



**West Chester Area School District  
2023-24 School Board Goals**

**Principles of Governance and Leadership:**

● Lead Responsibly	● Plan Thoughtfully	● Advocate Earnestly
● Act Ethically	● Evaluate Continuously	● Govern Effectively
	● Communicate Clearly	

**2022-2025 Comprehensive Plan Goals:**

<b>Goal 1</b>	<b>Access and Assessment of District Programming</b> - Expand access to comprehensive district programming to provide equitable opportunities for all students.
<b>Goal 2</b>	<b>Innovative Teaching and Learning</b> - Use engaging and effective instructional strategies to advance student learning, achievement, and agency.
<b>Goal 3</b>	<b>Student Involvement</b> - Create more opportunities for students to engage in school academically, socially, and emotionally.
<b>Goal 4</b>	<b>Fiscal and Capital Planning</b> - Create a financial plan that provides annual budgets that adhere to Act 1 regulations, responds to 21st century learning needs, and preserves the current level of educational excellence.
<b>Goal 5</b>	<b>Special Education Planning</b> - Meet the needs of all students in the least restrictive environment.

**Goal 1 - Access and Assessment of District Programming:** Expand access to comprehensive district programming to provide equitable opportunities for all students.

<b>Board Goal</b>	<b>Evidence of Progress or Completion</b>	<b>Outcome - Met, Partially Met, Not Met</b>
1. Ensure a strategic hiring and retention campaign that increases the number and quality of candidates, especially candidates of color, that are dedicated to meeting the needs	<ul style="list-style-type: none"> <li>Utilize social media outlets, newsletter highlights, and press releases to post relevant content at least two times each month. Increase online traffic to</li> </ul>	



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<p>of all learners.</p>	<p>WCASD's hiring page by 3%.</p> <ul style="list-style-type: none"><li>● Expand recruitment efforts to include a minimum of two recruitment fairs that focus on critical need areas.</li><li>● Strengthen pathway opportunities for current students to enroll in education courses and pipeline options through work-based learning and dual enrollment. Create at least two informational opportunities for support staff to utilize grant opportunities and the increased tuition reimbursement rate to create a pathway to earning a teacher's certification.</li><li>● Increase minority hiring in the District by 2% (ongoing throughout hiring season).</li></ul>	
<p>2. Improve an equity focused Multi-Tiered Systems of Support (MTSS) model for each of our 17 schools to streamline tiered supports for academics, behavior, and social-emotional learning (SEL).</p>	<ul style="list-style-type: none"><li>● Each of our 17 schools will incorporate equitable practices through an MTSS process measured by developed rubrics from the CCIU TAC team members and resulting in a reduction of discipline referrals by 2%.</li><li>● Each of the 17 District Equity Leadership Teams (DELTA) will complete a root cause analysis (RCA) to identify an equity barrier that impedes</li></ul>	



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	<p>students' academic success. Key performance indicators (KPI) metrics will be used to assess how the implemented solutions meet the expected goals of reducing the named barrier by 3-5% over the duration of the RCA audit.</p> <ul style="list-style-type: none"><li>● Utilize RCA solutions to improve a welcoming and inclusive school environment where individuals of all identities, ableism, and experiences report a 3-5 % increase in their sense of belonging.</li><li>● Each of the 17 schools will be responsible for ensuring a 3-5% increase for accurately reporting data for discipline referrals, attendance, and academic performance.</li><li>● Utilize KPI metrics to identify and report on the different ways groups of students are encountering schools: academic performance, enrollment in academically rigorous courses, suspensions, and attendance. We will seek to have a 3-5% increase in the aforementioned indicators.</li><li>● <a href="#">See 2023-24 Draft Indicators</a></li></ul>	
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<p>3. Increase the number of students accessing higher level courses by 3-5%.</p>	<ul style="list-style-type: none"><li>● Increase post-secondary concurrent and dual enrollment courses for all high school students by implementing college in the high school with a new university partner for a minimum of three new courses.</li><li>● Utilize marketing strategies to increase student interest.</li><li>● Provide economic relief for students and families by offering low-cost options and grant supplements through Title IV funds.</li></ul>	
<p>4. Increase the number of our diverse students accessing higher level courses by 3-5%.</p>	<ul style="list-style-type: none"><li>● Increase post-secondary concurrent and dual enrollment courses for all high school students by implementing college in the high school with a new university partner for a minimum of three new courses.</li><li>● Utilize culturally competent marketing strategies to increase student interest.</li><li>● Provide economic relief for students and families by offering low-cost options and grant supplements</li></ul>	



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	through Title IV funds.	
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**Goal 2 - Innovative Teaching and Learning:** Use engaging and effective instructional strategies to advance student learning, achievement, and agency.

Board Goal	Evidence of Progress or Completion	Outcome - Met, Partially Met, Not Met
1. Implement a curriculum review cycle to be reviewed annually that outlines the stages of the process with a clear timeline and projected budget for each content area.	<ul style="list-style-type: none"> <li>● Present an annual review of the cycle for each content area during a winter education committee meeting.</li> </ul>	
2. Evaluate the current use of technology, its impact on student learning, and the return on investment to drive decisions to change, eliminate, or expand platforms and systems.	<ul style="list-style-type: none"> <li>● Analyze the effectiveness of technology resources and tools with cost and performance factors.               <ul style="list-style-type: none"> <li>○ Creation of Teacher Focus Groups</li> <li>○ Identify the current number of tools and the frequency use</li> <li>○ Cost analysis</li> </ul> </li> <li>● Explore the use of Artificial Intelligence (AI) in teaching and learning across K-12.               <ul style="list-style-type: none"> <li>○ Establish a Teacher/Student Exploration Group</li> <li>○ Promote teacher attending workshops centered around AI use in the classroom</li> </ul> </li> </ul>	



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2023-24 School Board Goals

<b>Goal 2 - Innovative Teaching and Learning:</b> Use engaging and effective instructional strategies to advance student learning, achievement, and agency.		
	<ul style="list-style-type: none"><li>○ Identification of district-approved, specific AI tool(s) that are appropriate to use with students</li><li>○ Develop guidelines for the appropriate and effective use of AI with teaching and learning</li><li>● Inform students, teachers, and parents/guardians on the appropriate and strategic uses of AI.<ul style="list-style-type: none"><li>○ Presentations</li><li>○ Parent Meetings with flexible meeting options (i.e. Zoom meeting, day, evening)</li></ul></li></ul>	
3. Increase student performance and achievement K-12 for all core subject areas as evidenced by improved proficiency and advanced proficiency levels on state and local assessments as reported on the Performance Matters and Effectiveness Measures data platforms by 3-5%.	<ul style="list-style-type: none"><li>● Improve student performance and achievement K-12 by a minimum of 3-5% for all core subject areas as evidenced by proficiency and advanced proficiency levels on state and local assessments as reported on the Performance Matters and Effectiveness Measures data platforms.</li></ul>	
4. Develop coherent and aligned assessments through a curriculum writing process for core content areas to build a foundation to shift to mastery learning.	<ul style="list-style-type: none"><li>● Implement a curriculum writing platform for all core courses to have completed course maps and course overviews accessible and streamlined</li></ul>	



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**Goal 2 - Innovative Teaching and Learning:** Use engaging and effective instructional strategies to advance student learning, achievement, and agency.

	by a common district template in PowerSchool (PS).	
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**Goal 3 - Student Involvement:** Create more opportunities for students to engage in school academically, socially, and emotionally.

Board Goal	Evidence of Progress or Completion	Outcome - Met, Partially Met, Not Met
1. Improve student involvement and awareness by developing a Student Communications Group for students to share events and content from their schools to be posted on district social media platforms and in district outlets.	<ul style="list-style-type: none"> <li>● The Student Communications group will be composed of secondary students who will meet at least once a quarter to use writing, speaking, and listening skills to foster student voice and publish content on district social media platforms.               <ul style="list-style-type: none"> <li>○ 3% of the district’s content across social media channels will be student-generated.</li> <li>○ There will be a 3% increase in the district’s social media following on Instagram.</li> <li>○ A meeting will be held at each of the three high schools.</li> </ul> </li> </ul>	
2. Launch a parent mentoring initiative that involves community mentors who focus primarily on supporting individual families with students.	<ul style="list-style-type: none"> <li>● Community Mentoring Pods will meet monthly to provide feedback, assistance, and work towards sustaining the support of families.</li> </ul>	
3. Increase student involvement through	<ul style="list-style-type: none"> <li>● Utilize data to show and report the</li> </ul>	



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2023-24 School Board Goals**

**Goal 3 - Student Involvement: Create more opportunities for students to engage in school academically, socially, and emotionally.**

<p>restorative practices that center on building relationships, communication, resiliency, empathy, and problem-solving.</p>	<p>different ways groups of students are encountering schools as evidenced in their academic performance, belonging, enrollment in academically rigorous courses, suspensions, and attendance.</p> <ul style="list-style-type: none"> <li>○ Begin to monitor data for insubordination and peer conflict to capture and document the response when teaching and restorative practices are implemented in alignment with student conduct expectations to reduce repeated incidents by 3-5%.</li> </ul>	
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**Goal 4 - Fiscal and Capital Planning:**

Board Goal	Evidence of Progress or Completion	Outcome - Met, Partially Met, Not Met
<p>1. Ensure adequate funding for all areas of the comprehensive plan.</p>	<ul style="list-style-type: none"> <li>● Identify the major objectives included in the 24-25 comprehensive plan.</li> <li>● Include funding sources for the major objectives included in the 24-25 comprehensive plan.</li> </ul>	
<p>2. Provide funding for elementary building projects that are associated with the District Capital Plan.</p>	<ul style="list-style-type: none"> <li>● Develop Capital Projects to address enrollment/safety and renovations and include:</li> </ul>	





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2023-24 School Board Goals

Goal 4 - Fiscal and Capital Planning:		
	<ul style="list-style-type: none"><li>○ Glen Acres construction/ renovation</li><li>○ Mary C Howse construction/ renovation</li><li>○ Hillsdale design</li><li>○ Starkweather design</li><li>● Ensure funding is secured for the identified expenditures associated with projects above.</li><li>● A capital plan with accompanying financial plan will be presented to the Property and Finance Committee by the end of first quarter of 2024.</li></ul>	
3. Apply for and accept alternative funding sources, especially through local, state, and federal grants.	<ul style="list-style-type: none"><li>● The District will identify and obtain funding from at least three alternative sources to offset expenses.</li></ul>	
4. Approve a balanced budget without negatively impacting the quality of education programming and services.	<ul style="list-style-type: none"><li>● Approve a budget within the Act 1 Index.</li></ul>	