

Red Lion Area School District



The mission of the Red Lion Area School District, in partnership with our communities, is to prepare all students to reach their greatest potential, thus becoming responsible and productive citizens.

Comprehensive Plan Progress Monitoring Update 2016-2019		Non Existent	Needs Improvement	Developing	Accomplished
Goal #1-The Red Lion Area School District will establish a system that provides consistent delivery of curriculum through effective instructional practices to prepare all students to reach their greatest potential.			7/2016 11/2016	3/2017 7/2017 11/2017	
Action Step 1	Identify the Non-Negotiables				
Update curriculum in Learning Focused Schools (LFS) format through the review cycle and make accessible to all staff. The required elements to be implemented must be identified including curriculum, instructional strategies, assessments, and technologies.		Not Started	In progress	Completed	
			7/2016 11/2016 3/2017 7/2017 11/2017		
Action Step 2	Create Common Unit Assessments				
In order to put less of a focus on annual state testing, and to best evaluate our students on material being instructed in the classrooms, our curriculum review cycles will include the development of rigorous common unit assessments (CUAs) for every course.		Not Started	In progress	Completed	
		7/2016	11/2016 3/2017 7/2017 11/2017		
Action Step 3	Integrate Technology				
Development of grade level technology skill critical attributes list to ensure the appropriate technology is fully integrated into the daily classroom instruction to support the curriculum, better engage students, and enhance student achievement.		Not Started	In progress	Completed	
		7/2016	11/2016 3/2017 7/2017 11/2017		
Action Step 4	Maintain Fidelity and Consistency				
Ensure that all teachers are implementing the District standards aligned curriculum and assessments with fidelity and consistency using the best research-based teaching strategies.		Not Started	In progress	Completed	
		7/2016	11/2016 3/2017 7/2017 11/2017		

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Comprehensive Plan Progress Monitoring Update 2016-2019		Non Existent	Needs Improvement	Developing	Accomplished
Goal #2-The Red Lion Area School District will establish a comprehensive, focused professional development program for staff to prepare all students to reach their greatest potential.			7/2016 11/216 3/2017	7/2017 11/2017	
Action Step 1	Create PD opportunities				
An annual school calendar must be designed to offer the maximum amount of professional development opportunities, full days, faculty meetings, department/grade level meetings, PLC sessions, and after school study groups.		Not Started	In progress	Completed	
			7/2016 11/2016 3/2017	7/2017 11/2017	
Action Step 2	Design Meaningful PD				
Have each level create a minimum three year PD plan that will maximize available time to be used to meet building and District goals. When possible this should be differentiated learning.		Not Started	In progress	Completed	
		7/2016	11/2016 3/2017 7/2017 11/2017		
Action Step 3	Develop Protocols				
Data from diagnostic tools (DRA-2, Benchmarks, CDT's and CUAs) are strong indicators of student growth. Teacher/Administrator teams will develop protocols for the implementation of assessments and how to analyze the data results to inform our instruction.		Not Started	In progress	Completed	
		7/2016	11/2016 3/2017 7/2017 11/2017		
Action Step 4	Support Mandates				
Professional development opportunities will be designed to support all requirements from changes to regulations and laws.		Not Started	In progress	Completed	
			7/2016 11/2016 3/2017 7/2017 11/2017		

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Comprehensive Plan Progress Monitoring Update 2016-2019

Goal #3-The Red Lion Area School District will strengthen its partnership with the community to prepare all students to reach their greatest potential.

Non Existent	Needs Improvement	Developing	Accomplished
	7/2016 11/2016	3/2017 7/2017 11/2017	

Action Step 1 | Improve Customer Service

Mimicking the success of model businesses, we will identify what good customer service looks like in our District, and design our own model requiring all of our staff to be Professional, Respectful, Innovative, Dependable, and Exceptional in all job positions.

Not Started	In progress	Completed
7/2016	11/2016 3/2017	7/2017 11/2017

Action Step 2 | Solicit Feedback

By focusing on customer service, we will promote and utilize a web-based customer service survey to gather feedback on District services. Ideas to promote the positive initiatives and eliminate miscommunications will also be explored.

Not Started	In progress	Completed
	7/2016 11/2016 3/2017	7/2017 11/2017

Action Step 3 | Promote Pre-School Programs

We must focus on the development of our youngest community members before they enter kindergarten with events and activities that demonstrate the role of parents as their child's first teacher.

Not Started	In progress	Completed
7/2016 11/2016	3/2017 7/2017 11/2017	

Action Step 4 | Enhance Communication

Not all parents are able to be actively involved in the schools, so we need to provide multiple forms of external and internal communication so everyone can be informed, aware and celebrate what is happening in our schools.

Not Started	In progress	Completed
7/2016	11/2016 3/2017 7/2017 11/2017	

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Goal #1-The Red Lion Area School District will establish a system that provides consistent delivery of curriculum through effective instructional practices to prepare all students to reach their greatest potential.

1. Identify the Non-negotiables: Update curriculum in Learning Focused Schools (LFS) format through the review cycle and make accessible to all staff. The required elements to be implemented must be identified including curriculum, instructional strategies, assessments, and technologies
 - a. 7/2016- In Progress
 - i. As of July, 2016, we completed the first full, 5-year curriculum review cycle.
 - ii. Most curricula are in review cycle for the 2016-17 school year.
 - iii. Required elements are in the process of being implemented.
 - b. 11/2016- In Progress
 - i. All written curriculum has been moved to a Google Drive.
 - ii. We are working on naming protocols for the curriculum before releasing access to staff.
 - c. 3/2017- In Progress
 - i. Continuing to finalize naming conventions.
 - ii. All staff currently has all access to all curriculum.
 - iii. Focusing on explicitly integrating multiple content areas together to demonstrate real life relevance.
 - d. 7/2017- In Progress
 - e. 11/2017- In Progress
 - i. Continuation of curriculum revision cycle.
 - ii. Supporting the vision of all classrooms incorporating blended learning and increased rigor, faculty meetings and professional development sessions are/have been focused on student-centered instruction.
 - iii. Classroom walkthroughs look for use of blended learning, HEAT, and LFS strategies.
 - iv. Administrative team is working to calibrate expectations for classroom instruction to include HEAT and blended learning.
2. Create Common Unit Assessments: In order to put less of a focus on annual state testing, and to best evaluate our students on material being instructed in the classrooms, our curriculum review cycles will include the development of rigorous common unit assessments (CUAs) for every course.

- a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. Approximately 85% of K-12 courses are written and being added to the curriculum maps.
 - c. 3/2017-In Progress
 - i. The only two areas without common unit assessments is K-6 Science and K-6 Social Studies, and both are being addressed.
 - d. 7/2017-In Progress
 - e. 11/2017-In Progress
 - i. The common unit assessments in grades 4 and 5 Social Studies are explicitly aligned with the Units of Study writing prompts.
 - ii. Grade 6 Social Studies is designed as a portfolio assessment, giving students voice and choice in creation while showcasing their learning.
 - iii. Grades K-3 have developed common unit assessments.
 - iv. K-6 Science common unit assessments are still being developed.
3. Integrate Technology: Development of grade level technology skill critical attributes list to ensure the appropriate technology is fully integrated into the daily classroom instruction to support the curriculum, better engage students, and enhance student achievement.
- a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. We have contracted with Dr. Chris Moersch and his team to present to grade 6-12 teachers about his H.E.A.T. framework on February 17, 2017.
 - ii. The Digital-Age Skills Matrix has been written into all 7-12 learning maps.
 - iii. We are beginning to write the Digital-Age Skills Matrix into all K-6 learning maps.
 - c. 3/2017-In Progress
 - i. Chris Moersch presented to all staff grades 6-12 on February 17th. We will continue this discussion with remaining staff.
 - ii. We have the revision on hold because ISTE is updating their language.
 - d. 7/2017-In Progress
 - i. Staff were provided an informative June PD session from John McElligott.
 - ii. Eric Sheninger worked with the administrative team on how to be more competent technology instruction leaders.
 - iii. Doug Knight spoke also met with the administrative team on how to engage learners with technology.
 - e. 11/2017-In Progress
 - i. K-5 Elementary staff were provided the HEAT overview in August.
 - ii. Visits to each school to observe classrooms using blended learning were arranged to build administrator rater reliability.
4. Maintain Fidelity and Consistency: Ensure that all teachers are implementing the District standards-aligned curriculum and assessments with fidelity and consistency using the best research based teaching strategies.
- a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. Data Team meetings with the Principals revealed that teachers and principals do not understand the state's Standards Aligned System (SAS).
 - ii. Training in SAS is being investigated. Some administrators have attended workshops to develop their understanding of SAS.
 - c. 3/2017-In Progress
 - i. Shared SAS info with all inductees and mentors.
 - d. 7/2017-In Progress

- e. 11/2017-In Progress
 - i. Monthly administrative meetings were scheduled at schools so the admin team has opportunity to visit classrooms and observe instructional methodologies.

Goal #2-The Red Lion Area School District will establish a comprehensive, focused professional development program for staff to prepare all students to reach their greatest potential.

1. Create PD opportunities: An annual school calendar must be designed to offer the maximum amount of professional development opportunities, full days, faculty meetings, department/grade level meetings, PLC sessions, and after school study groups.
 - a. 7/2016- In Progress
 - i. A 2-year calendar has been developed, including five full PD days throughout the school year
 - ii. 2 late-starts have been scheduled during each school year to be used for PD
 - b. 11/2016- In Progress
 - i. Feedback from staff on the 2016-2017 school calendar has been requested.
 - ii. The first late-start PD session was held on October 25, 2016. We are collecting feedback from professional staff and principals.
 - c. 3/2017- In Progress
 - i. Chris Moersch presented to the 6-12 teachers about the H.E.A.T. Framework and L.O.T.I.
 - ii. Presenters from Lucy Caulkins presented Units of Study for Reading to all K-5 teachers.
 - iii. Feedback from February 17 Professional Development day was very positive for K-5 and varied in 6-12.
 - d. 7/2017-Completed
 - e. 11/2017-Completed
2. Design Meaningful PD: Have each level create a minimum three year PD plan that will maximize available time to be used to meet building and District goals. When possible this should be differentiated learning.
 - a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. Administrators are completing focused walk through observations of classrooms to gather pedagogical needs of our teachers.
 - ii. We are investigating the use of SWIVL to use in the development of just-in-time professional development needs of our teachers. We are also investigating the use of #Observe me as another tool for meaningful and just-in-time professional development that is teacher directed.
 - c. 3/2017- In Progress
 - i. Building leaders were directed to complete their school plans and hand in to Assistant Superintendent by June 1.
 - ii. We rolled out the #ObserveMe idea to a team of teacher leaders to begin implementing.
 - d. 7/2017-In Progress
 - i. In June we introduced the concept of flexible professional development opportunities so teachers had the choice to complete online tasks in their classrooms or on their own time in exchange for leaving early on the designated day.
 - ii. We did not offer any summer professional learning opportunities other than CPR, Google Certified Educator Bootcamp, and the annual Ed Tech Summit.
 - e. 11/2017-In Progress
 - i. Senior High School created Professional Growth Leadership Team to lead the staff in blended learning initiatives.

- ii. The Junior High School continues to do monthly classroom rounds supporting the HEAT model and PD sessions.
 - iii. The elementary schools are offering consistent information in building PLC sessions.
 - iv. Investigating badging/micro-credentialing concepts.
- 3. Develop Protocols: Data from diagnostic tools (DRA-2, Study Island/DORA/DOMA/ADAM Benchmarks, CDT's and CUA's) are strong indicators of student growth. Teacher/Administrator teams will develop protocols for the implementation of assessments and how to analyze the data results to inform our instruction.
 - a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. The second round of data meetings are scheduled for early November to review student achievement data. Protocols were established after the first round of data meetings.
 - ii. District-level Administrators are working with the Wahlstrom model for refining our data protocols.
 - c. 3/2017- In Progress
 - i. Building principals continue to lead discussions in their schools and report to Ed Center Leaders.
 - d. 7/2017-In Progress
 - e. 11/2017-In Progress
 - i. Principal meetings (TANK, StruggleBoard, AAR) in their buildings to discuss student data and identify instructional needs.
- 4. Support Mandates: Professional development opportunities will be designed to support all requirements from changes to regulations and laws.
 - a. 7/2016- In Progress
 - i. No new mandates have been identified for the 2016-17 school year yet.
 - b. 11/2016- In Progress
 - i. No new mandates have been identified for the 2016-17 school year yet.
 - c. 3/2017- In Progress
 - i. New trainings include Student Attendance Improvement Plan process and Crisis Prevention Intervention (CPI) training.
 - d. 7/2017-In Progress
 - i. Staff were provided online training for Skyward and also for ALICE.
 - e. 11/2017-In Progress
 - i. The introduction of Naviance at the secondary schools.

Goal #3-The Red Lion Area School District will strengthen its partnership with the community to prepare all students to reach their greatest potential.

- 1. Improve Customer Service: Mimicking the success of model businesses, we will identify what good customer service looks like in our District, and design our own model requiring all of our staff to be Professional, Respectful, Innovative, Dependable, and Exceptional in all job positions.
 - a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. The RLASD Gold Pride Guide was distributed to all staff as well as shared with the Board of School Directors.
 - ii. The PRIDE program has been expanded to include all staff.
 - c. 3/2017- In Progress
 - i. The third edition of the Something to Roar About highlighting staff actions was distributed.

- ii. A team of administrators formed a book study formed on Who Cares and developed a plan of action.
 - d. 7/2017-Completed
 - i. Developed and distributed a new Red Lion Pledge card to all employees.
 - e. 11/2017-Completed
 - i. Updated the Gold Pride Guide to be more inviting and included new Vision Statement.
 - ii. Designed a new customer feedback card based on a hotel model shared by Dr. Deisley.
- 2. Solicit Feedback: By focusing on customer service, we will promote and utilize a web-based customer service survey to gather feedback on District services. Ideas to promote the positive initiatives and eliminate miscommunications will also be explored.
 - a. 7/2016- In Progress
 - i. Needs assessment and basic customer service survey was administered in the spring of 2016.
 - b. 11/2016- In Progress
 - i. The customer service feedback survey is located on our webpage and informational cards are available in each of our buildings.
 - ii. The District Facebook page provides the public with a forum for two-way communication.
 - c. 3/2017 In Progress
 - i. From the Who Cares book study group, we are going to investigate adding telephone surveys to families.
 - d. 7/2017-Completed
 - i. Collected feedback from community via a culture survey to students, staff, and parents.
 - e. 11/2017-Completed
 - i. Sent out a survey to all new families to gather feedback on transition experience.
- 3. Promote Pre-School Programs: We must focus on the development of our youngest community members before they enter kindergarten with events and activities that demonstrate the role of parents as their child's first teacher.
 - a. 7/2016- Not Started
 - b. 11/2016- Not Started
 - c. 3/2017- In Progress
 - i. This spring we will hold our second Get Ready for K program.
 - ii. We are discussing other ways to transition kids into public school programs.
 - d. 7/2017-In Progress
 - e. 11/2017-In Progress
 - i. Held Fall preschool provider session which focused on building positive environments for student success at an early age.
 - ii. Met with elementary special area staff to begin planning for our first Little Lions programs in each school this spring.
- 4. Enhance Communication: Not all parents are able to be actively involved in the schools, so we need to provide multiple forms of external and internal communication so everyone can be informed, aware and celebrate what is happening in our schools.
 - a. 7/2016- Not Started
 - b. 11/2016- In Progress
 - i. The District's Facebook page and Twitter feed provide subscribers with up-to-date information.
 - ii. The District's new webpage is more user friendly and current.
 - iii. The Something to Roar About newsletter showcases staff members and their positive impact on the District.
 - c. 3/2017- In Progress
 - i. The District's Facebook and Twitter feeds continue to provide up-to-date information.
 - ii. The District's webpage continues to provide updates.

- iii. Dr. Deisley held a second meeting with teacher leaders to continue the conversation of district improvement.
- d. 7/2017-In Progress
- e. 11/2017-In Progress
 - i. Discussing plans to develop online training series for parents that are unable or uncomfortable coming to school event.