-12 platform	09/01/2020 - 06/30/2024

Monitoring/Evaluation	Anticipated Output

Material/Resources/Supports Needed	PD Step	Comm Step
Smart Futures Platform	no	yes

Action Steps	Anticipated Start/Completion Date
Career Graduation Requirements	09/01/2020 - 06/30/2024

Monitoring/Evaluation	Anticipated Output

Material/Resources/Supports Needed	PD Step	Comm Step
Job Shadowing requirements paperwork between sophomore and Junior year	no	yes

Action Steps	Anticipated Start/Completion Date
Continuation of teacher in the workplace program	09/01/2020 - 06/03/2024

Monitoring/Evaluation	Anticipated Output

Material/Resources/Supports Needed	PD Step	Comm Step
Teachers form relationships with members of the community in order for students to go out into the workplace for job shadowing	no	yes

**Action Steps**

**Anticipated Start/Completion Date**

Career Fair Grades 7-12

09/01/2020 - 06/30/2024

**Monitoring/Evaluation**

**Anticipated Output**

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Community Businesses, Community ProfessioNALS

no

yes

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**Action Plan: Comprehensive Reading and Writing-Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).**

**Action Steps****Anticipated Start/Completion Date**

Continuation of Full Day Kindergarten

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Brigance results, Pre k counts assessments, speech and language screens, CEP eligibiity

no

yes



**Action Steps****Anticipated Start/Completion Date**

Adopt a research based supplemental program for reading instruction for English Language Arts in grades K-2

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Structures supplemental literacy program

yes

yes



**Action Steps****Anticipated Start/Completion Date**

TDA K-2 Bootcamp

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

CSIU

yes

no

**Action Steps****Anticipated Start/Completion Date**Increase knowledge Base of TDA's and  
implementation for grades k-2

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

PDE and district resources

yes

no

**Action Steps****Anticipated Start/Completion Date**

I-ready implementation at the Kindergarten level, grades 4-8

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

i ready platform

yes

yes

**Action Steps****Anticipated Start/Completion Date**

TDA Refresher ( grades 3-12)

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

PDE Resources

yes

no



**Action Steps****Anticipated Start/Completion Date**

Curriculum alignment with PA standards and Elbible content areas in ELA Grades 9-12

09/01/2020 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

PA Standards & Eligible content, ELA Reading Programs, SAS, Department meetings

no

yes



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p> <p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p> <p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<a href="https://7mindsets.com/">https://7mindsets.com/</a>)</p>	<p>Expanding the Social Emotional Learning Program to be implemented district wide.</p>	<p>09/01/2020 - 06/30/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p> <p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p> <p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<a href="https://7mindsets.com/">https://7mindsets.com/</a>)</p>	<p>Staff Professional Learning Community Book Clubs</p>	<p>09/01/2020 - 01/01/0001</p>
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing- Early literacy skills are the building blocks for</p>	<p>Adopt a research based supplemental program for</p>	<p>09/01/2020 - 06/30/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	<p>future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).</p>	<p>reading instruction for English Language Arts in grades K-2</p>	
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for</p>	<p>TDA K-2 Bootcamp</p>	<p>09/01/2020 - 06/30/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	<p>reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).</p>		
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies</p>	<p>Increase knowledge Base of TDA's and implementation for grades k-2</p>	<p>09/01/2020 - 06/30/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).		
English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)	Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence	I-ready implementation at the Kindergarten level, grades 4-8	09/01/2020 - 06/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)	formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).	TDA Refresher (grades 3-12)	09/01/2020 - 06/30/2024
	Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent		

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Analysis (TDA).		

## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Social Emotional Learning professional Learning Community	Professional Staff	Social Emotional Learning Curriculum and related

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of Seven Mind sets and strategies provided by professional learning community	09/01/2020 - 06/30/2024	Special Education Supervisor

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	Teaching Diverse Learners in an Inclusive Setting



<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Early Learning Strategies	Professional Staff k-2	Phonemic Awareness and Phonics instructions

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Increase Acadience benchmark scores Fall to Spring	09/01/2020 - 09/01/2020	Administration

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
4e: Growing and Developing Professionally	Language and Literacy Acquisition for All Students

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Text Dependent Analysis Enhancement Training	Professional K-12	How to Implement TDA skills across all grade levels

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Increase in the quality of TDA writing on PSSA'S and Keystones	09/01/2021 - 09/01/2024	Administration

**Danielson Framework Component Met in this Plan:**

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

4e: Growing and Developing Professionally

Language and Literacy Acquisition for All Students

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

lready expansion, K, grades 4-8

Professional Staff

Reading and Math diagnostics, lesson assignments, data reporting

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Implementation of benchmark, data driven instruction

09/01/2020 - 09/01/2022

administrator/curriculum associate rep

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**Danielson Framework Component Met in this Plan:**

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

4e: Growing and Developing Professionally

## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p> <p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p> <p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<a href="https://7mindsets.com/">https://7mindsets.com/</a>)</p>	<p>Expanding the Social Emotional Learning Program to be implemented district wide.</p>	<p>2020-09-01 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p> <p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p> <p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<a href="https://7mindsets.com/">https://7mindsets.com/</a>)</p>	<p>Review of district policies of attendance and tardiness for in person instruction and virtual learning .</p>	<p>2020-09-01 - 2024-06-30</p>
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p>	<p>Positive Action Program (The 7 Mindsets) - The 7</p>	<p>Staff Professional Learning</p>	<p>2020-09-01 -</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p> <p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<a href="https://7mindsets.com/">https://7mindsets.com/</a>)</p>	<p>Community Book Clubs</p>	
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p> <p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p>	<p>Positive Action Program (The 7 Mindsets) - The 7 Mindsets are based on a 3-year study resulting in the writing of the 7 Mindsets book and the</p>	<p>Implementing Building Level Incentives for Student Attendance</p>	<p>2020-09-01 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>development of an online Social and Emotional solution for elementary, middle, and high school students. The 7 Mindsets have been designed to promote self-awareness, self-management, social awareness, relationship skills, and responsible decision making in students (<a href="https://7mindsets.com/">https://7mindsets.com/</a>)</p>		
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p>	<p>Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be effective in truancy prevention. Children are less likely to avoid school if they feel safe,</p>	<p>Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be</p>	<p>2020-09-01 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)	effective in truancy prevention. Children are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)	
Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )	Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be effective in truancy prevention. Children	Continuation of District Back pack Program	2020-09-01 - 2024-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	<p>are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for Mental Health Promotion and Youth Violence Prevention)</p>		
<p>Attendance: Shamokin Area School District will increase from an average of 62% to 83% daily attendance for the All Student Group by 2024. (ATTEND )</p>	<p>Truancy Prevention Program - Programs and activities designed to improve the overall school environment have proven to be effective in truancy prevention. Children are less likely to avoid school if they feel safe, comfortable, cared for, and engaged in productive and rewarding activities (National Center for</p>	<p>Continuation of Community Eligibility Provision Lunch program (CEP)</p>	<p>2020-09-01 - 2024-06-30</p>



Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)	Mental Health Promotion and Youth Violence Prevention)	Continuation of Smart Futures K-12 platform	2020-09-01 - 2024-06-30
Career Readiness: Shamokin Area School District will complete the Career	Career Academies -	Career Graduation	2020-09-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)	Career academies are a schools-within-a-school model that provide programs in specific career paths. Components of the program include smaller learning communities and partnerships with local businesses. Career Academies offer curricula of occupation themes, including business and finance, technology, health occupations, public service, and travel and tourism.	Requirements	01 - 2024-06-30
Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)	Career Academies - Career academies are a schools-within-a-school model that provide programs in specific career paths.	Continuation of teacher in the workplace program	2020-09-01 - 2024-06-03

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	<p>Components of the program include smaller learning communities and partnerships with local businesses. Career Academies offer curricula of occupation themes, including business and finance, technology, health occupations, public service, and travel and tourism.</p>		
<p>Career Readiness: Shamokin Area School District will complete the Career Readiness program requirements to increase from an average of 89% completed to 95% completed for all students by 2024.. (EMPLOY)</p>	<p>Career Academies - Career academies are a schools-within-a-school model that provide programs in specific career paths. Components of the program include smaller learning communities and partnerships with local</p>	<p>Career Fair Grades 7-12</p>	<p>2020-09-01 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	businesses. Career Academies offer curricula of occupation themes, including business and finance, technology, health occupations, public service, and travel and tourism.		
English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)	Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence	Continuation of Full Day Kindergarten	2020-09-01 - 2024-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)</p>	<p>formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).</p>	<p>Adopt a research based supplemental program for reading instruction for English Language Arts in grades K-2</p>	<p>2020-09-01 - 2024-06-30</p>
	<p>Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent</p>		

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to 75% proficient and advanced students for All Students Group by 2024 (READ)	<p>Analysis (TDA).</p> <p>Comprehensive Reading and Writing- Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).</p>	I-ready implementation at the Kindergarten level, grades 4-8	2020-09-01 - 2024-06-30
English Language Arts: Shamokin Area School District will increase ELA achievement from an average of 54% proficient and advanced students to	Comprehensive Reading and Writing-	Curriculum alignment with PA	2020-09-01 - 2024-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
75% proficient and advanced students for All Students Group by 2024 (READ)	Early literacy skills are the building blocks for future educational success for all students. Research/ evidence based strategies for reading and writing instruction are implemented on a daily basis. These strategies range from phonics instruction to comprehension in reading to sentence formation and word choice to applications for essay writing such as a Text Dependent Analysis (TDA).	standards and Elbible content areas in ELA Grades 9-12	06-30

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## COMMUNICATIONS PLAN

<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
7 Mindset Community	Teachers, students, parent and guardians	Seven mind sets

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
09/01/2020 - 09/01/2023	Quarterly	Posting on district website Other Blog Blog

<b>Lead Person/Position</b>
Sherry Glosek, Special Education supervisor

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Truancy Prevention	Parents, students, teachers, and guardians	How truancy works Truancy Laws Truancy Consequences Truancy Supports (non LEA agencies)



Anticipated Timeframe	Frequency	Delivery Method
09/21/2020 - 06/30/2023	Posted Yearly, and reposted as revision are made	Posting on district website Blog

Lead Person/Position
Buidling Administrators

Communication Step	Audience	Topics/Message of Communication
Career Awareness Education (339 Plan)	Students, parents, and guardians	Increase awarenes of types of careers and their requirements for education or aquisition of job skills Educate students about reality of workforce, internships, salaries, resumes, wages, and interview process

Anticipated Timeframe	Frequency	Delivery Method
09/01/2020 - 06/30/2023	Under curriculum it is posted and updated once a calendar year	Posting on district website

Lead Person/Position
Guidance Couselors



## **ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

**Communication Step**

**Topics of Message**

**Mode**

**Audience**

**Anticipated Timeline**

