

A collection of symbolic objects is arranged on the left side of the page. At the top left is a portion of a chessboard with several pieces. Below it is a blue ribbon with a circular emblem. To the right of the ribbon is a silver star-shaped medal with a central emblem. Below the ribbon is another silver star-shaped medal with a central emblem. At the bottom left is a circular compass. In the center, a pair of gold-rimmed glasses is laid out. The background is a light-colored, textured surface.

Norwin School District Comprehensive Plan

3-Year Plan
2015-2018

Committee Members

Name	Role
Tricia Blenko	Parent
Shanna Bradfield	Elementary School Teacher - Special Education
Douglas Colcombe	Ed Specialist - School Counselor
Dan Conwell	Ed Specialist - School Counselor
Megan Danilko	Middle School Teacher - Regular Education
Mike Feorene	Elementary School Teacher - Regular Education
Barb Flynn	Business Representative
Doreen Harris	Administrator
Kelly Jones	Secondary School Teacher - Regular Education
William Kerr	Administrator
Michelle Manning	Parent
Natalie McCracken	Administrator
Patti McGowan	Parent
Tracy McNelly	Administrator
Heather Newell	Administrator
Rosanne Novotnak	Business Representative
Jerry O'Donnell	Community Representative
Julie Painter	Middle School Teacher - Regular Education
Larry Paladin	Elementary School Teacher - Regular Education
Connie Palmer	Middle School Teacher - Regular Education
April Preisach	Elementary School Teacher - Regular Education
Jared Schultz	Elementary School Teacher - Regular Education
JoAnne Stoecklein	Community Representative
Robert Suman	Administrator
Laura Swick	Elementary School Teacher - Regular Education
Lynn Washowich	Secondary School Teacher - Regular Education
Maggie Zimmer	Special Education Director/Specialist



Plan Components

- Core Foundations
 - Standards, Curriculum, Instruction
 - New Teacher Induction/Mentoring
 - Professional Education Plan
- Special Education Plan
- Assurances
- Needs Assessment
 - Review of Data
 - Identify Accomplishments and Concerns
- District Level Plan
 - Goals, Strategies, Implementation Steps
 - Professional Education



District Mission

- Through quality educational experiences, the Norwin School District prepares students to become productive and responsible citizens in an ever-changing global society.



Vision

- The Norwin School District is a nurturing learning community where all students are welcomed, valued and challenged. Through collaboration of our school community and business and industry, we will create an educational environment that equips students for the challenges of the twenty-first century by providing them opportunities to develop creativity and innovation while engaging them in experiences that stretch their intellect. We are committed to orienting all learning experiences to prepare students to solve problems and contribute to an ever-changing global society.

Shared Values

- The Norwin School Community, including students, parents, the Board of Education, school personnel, residents, businesses and the greater region, believes...





Accomplishments

Accomplishment #1:

- Overall, most buildings within the District have high achievement in reading, math, science and writing, as indicated by the School Performance Profiles.

Accomplishment #2:

- Overall, in most buildings in the District, students are making growth in reading, math, science and writing.

Accomplishment #3:

- The District has a research-based professional development system in place where initiatives are sustained. Within this system, the District's Three-Year Induction program is research-based and focuses on teaching and learning using a Professional Learning Community model.

Accomplishment #4:

- The District has a very effective Safe Schools plan and provides regular training for all staff members.

Accomplishment #5:

- The District has a supportive community and regularly partners with many community organizations and businesses to help support educational initiatives for all children.



Accomplishments

Accomplishment #6:

- The District has exemplary attendance, test participation and graduation cohort rates. The District employs a Home and School Visitor who works with families to ensure students are in school on a regular basis.

Accomplishment #7:

- The District focused on the development of the whole child by ensuring appropriate support systems are in place pre-K through post-secondary life to assist students who need academic, emotional or social support. Additionally, the district adopted a character education policy that emphasizes the importance of developing responsible citizens.

Accomplishment #8:

- The District has an exemplary arts (visual and performing arts, music, and theater) program that continues to grow.

Accomplishment #9:

- The District has an emphasis on STEM education and understands the importance of developing students into 21st century learners who are creative and innovative.

Accomplishment #10:

- The District has an exemplary special education and gifted education program that offers a continuum of services and supports for our students. The District has specific programs in place to support students with Autism and students with significant cognitive delays. Additionally, the District provides students a range of transition opportunities to prepare them for post-secondary life.



Concerns

Concern #1:

- The District has pockets of student subgroups (IEP and ED) that have lower academic performance in reading, math, science and writing as compared to the whole population.

Concern #2:

- The District has pockets of High Achievement and Low Growth in some grade levels in reading, math, science and writing.

Concern #3:

- Although SAT scores are within the average range of scores across the United States, the scores are lower than similar schools in Southwestern Pennsylvania.

Concern #4:

- The District provides students and staff ample technological resources; however, teachers struggle integrating technology and 21st century skills throughout the curriculum so that students use technology to demonstrate learning and grow as 21st century digital learners.

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District Level Plan

Goals, Strategies, &
Implementation Steps



Goal 1:

Establish a district system that fully ensures staff members in every school use standards aligned assessments to monitor student achievement and adjust instructional practices.



Strategy

- *Effective Development and Use of Summative Assessments*
- *Effective Use of Formative Assessment in Classrooms*
- *Data Analysis Procedures, Data-Informed Instruction, Data Teams & Data Warehousing*

Implementation Steps

- *Summative Assessment Practices*
- *Professional Development*
- *Development of Common Assessments/SLOs*
- *Formative Assessment Teacher Training*
- *Data Team Development*
- *Training in Data Analysis*



Goal 2:

Establish a district system that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school.



Strategy

- *Substantial Professional Development*
- *Curriculum Audit*
- *Formative Assessment Walk-Throughs*

Implementation Steps

- *Webb's Depth of Knowledge*
- *Reading and Writing Across the Curriculum for Alignment to PA Core Standards*
- *Curriculum Audit Protocol*
- *Vertical and Horizontal Curriculum Mapping*
- *PSAT/SAT Skill Building*
- *Revision of Walk-through Template*



Goal 3:

Establish a district system that fully ensures consistent implementation of 21st century digital literacy skills in teaching and learning across all schools to benefit all students.



Strategy

- *21st Century Skills and Digital Literacy Learning to Create Digital Citizenship*
- *Virtual, Blended and Face-to Face Technology Embedded Learning Opportunities*

Implementation Steps

- *Creation of an Academy Class for 21st Century Skill Development*
- *Service Learning Digital Literacy Graduation Requirement*
- *21st Century Learning Facilitators*
- *Digital Literacy Representations in Curriculum Maps*