WILSON AREA SCHOOL DISTRICT

2016-2017 Goals
Review
Monday, August 14, 2017

WILSON AREA
INTERMEDIATE SCHOOL

WILSON AREA HIGH SCHOOL

Williams Township Elementary
Little Warriors

Avona Elementary
Little Warriors

Wilson Borough Elementary
Little Warriors

2016-17 WILSON AREA SCHOOL DISTRICT GOALS

1. Increase student achievement on Mathematics and English Language Arts PSSA exams in 5th-8th grade
2. Commit to using more technology to reduce paper usage across the District
3. Successfully implement the first year of the District's Technology Plan
4. Assess the District's success in providing unobstructed entrance, involvement, and full participation in programs and activities offered by the District
5. Promote and emphasize the W.A.R.R.I.O.R. theme to increase spirit, pride, equity and student success

STUDENT ACHIEVEMENT

GOAL: Increase student achievement on Mathematics and English Language Arts PSSA exams in 5th-8th grade

ACTION PLAN ACCOMPLISHMENTS:

1. Analyzed Intermediate School 2015-2016 PSSA Reading and Math results
   - Principal met with each teacher and reviewed 2016 PSSA results comparing student results to the previous year
2. Offered professional development that provided teachers with direction on strategies to improve classroom instruction
   - August 25 - Using Study Island in the classroom (0.5-day grades 5-8)
   - October 10 - Analyzing and using Study Island data (0.5-day grades 5-8)
3. Provided opportunities for teachers to collaborate on Math instruction to make certain Math curriculum is taught as intended
   - Throughout the year in grades 7 and 8, one team planning day each week was used for data review
   - Grade 6 - a team planning day was used at least once a month for data review and instructional planning
4. Principal held grade level team meetings throughout the year to ensure curriculum compliance
5. Principal and Director of Curriculum and Instruction conducted informal observations of Math and Reading classes to confirm rigor and pace of instruction match expectations
6. Administration closely monitored intervention periods to ensure instructional strategies were implemented
7. Director of Curriculum and Instruction and Building Administration shared information and discussed instructional adjustments based on observations

STUDENT ACHIEVEMENT

EXPECTED OUTCOMES: Student achievement will improve by 9 percentile points in Mathematics proficiency and 6 percentile points in ELA proficiency on the PSSA exams

ACTUAL OUTCOMES: Student achievement increased by 18 percentile points in Mathematics proficiency and 2 percentile points in ELA proficiency on the PSSA exams

Grade	Content	2017	2016	Difference
5	ELA	72	69	+3
	Math	60	55	+5
6	ELA	77	60	+17
	Math	54	45	+9
7	ELA	53	70	-17
	Math	34	39	-5
8	ELA	62	63	-1
	Math	35	26	+9
	Science	52	56	-4
8	Keystone Algebra	(71/78) 91	(62/89) 70	+21

OPERATIONS

GOAL: Commit to using more technology to reduce paper usage across the District

     ACTION PLAN ACCOMPLISHMENTS:

1. Completed a District-wide audit

2. Assessed current processes from the Boardroom down to the classroom and evaluated each area for potential efficiency gains

3. Researched new solutions that can be configured or customized to match processes

4. Developed a plan that initiates change in a systematic and controlled manner and takes full advantage of all technology resources

5. Decided early on what items the District wants to streamline in 2016-17 and 2017-18.

6. Communicated early the potential changes, keeping the process transparent for the benefit of our school community

7. Continue to evaluate how our District can take automation to the next level

EXPECTED OUTCOME: Create an action plan for moving forward that reduces by 20% paper and office supply purchases from 2017 levels by 2018-19 budget approval.

OPERATIONS

ACTUAL OUTCOME: Gained full support of the school community and identified numerous items the District streamlined in 2016-17 and items the District will streamline in 2017-18.

- **All Board related information is online and stored in Google Docs**
- **Posted newsletters on the individual school website rather than sending paper copies home for all students**
- **Utilized Facebook, Avona Elementary website and student planners, for sending home reminders**
- **Sent notifications through Skyward via email list or live call from principals**
- **Recycled Rocket Math materials, having teachers utilize protector sheets for the Rocket Math program rather than paper copies**
- **Elementary student/parent handbook published online on each elementary school's website**
- **First day paperwork sent home through Skyward. Parents will receive an email letting them know they can review/complete first day paperwork through Skyward**
- **RTII data collection/distribution through projector and laptop at data meetings and SIRS meetings**
- **RTII meetings, rather than paper copies of student data that is distributed to members of the team**

OPERATIONS (Continued)

ACTUAL OUTCOME:

- Electronic reminders of event due dates
- Google Forms: monthly curriculum checklists
- Weekly lesson plans posted in Google Drive instead of printing out
- Faculty and PAC meeting agendas emailed to staff instead of printing
- Monthly school event calendars and principal's newsletter– emailed through Skyward and posted on website. Copying as many items two-sided as possible
- Placing the lunch menu and calendars online only
- Workers' compensation package online
- Monthly Reading curriculum guides check off list emailed only
- Developing ways to reduce the use of paper with Rocket Math
- Pathwise forms emailed only
- Use Google Forms for some of the athletic papers and cards (team rules, parent sign-offs, emergency contact info. etc...
- High School course selection books options on-line
- Eliminate paper copy of Child Study Team meetings
- Limit/reduce paper copies of guidance and school newsletters
- Did not print paper copies of student High School schedules for the second semester

OPERATIONS (Continued)

ACTUAL OUTCOME:
- **Eliminate Chromebook cart printing (end of 2016-2017)**
- **Evaluate paper usage for English research papers (PILOT IN 2016-2017)**
- **Use technology for warm-ups and exit tickets (PILOT IN 2016-2017)**
- **Use Google Classroom to post and collect assignments (2016-2017)**
- **Reduce font size and margins on handouts to reduce number of pages**
- **Always use two-sided copying**
- **Daily teacher announcements sent electronically (2016-2017)**
- **Instead of using a multi-page test for each student, consider re-using test booklets with answer keys**
- **Carefully proofread documents before sending to printer**
- **Make sure copier settings are accurate before sending to printer**
- **Reduce unnecessary pages from the teacher procedure book and the student handbook**
- **Eliminate paper pay stubs (2017-2018)**
- **Discipline and attendance letters – look into only sending through Skyward (2017-2018)**
- **Black box items (schedules and emergency cards) (2017-2018)**
- **Evaluations, emergency cards – completing using Skyward) (2017-2018)**

OPERATIONS (CONTINUED)

ACTUAL OUTCOME:
- **Attendance log (excessive/unlawful) on Google Sheets**
- **Written discipline notification sent to parents electronically through email after phone conference**
- **Warrior of the Month nomination on Google Forms**
- **Child Study referral on Google Forms**
- **SAP referral on Google Forms**
- **Detention and homework room attendance on Google Docs**

TECHNOLOGY

GOAL: Successfully implement the first year of the District's Technology Plan

ACTION PLAN ACCOMPLISHMENTS:

1. **Provided teachers and aides with professional development that focused on technology integration and best-practice instructional pedagogies**
2. **Provided and supported a limited number of published and/or intra-district created digital resources (ongoing initiative in 2017-18)**
3. **Piloted an online offering at High School for grade/credit**
4. **Started the Development of the needs assessment on technology resources in the District (ongoing initiative in 2017-18)**
5. **Established a District replacement cycle for hardware and software for implementation in 2018-19 school year (ongoing initiative in 2017-18)**

EXPECTED OUTCOME: In 2016-2017, the District will increase access to mobile centered technology, promote the integration of technology as an instructional resource and increase use of digital resources by students and staff.

TECHNOLOGY

ACTUAL OUTCOME: Significantly increased access to technology and provided professional development to promote the integration of technology

Professional Development offered related to technology integration and instruction:

1. **August 15 - Tech Camp (all grade levels - volunteer)**
2. **August 25 - Technology workshops - Teacher selected (0.5-day grade 7-12)**
3. **August 25 - Technology workshop focus on Google Apps (0.5 days grade 3-6 & encore)**
4. **August 26 - Using Technology to promote critical thinking (0.5-day grades 9-12)**
5. **August 26 - Technology workshop on web design and creation (0.5 day WAIS encore)**
6. **August 26 - Technology workshop - iPad integration (0.5-day grades K-2)**
7. **October 10 - Technology workshop (0.5-day grades K-4)**
8. **October 10 - EduCamp (0.5 day grade 9-12)**

Action taken to increase access to mobile centered technology:

1. **Purchased 683 Chromebooks and 105 charging stations**
2. **Upgraded building's wireless infrastructure**
    i. **Replace all access points District-wide**
    ii. **New management and troubleshooting program**
    iii. **Installation and configuration for new wireless system**

Initiatives implemented to promote the integration of technology as an instructional resource:

1. **Development of online instructional resources**
    i. **https://www.youtube.com/watch?v=wnGN0PVrSmY&rel=0**
2. **Piloted on-line textbook for High School Social Studies courses**
3. **Offered an online course at the High School**
4. **Offering fifth grade computer class**

EQUITY

GOAL: Assess the District's success in providing unobstructed entrance, involvement, and full participation in programs and activities offered by the District

ACTION PLAN ACCOMPLISHMENTS:

1. **Analyzed District data on types of courses and activities students participate in based on race and economic status**

2. **Met with focus groups to gain an understanding for what action needs to be taken and by whom to increase access to offerings in our schools**

EXPECTED OUTCOME: The Equity Team will present a plan that identifies a minimum of three organizational or instructional structures in which the District can increase equitable access for all students

EQUITY

ACTUAL OUTCOME: Identified numerous organizational/instructional structures that improve equitable access for all students. These are:

1. **High School courses were adjusted**
2. **New High School course offerings were created**
3. **Graduation requirement changes were made**
4. **New K-6 student discipline procedures are being followed**
5. **Full-day kindergarten was established**
6. **Breakfast in all buildings is being offered**
7. **Increase in green space is being proposed for Wilson Borough Elementary School**
8. **Increase access to technology for all K-12 students through the purchase of Chromebooks, redeployment of IPads, and extending High School library hours**
9. **Revised District's Attendance Policy and Credit Denial Policy**
10. **Establishment and promotion of Intermediate School's Homework Club**
11. **Technology kiosks in buildings were created for public use**

DISTRICT SPIRIT

GOAL: Promote and emphasize the W.A.R.R.I.O.R. theme to increase spirit, pride, equity and student success

ACTION PLAN ACCOMPLISHMENTS:
1. School community wore blue and gold on the first Friday of each month to promote School District pride
2. Elementary "Little Warrior" mascot was introduced and adopted at all three elementary buildings
3. All buildings promoted the "WARRIOR" values throughout the year
4. Students were recognized monthly in each building for demonstrating "WARRIOR" values
5. The Board of Education recognized one student per building as "WARRIOR OF THE YEAR" at the first June Board Meeting

EXPECTED OUTCOME: Inspire a new level of school spirit and promote a positive school climate where students and staff are welcoming, aspiring, respectful, responsible, inspiring, open-minded and reliable

ACTUAL OUTCOME: Achieved Goal!

2017-18 PROPOSED GOALS

1. Establish a clear vision for District-wide data use that systematically and routinely guides instructional decisions and meets students' learning needs.
2. Review and revise emergency plans and procedures that are standardized throughout the District so that all staff can effectively respond.
3. Create a technology rich teaching and learning environment that promotes collaboration, communication and innovation leading to increase academic achievement.
4. Successfully negotiate collective bargaining or settlement agreements with all District labor groups.
5. Develop a three-year plan that advances cultural competency of all District employees, promotes a diverse workforce and provides recommendations on multicultural and diversified educational opportunities for students.

EQUITY

In 2017-18, we will develop a three-year plan that advances cultural competency of all District employees, promotes a diverse workforce and provides recommendations on multicultural and diversified educational opportunities for students.

Population	2005		2015		2016		2017	
	#	%	#	%	#	%	#	%
Total Students	2212		2182		2183		2225	
American Indian	4	0.2	5	0.2	6	0.27	7	0.31
Asian	47	2.1	45	2.1	51	2.34	56	2.52
Black	115	5.2	196	9.0	187	8.57	202	9,08
Hispanic	104	4.7	361	16.5	394	18.05	435	19.55
Multiracial	-		146	6.7	145	6.64	159	7.15
White	1942	87.7	1429	65.5	1400	64.3	1,366	61.39
Disadvantaged	389	17.6	1016	46.6	1045	47.87	1,101	49.48