

GOALS	ASSESSMENT	PROGRESS
Student Achievement - The Board will support new efforts to improve student achievement.		
1.	<p>The Board will support initiatives to raise scores for all students while also closing the achievement gap between students of high performing groups and students of historically underperforming groups.</p>	<p>Baseline data will be presented to the board in fall, 2017, and used as a measurement tool to reduce achievement gaps between students of high performing groups and children of historically low performing groups.</p> <p>75% of the measurement tools will increase by 3 to 5 points.</p> <p>January, 2018: Local assessment committee met to determine assessment philosophy. Metrics being considered include state test scores, access to upper level courses, attendance, discipline, honor roll, etc.</p> <p>July 24, 2018 - Online modules being prepared for 2018-19 school year.</p>
2.	<p>The Board will support multiple measures of student progress in addition to Keystone Exams (e.g. SAT, AP, NOCTI, etc.) to improve overall school and student performance.</p>	<p>The district will remain in the top 5% to 10% in outside rating systems such as Niche, US News, and PA Future Ready Index.</p> <p>July 24, 2018 –</p> <ul style="list-style-type: none"> - US News rated all three high schools in top 5% nationally - Newsweek rated all three high schools as top 5% nationally - Niche rated the school district an overall rating of A. <ul style="list-style-type: none"> - County ranking is 4. - State ranking is 27 out of 498. – Top 5% - National ranking is 219 out of 10,578. (Top 2%). - Schooldigger rated the district #36 out of 572 in the state – Top 6% - Pa Future Ready Index will not be available until the fall
3	<p>The Board will support the implementation of Professional Learning Communities (PLC) in all 16 schools.</p>	<p>Post assessment survey by teachers will indicate an 80% satisfaction rate with instructional strategies discussed at PLC meetings. Specific monitoring will be supported at the elementary level to determine effectiveness of the revised schedule.</p> <p>July 24, 2018 – Teacher satisfaction on PLC work on:</p> <ul style="list-style-type: none"> - Essential Learning Targets went from 88% to 91% - Assess and share new instructional strategies went from 93% to 92% - Analyzing results of Common assessments went from 77% to 81% - Planning for instructional lessons went from 82% to 87%

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4.	The Board will support the monitoring of staff development programs to ensure instructional needs are being met for teachers.	Bright Bytes survey data will show an increase in comfort and use of technology in the classroom. My Learning Plan survey data will show a consistent satisfaction rate by teachers on the programs being offered.	July 24, 2018- Bright Bytes Survey data showed: - Access to technology – Exemplary ratings by students and teachers - Skills in technology use – Advanced ratings for teachers and students - Support for the technology environment rated as Proficient for teachers and students My Learning Plan data – Teacher evaluations indicate overall strong satisfaction with professional learning opportunities.
5.	The Board will support the monitoring of the implementation of full day kindergarten to support the program for students and parents.	The board will review a FDK progress report at the Education Committee in January and June, 2018.	January, 2018 – Update to be provided at a board education committee in February, 2018. July 24, 2018 – Education Committee presentation in June showed that 87% of kindergarten children were reading at the end of 2017-18, compared to 67% in the 2016-17 year. Practical math application skills went from 52% proficient or advanced in 2016-17 to 82% in 2017-18.
6.	The Board will support the monitoring of a new homework policy to ensure consistent implementation.	The board will review survey data from parents and students on the topic of homework.	July 24, 2018: - Average time spent on HW less than 2 hrs. <u>increased from 67% to 86%.</u> - Assignments that are clearly tied to instruction <u>increased from 80% to 85%.</u> - Homework has educational value <u>improved from 76% to 81%.</u> - My child receives feedback <u>improved from 50% to 55%.</u> - The new HW policy helps my child <u>improved from 67% to 73%.</u>
Board Engagement - The Board will be actively engaged with improving communications internally and externally.			
1.	The Board will support the engagement of the community to write a new three-year strategic plan.	The school board will adopt a new strategic plan by June, 2018 for submission to the Pa Department of Education by fall, 2018.	January, 2018 – Comprehensive Planning Committee will hold its first meeting on January 30. Approximately 75 people will be part of the committee. May, 2018- Comprehensive Planning Committee

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			has completed a draft plan for board consideration.
2.	The Board will engage parents, staff, and community with a legislative committee in support of board approved resolutions on upcoming or pending legislation.	Legislative committee will meet quarterly to discuss pending legislation in the area of student assessment, mandates, and budget. Regular legislative updates will be provided to the committee via email messages and website links.	<p>January, 2018- Legislative Action Committee has been active in writing and calling legislators on the topics of Keystone Exams, property tax elimination, and health care changes. Next meeting is February 5, 2018 – 6:30 pm</p> <p>July 24, 2018-An electronic update was sent to the Legislative Action Committee in May.</p>
3.	The Board will support the use of student survey data for developing strategies to improve instruction. Some questions will need to be clarified for younger students.	A third year of data will be collected from students in grades 5, 8, 9, 10, and 11. First year survey data will be collected in grade 12. 75% of the categories asked will show a positive increase from the previous year.	<p>July 24, 2018:</p> <ul style="list-style-type: none"> -90% of students believe teachers clearly communicate what they are to be learning. 2017 was also 90%. -87% believe teachers are highly organized. 2017 was 89%. -88% believe teachers allow students to work in groups. 2017 was 78%. -66 % believe that teachers give students time to think about what is being learned. 2017 was 67%. -65% believe teachers give homework to help students learn. 2017 was 66%. -74% believe teachers really care about students individually. 2017 was 45% (Question phrased, “My teacher wants to know how I am doing outside of school”.) -87% believe teachers are always willing to help students. 2017 was 85%. -
4.	Every board member will participate in an “Adopt-A-School” program and be assigned a group of schools to attend functions. 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.	<p>January, 2018 – Visits have been scheduled for February and March.</p> <p>July 24, 2018 – All board members participated in school visits.</p>

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Accountability - The board will hold itself accountable for its role as a school board official by acting in an ethical and responsible manner.		
<p>1. The Board will continue to review Board Policies through respective committees to maintain an up-to-date policy manual.</p>	<p>Each board committee will review policies as needed throughout the year.</p>	<p>January, 2018 – Board policies have been reviewed at committee meetings July 24, 2018 – Several board polices were updated including:</p> <ul style="list-style-type: none"> - New Policy 121AG8 Overnight PIAA trips - New Policy 150 Title I Comparability of Services - New Policy 215 & 215AG1 Promotion and retention - New Policy 815.5AG1 & AG2 – Electronic Signature - New Policy 816 Use of livestream Video - Revised Policy 103 Nondiscrimination in school and classroom - Revised Policy 251 Homeless students - Revised Policy 249 Bullying/Cyberbullying
<p>2. The Board will support the process to hire a more diverse staff.</p>	<p>The Board will review a plan to increase the number of candidates interviewed and hired to be more reflective of our student population which is currently: White 77.9%, Hispanic 7.4%, Black 5.1%, Asian/Pacific Islander 8%, Multi-Racial 1.5%, American Indian/Alaska Native .1%. Current professional and administrative population: White 93%, Hispanic 1.0%, Black 5%, Asian 1.0%.</p>	<p>January, 2018 – Hiring process begins in April, 2018</p> <p>July 24, 2018 – Hiring data for 2017-18 includes:</p> <ul style="list-style-type: none"> - 8 of 46 teachers hired were people of color (17%) compared to 3 of 42 in 2016-17 (7%) - 62 of 3,445 (1.7%) of applicants were people of color in 2017-18 vs. 54 of 2,199 (2.4%) in 2016-17. - As of February 2018, the ethnic breakdown of our staff is as follows: 93.7% white, 4.6% black, .2% Hispanic, .8% Asian, .6% multi-racial (updated data will be available once the school year begins)
<p>3. The Board will monitor the impact of new federal guidelines on the National School Lunch Program to determine if the district should register for the program at the high school level.</p>	<p>The board will review the financial analysis of the high school cafeteria account, in conjunction with potentially new regulations. A cost/benefit analysis will be conducted for the board to consider.</p>	<p>January, 2018 – analysis currently taking place with new regulations and existing operational procedures.</p> <p>July 24, 2018 –Food Service finished the year with a \$146,000 profit for the district.</p>

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4.	The Board will conduct a review of the Chester County Family Academy Charter School prior to issuing a renewal of its charter.	The board will review budget, student achievement data, and conduct a school visit prior to acting on the renewal for the Chester County Family Academy Charter.	January, 2018 – Site visit was conducted in September. Analysis was completed of operations of the charter school. Charter was renewed at the October Board meeting.
Innovation - The Board will support innovative programs to foster student achievement.			
1.	The Board will support the use of technology to provide alternative ways to improve student learning, including a review of a plan to implement 1:1 laptop learning at the middle school.	<p>Bright Bytes survey data will show a positive increase in use of technology for student instruction.</p> <p>85% of the students in 1:1 classes and blended learning classes will report use of technology 5 or more days per week.</p> <p>10% more students will be enrolled in blended learning classes at the high schools from the 2016-17 school year to the 2017-18 year.</p> <p>A plan to implement 1:1 at middle school will be completed.</p>	<p>January, 2018-Surveys to be administered in May 2018.</p> <p>July 24, 2018 –</p> <p>-Teacher use of 4 “C’s” (communication, collaboration, critical thinking, creativity) rated as Emerging; Student use of 4 “C’s” rated as Proficient</p> <p>-90% of students reported they were asked to use technology in the classroom</p> <p>In 2017-2018, 22 courses were offered in a blended format, up from 15 in 2016-2017. 30 blended courses will be running in 2018-19. <u>Total enrollment in blended courses in 2017-2018 was 1,204. This represents an increase of 40% from the prior school year. There are 2,754 enrollments for 2018-19.</u></p> <p>July 24, 2018 – Plan is being implemented with technology staff and middle level teachers in 7th and 8th grades.</p>
2.	The Board will support dual enrollment opportunities for students.	Survey data will show a 90% satisfaction rate on dual enrollment classes with additional students being enrolled. There will be a 5% increase in students enrolled in dual enrollment courses compared to the 2016-17 school year. Courses will be communicated to all students about dual enrollment opportunities.	July 24, 2018 - Dual enrollment survey data revealed that 100% of the dual enrollment students agreed or strongly agreed that their dual enrollment experience was positive. Additionally, 100% of the survey respondents would recommend a dual enrollment course to a classmate. Two new courses have been developed for next school year. <u>Dual enrollment has grown from 55 registrations in 2016-17 to 149 in 2018-19.</u>

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3.	The Board will support the use of technology for professional development.	Bright Bytes Survey data will show a positive satisfaction rate by staff on the use of Schoology. The number of assignment posts on Schoology will increase 10% over the 2016-17 school year.	<p>January, 2018-Survey to be administered in May</p> <p>July 24, 2018- Schoology stats for the year:</p> <table border="1"> <tr> <td>Total</td> <td>2017-18</td> <td>2016-17</td> <td>%↑</td> </tr> <tr> <td>Site visits</td> <td>2.9MM</td> <td>2.4MM</td> <td>21%</td> </tr> <tr> <td>Page Views</td> <td>24.6MM</td> <td>18.8MM</td> <td>31%</td> </tr> <tr> <td>Comments posted</td> <td>162M</td> <td>137M</td> <td>18%</td> </tr> <tr> <td>Assignments submissions</td> <td>594M</td> <td>441M</td> <td>35%</td> </tr> <tr> <td>Files uploaded</td> <td>368M</td> <td>342M</td> <td>7%</td> </tr> </table>	Total	2017-18	2016-17	%↑	Site visits	2.9MM	2.4MM	21%	Page Views	24.6MM	18.8MM	31%	Comments posted	162M	137M	18%	Assignments submissions	594M	441M	35%	Files uploaded	368M	342M	7%
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4.	The Board will support the use of technology to provide information to the community.	<p>17 new websites will be updated. Parent satisfaction on website design will be 80%.</p> <p>Online registration forms will be implemented for parents for easier access to update student and contact information. Parent satisfaction rate for parent portal will be 80%.</p>	<p>January, 2018 – 17 new websites were launched in October, 2017. Initial feedback has been positive from parents and staff.</p> <p>July 24, 2018- Satisfaction rate on survey was 79%.</p>																								
Fiscal Responsibility - The Board will pass a balanced budget without compromising the quality of education for students.																											
1.	A balanced budget is passed without adversely impacting the quality of education.	The Board will have a minimal tax increase while maintaining the quality of education.	<p>January, 2018 – Board passed resolution to apply for Act 1 exceptions.</p> <p>May, 2018 – Board passed final budget with a 2.8% tax increase. Base Act 1 was 2.4%. Maximum tax was 4.2%.</p>																								
2.	The Board will fund its priorities in the Comprehensive Plan in the areas of technology, high school programming, closing achievement gaps and fiscal responsibility.	Budget will reflect funding in the priority areas.	<p>January, 2018 – funding areas have been centered on comprehensive plan priorities.</p> <p>July 24, 2018 – comp. plan written and includes the following areas: Access and Assessment of District Programming, Innovative Teaching and Learning, Secondary Scheduling, Fiscal and Capital Planning.</p>																								
3.	The Board will support the development of a new capital plan to manage student population growth over the next five years.	A capital plan will be reviewed by the Board in March, 2018.	January, 2018 – Analysis of new housing projects shows about 2700 new housing units to be built by 2023, yielding approximately 800 new students. Capital plan to be presented at January Property and Finance Committee meeting.																								

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			<p>July 24, 2018-Board approved capital plan including a new elementary school for 2020-21 and additions to 4 other schools.</p>																
4.	The board will support an analysis of special education programs to determine any further ways to manage costs.	The Board will review a comprehensive study of the costs of the special education program.	<p>January, 2018 – Data is currently being gathered from other districts about programming and costs associated with special education programs. Report will be presented by May, 2018.</p> <p>July 24, 2018- identified reductions in special education costs totaling \$700,000.</p>																
5.	The board will seek alternative funding sources to offset expenses.	The Board will support at least three grant applications.	<p>January, 2018 – Analysis of increased activity fees being conducted. Fall sports collections are ahead of 2016 numbers. The increase in activity fees had little impact on participation.</p> <p>July 24, 2018-Grants received were: \$90,553</p> <table border="1"> <tbody> <tr> <td>Federal-Title IV IT professional development</td> <td>\$18,724</td> </tr> <tr> <td>Federal-Hillsdale ES Tier 3 problem solving grant from IU13</td> <td>\$10,000</td> </tr> <tr> <td>Fern Hill ES garden grant</td> <td>\$2,000</td> </tr> <tr> <td>Two Professional Education grants for special ed. from IU23.</td> <td>\$1,000, \$2,000</td> </tr> <tr> <td>Fern Hill ES-David R Clare and Margaret C Clare Foundation grant</td> <td>\$13,445</td> </tr> <tr> <td>Westtown Thornbury ES-David R Clare and Margaret C Clare Foundation grant</td> <td>\$11,929</td> </tr> <tr> <td>Microsoft Grant – Professional Development</td> <td>\$10,000</td> </tr> <tr> <td>WCA Education Foundation</td> <td>\$34,900</td> </tr> </tbody> </table>	Federal-Title IV IT professional development	\$18,724	Federal-Hillsdale ES Tier 3 problem solving grant from IU13	\$10,000	Fern Hill ES garden grant	\$2,000	Two Professional Education grants for special ed. from IU23.	\$1,000, \$2,000	Fern Hill ES-David R Clare and Margaret C Clare Foundation grant	\$13,445	Westtown Thornbury ES-David R Clare and Margaret C Clare Foundation grant	\$11,929	Microsoft Grant – Professional Development	\$10,000	WCA Education Foundation	\$34,900
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