

West Chester Area School District

Board Goals Work Session

Monday, September 12, 2022

5:30 pm

AGENDA

-
- **Public Comment**
 - **2022-23 Board Goals**

Public Comment Protocol

- Residents wishing to make public comment on agenda items must register prior to the start of the meeting.
- Public comments on agenda items will be taken at the beginning of the meeting prior to voting.
- Policy 903: Public Participation in Board Meetings governs public comment.
- The committee chair or designee will call residents in the order in which they signed in.
- A three-minute timer will be projected on the screen and will start after the speaker gives their name and township/borough.

West Chester Area School District public meetings are live streamed and recorded for the purpose of public broadcast and posting on the Internet. The West Chester Area School District disclaims responsibility for both images, statements and/or actions made by those in attendance at the recorded public meetings.



2022-23 School Board Goals

Comprehensive Plan Goals:

- Goal One (1):** Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Student Achievement - The Board will assess district progress on improved student achievement and involvement.

GOALS	ASSESSMENT	PROGRESS	COMP PLAN GOAL
<p>1. Improve student progress as evidenced by local effectiveness measures and assessments in comparison to the 21-22 school year.</p> <p>Measurements of Priority:</p> <ol style="list-style-type: none"> 1. A 5% decrease in the percentage of all students with 16 or more cumulative absences. A 7% decrease in the percentage of minority and low-income students with 16 or more cumulative absences. 2. A 5% decrease in the percentage of students with 2 or Level II or III disciplinary infractions. A 7% decrease in the percentage of minority and low-income students with 2 or Level II or III disciplinary infractions. 3. A 3% Increase in the percentage of students participating in funded activities. A 7% increase in the percentage of minority and low-income students participating in 	<p>Progress toward end-of-year local effectiveness measures and assessments will show improvement in comparison to the 2021-22 school year.</p> <p>Local effectiveness measures will be disaggregated to assess progress for different sub-groups of students (race/ethnicity, gender, learning identification and economically disadvantaged).</p> <p>Progress towards improvement in local effectiveness measures and assessments will be reported to the Education Committee mid-year and at the end of the school year.</p>		1,3



2022-23 School Board Goals

Comprehensive Plan Goals:

- Goal One (1):** Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Student Achievement - The Board will assess district progress on improved student achievement and involvement.

GOALS	ASSESSMENT	PROGRESS	COMP PLAN GOAL
<p>funded activities.</p> <p>4. A 3% Increase in the percentage of students participating in at least one extracurricular activity. A 7% increase in the number of minority and low-income students participating in at least one extracurricular activity.</p> <p>5. Current 5th grade students will perform at pre-pandemic levels on Schoolwide reading assessments.</p> <p>6. Current 5th grade students will perform as well or better than 5th grade students last year on STAR math assessments.</p> <p>7. At least 80% of kindergarten students overall and minority and low-income students will be reading at/above grade level by May.</p>			
<p>2. Engagement from the Superintendent and District Leadership in at least 3 Listening Sessions with various student groups across the district.</p>	<p>Survey results will establish baseline data from these Listening Sessions and will indicate that 80% of participants reported active listening and positive engagement.</p>		<p>3</p>



2022-23 School Board Goals

Comprehensive Plan Goals:

- Goal One (1):** Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Student Achievement - The Board will assess district progress on improved student achievement and involvement.

GOALS	ASSESSMENT	PROGRESS	COMP PLAN GOAL
<p>3. Improve district performance on state and national assessments as indicators of student progress.</p> <p>Measurements of Priority:</p> <ol style="list-style-type: none"> 90% of the Class of 2023 will meet the Keystone Exam requirements. Gaps in performance for minority and low-income students will be eliminated. SAT and ACT exams will remain at or near historically high levels. Gaps in performance for minority and low-income students will be eliminated. PSSA scores in all tested areas will improve by 3% or more. Percentage of students scoring Below Basic and Basic will be reduced to pre-pandemic levels. Gaps in performance for low-income and minority students in all PSSA categories will be reduced by 10%. AP/accelerated honors course enrollment will improve by 3%. Gaps in AP/ accelerated honors course enrollment among minority and low-income students will be reduced by 10% 	<p>State and National testing data will be disaggregated to indicate progress for different sub-groups of students.</p> <p>The percentage of the Class of 2023 meeting the Keystone Exam requirements will be presented at the August Education Committee meeting and again in the Spring of 2023.</p> <p>SAT and ACT results will be disaggregated and reported out in the Fall of 2022.</p> <p>The district will remain in the top 5% to 7% in Niche, US News & World Reports and School Digger ratings.</p>		1,2



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning

Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Student Achievement - The Board will assess district progress on improved student achievement and involvement.

	GOALS	ASSESSMENT	PROGRESS	COMP PLAN GOAL
4.	The administration will monitor the progress of personalized professional learning plans to ensure that goals align with Comprehensive Plan priorities.	The Board will receive a year-end report on personalized professional development plans. Staff survey of professional development will indicate an 85% satisfaction rate.		1,2
5.	Implement Social-Emotional Learning (SEL) in the district as evidenced by: <ul style="list-style-type: none"> The district will provide a minimum of 8 staff trainings. The district will hold a minimum of 2 student voice groups at each secondary school. The district will hold a minimum of two parent SEL Connection Groups at each secondary school. The district will conduct building walkthroughs and will see an increase from an average 50% of buildings receiving a score of average or above average to 70% of schools receiving a score of average or above average. Teacher survey data will indicate 90% or above of training participants agreeing or strongly agreeing that the training met their needs. 	Progress towards the implementation of Social-Emotional Learning will be reported to the Pupil Services Committee mid-year and at the end of the school year.		1,2,3



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Equity - The Board will support programs that promote and ensure equity for all students.

	GOALS	ASSESSMENT	PROGRESS	COMP PLAN GOAL
1.	<p>Improve access to district programming as outlined in Goal Area One of the 2022-25 Comprehensive Plan as evidenced by an increase in access and performance.</p> <p>Measurements of Priority:</p> <ol style="list-style-type: none"> 1. A mid-year personnel report will review the current state of hiring of diverse candidates. 2. The Human Resources Department will participate in at least 4 recruiting opportunities throughout the 2022-2023 school year. 3. Networking for bringing diverse candidates from other school districts to WCASD will be monitored on a monthly basis. 4. The district will maintain its commitment to hiring educators of color by placing all applicants of color in front of principals for round 1 interviews. 5. The district will provide twice yearly data tracking the retention of diverse staff. 	<p>The district will continue efforts to increase the hiring and retention of diverse teachers, staff, and administrators (i.e. race, gender, country of origin, disability, language).</p>		1,2



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming |
 Goal Two (2): Innovative Teaching and Learning
Goal Three (3): Student Involvement |
 Goal Four (4): Fiscal and Capital Planning

2.	Continue to review curriculum to ensure inclusion of culturally relevant materials and resources as evidenced by the curriculum review cycle.	The Assistant Superintendent, Director of Elementary Education, Director of Equity and Assessment, and the Assistant Directors for Teaching and Learning will continue work to determine curricular areas in need of culturally relevant materials and resources. These areas will be identified in the 2023-24 Curriculum Proposals.		1,2
3.	The Superintendent will conduct Parent Listening Sessions across all 17 schools.	The Superintendent will report at Education Committee Meetings the outcomes of Parent Listening Sessions.		1,2

Board Engagement - The Board will be actively engaged with improving communications internally and externally.

GOALS		ASSESSMENT	PROGRESS	COMP PLAN GOAL
1.	Every Board member will participate in an “Adopt-A-School” program and be assigned a group of schools whose functions they will attend. District based organizations will also be included such as WCA Education Foundation and PTOC.	Each board member will attend at least two functions at each of his/her assigned group of schools.		1,2,3
2.	The Superintendent and Cabinet will establish monthly opportunities for board members to visit school buildings and classrooms during the school day.	Each board member will attend at least two school visits.		1,2,3,4



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning

Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Accountability – Board members will hold themselves accountable for their role as a school board official by acting in an ethical and responsible manner.

GOALS		ASSESSMENT	PROGRESS	COMP PLAN GOAL
1.	The Board will continue to review Board Policies through respective committees to maintain an up-to-date policy manual.	Policies will be updated monthly at respective committee meetings.		1,2,4
2.	The Board will monitor the implementation of the new high school master schedule to establish priority targets for access to enrichment opportunities and interventions as evidenced by participation data in lunch and learn and survey data from students, families, and staff.	Student participation data from Flextime Manager reporting. Feedback from survey results - beginning and end of year.		3
3.	Review the 2022-23 Health and Safety Plan.	A November update will be reviewed by the Board and presented to the community.		1



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Innovation - The Board will support innovative programs to foster student achievement.

GOALS		ASSESSMENT	PROGRESS	COMP PLAN GOAL
1.	Support student access to dual enrollment programs.	<p>There will be a 5% increase in the number of students taking dual enrollment courses with West Chester University or other colleges and universities. Minority and low-income students will participate in dual enrollment courses at the same level as the district overall.</p> <p>A minimum of 20% of Title IV funding will be allocated to students in need of scholarship funding for dual enrollment.</p>		1,2
2.	Monitor professional development in the effective use of district-purchased innovative and technological resources embedded into instructional practices during the 2022-2023 school year.	<p>Staff surveys will show an 85% satisfaction rate with professional development in the area of planning for instructional technology.</p> <p>Qualitative data noted by Instructional Technology Coordinators on walkthroughs using an ISTE aligned instrument.</p> <p>All schools will score in the Proficient range or better on the Instructional Practices section of the Clarity 3 BrightBytes survey in all schools from both teacher and student responses in Spring 2023.</p>		1,2



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Innovation - The Board will support innovative programs to foster student achievement.

GOALS		ASSESSMENT	PROGRESS	COMP PLAN GOAL
3.	Reduce the percentage of students attending charter schools.	Charter school enrollments will show a decrease of at least 10 students enrolled in cyber or charter schools. This decrease will reflect a tuition expenditure reduction of at least \$260,000 as compared to the 2021-22 school year.		1,2,4
4.	Monitor progress in the use of innovative technological resources purposefully embedded into curriculum focused specifically on student development of creativity, communication, collaboration and critical thinking skills (4Cs) during the 2023-2024 school year.	<p>Observation data from walkthroughs.</p> <p>Student survey data will show proficiency or better in the areas of technology with an emphasis on the 4C's, as measured specifically through the BrightBytes Clarity 3 survey instrument administered to both staff and students in spring 2023.</p> <p>Student work products shared with the Education Committee at a regularly scheduled meeting.</p>		1,2,3



2022-23 School Board Goals

Comprehensive Plan Goals:

Goal One (1): Access to District Programming | **Goal Two (2):** Innovative Teaching and Learning
Goal Three (3): Student Involvement | **Goal Four (4):** Fiscal and Capital Planning

Fiscal Responsibility - The Board will approve a balanced budget without compromising the quality of education for students.

GOALS		ASSESSMENT	PROGRESS	COMP PLAN GOAL
1.	Approve a balanced budget without adversely impacting the quality of education.	The Board will pass a budget within the Act 1 guidelines. The Board and administration will prioritize any expenditure reductions to protect the integrity of classroom instruction.		4
2.	Ensure adequate funding for areas in the Comprehensive Plan.	The Board and administration will prioritize any expenditure reductions to protect the integrity of classroom instruction.		4
3.	Approve the Federal ESSER funding and associated expenditures.	A report detailing the allocations and areas of spending will be shared with the Board and Community by April 2023.		4
4.	Support the following elementary projects associated with the Capital plan: <ul style="list-style-type: none"> Construction of the Glen Acres renovation Design phase for Mary C. Howse The Board will support the current Capital Plan and approve revisions as necessary based on student enrollment and school safety.	Capital projects to be completed to address enrollment/safety and renovations include: <ul style="list-style-type: none"> Glen Acres Mary C. Howse Conduct analysis with townships to identify potential residential growth 		4
5.	The Board will support the administration in seeking alternative funding sources from at least three other sources to offset expenses.	In addition to the state grants for coronavirus, the school district will seek funding from at least three other sources.		4