

GOALS	ASSESSMENT	PROGRESS – July, 2019
Student Achievement - The Board will support new efforts to improve student achievement.		
1.	The board will monitor initiatives to improve access to district programming for students and families.	<p>Local effectiveness measures such as attendance, discipline, promotion rates, participation in activities, and access to higher level courses will be established to measures access to district programming.</p> <p><u>Elementary School</u></p> <ul style="list-style-type: none"> Percentage of all students with 13 or more cumulative absences improved from 1.8% to .87% (51% decline). Percentage of minority students with 13 or more cumulative absences improved from 3.2% to 1.8% (43% decline). Percentage of all students participating in band, chorus or orchestra remained high at 66%. Percentage of minority students participating in band, chorus or orchestra remained high improved from 40.73% to 46.41% (14% gain). <p><u>Middle School</u></p> <ul style="list-style-type: none"> Percentage of all students with 13 or more cumulative absences improved from 4.67% to 1.77% (62% decline). Percentage of minority students with 13 or more cumulative absences improved from 7.25% to 1.77% (72% decline). Percentage of all students participating in funded activities/athletics improved from 47.29% to 51.25% (8% gain). Percentage of minority students participating in funded activities/athletics declined from 35.19% to 32.72 (7% decrease). Percentage of all students enrolled in a level one or accelerated math class remained unchanged at 62%. Percentage of minority students enrolled in a level one or accelerated math class improved from 25.66% to 26.23% (2% gain). Percentage of all students with 3 or more level II or III disciplinary infractions improved from 1.49% to .79% (47% decline). Percentage of minority students with 3 or more level II or III disciplinary infractions improved from 4.96% to 1.86% (62% decline). <p><u>High School</u></p> <ul style="list-style-type: none"> Percentage of all students enrolled in accelerated honors courses declined from 33.48% to 32.71% (2% drop). Percentage of minority students enrolled in accelerated honors courses improved from 12.08% to 14.09% (16%

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			<p>gain).</p> <ul style="list-style-type: none"> Percentage of all students participating in funded activities/athletics remained high at 62%. Percentage of minority students participating in funded activities/athletics improved from 37.92% to 39.77% (4.8% gain). Percentage of all students with 13 or more cumulative absences improved from 9.95% to 5.30% (46% decline). Percentage of minority students with 13 or more cumulative absences improved from 19.9% to 12.5% (37% decline). Percentage of all students with 3 or more level II or III disciplinary infractions improved from 1.92% to 1.34% (30% decline). Percentage of minority students with 3 or more level II or III disciplinary infractions improved from 6.73% to 3.85% (42% decline).
2.	The Board will monitor multiple measures of student progress in addition to Keystone Exams (e.g. SAT, AP, NOCTI, etc.) to improve overall school and student performance.	The district will remain in the top 5% to 10% in outside rating systems such as Niche, US News, School digger, and PA Future Ready Index.	<p>Niche ratings for 2019 rated WCASD as an A+ district, one of 37 in the state. Overall ranking was 27 out 688 (top 4%).</p> <p>School Digger 2019 – As of November 2018 WCASD ranked 44 out of 608 rated districts or charter schools (top 7%)</p> <p>US News – 2019 rated WCASD High Schools out of 688 as: HHS – 46 (92.46/100) - Top 7% RHS – 41 (93.03/100) - Top 6% EHS – 36 (93.53/100) - Top 5%</p> <p>Pa Future Ready Index – not available until fall, 2019</p>
3	The Board will monitor professional development in the areas of school safety, local assessments, and reducing anxiety.	Assessment on professional development sessions will indicate an 80% satisfaction rate.	<p><i>My Learning Plan evaluation data for professional development sessions on the topics of wellness and local assessment indicates well over an 80% teacher satisfaction rate.</i></p> <p><u>Wellness Sessions</u></p> <p>Student Wellness (T.Stecher): 87% Teacher Wellness (T. Stecher): 100% Survive of Thrive (L. Bevilacqua): 100% Grit, Self-Control and Growth Mindset: 100% Change Their Language...: 100%</p>

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		All staff will participate in a safe schools training session.	<p><u>Assessment Meetings</u> Quarterly Assessment Committee: 90% Local Assessment Committee: 100%</p> <p>All staff participated in two safe schools drills and received feedback from local police on the process.</p>
4.	The Board will monitor staff development programs to ensure instructional needs are being met for teachers.	<p>My Learning Plan survey data will show an 80% satisfaction rate on staff development programs.</p> <p>Bright Bytes Survey will show an improvement from emerging, to proficient in all areas.</p>	<p>My Learning Plan evaluation data from Instructional Practices Day indicates well over an 80% teacher satisfaction rate.</p> <p><u>Top Five Attended Sessions</u> Using Computers for 21st Century Learning: 100% Math Workshop: 100% Breakout EDU: 100% Technology and Total Participation: PBIS: 97%</p> <p>BrightBytes data showed proficiency or better in the four main categories – Classroom, Access, Skills, and Environment as reported by teachers (K-12), and students in grades three through eleven. The aggregate of all teachers scored “Emerging” in their responses to one subcategory, the 4Cs. Some schools showed an overall “Advanced” rating.</p>
5.	The Board will monitor the second year of full day kindergarten to support the program for students and parents.	<p>The Board will review a FDK progress report for year 2 data.</p> <p>First grade students (2018-19) will be monitored for progress made in comparison to the first grade class the previous year (2017-18).</p>	<p><u>READING</u></p> <ul style="list-style-type: none"> 84% of K students are reading at or above grade level compared to 87% last year and 67% the year before. 75% of Grade 1 students are reading at or above grade level compared to 73% last year and 62% the year before. 18.1% of Grade 1 students are reading at a third grade level compared to 13.8% past two years. <p><u>MATH</u></p> <ul style="list-style-type: none"> Kindergarten students improved their performance on 4 out of 5 math standards (91-95% were proficient or advanced). First grade students improved their performance on 4 out of 6 math standards (91% - 96% were proficient or advanced). <p><u>WRITING</u></p> <ul style="list-style-type: none"> 93% of K students scored proficient or advanced compared to 93% last year and 91% the year before. 91% of Gr 1 students scored proficient or advanced compared to 94% last year and 88% the year before that.

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			<p><u>SPECIAL ED REFERRALS</u></p> <ul style="list-style-type: none"> Grade 1 teachers referred only 6 students for Special Ed evaluations vs 28 students the year before. This is a 79% reduction in special Ed referrals. <p><u>OT REFERRALS</u></p> <ul style="list-style-type: none"> Grade 1 teachers referred 20% fewer students for Occupational Therapy (OT) evaluations. IN 2017-18 K referred 30% fewer students for OT. In 2018-19 the K referrals remained low, no increase.
6.	The Board will review the monitoring of a homework policy, in its second year, to ensure consistent implementation.	The Board will review survey data from parents and students on the topic of homework. Students and parents will show a 2% increase in meaningful assignments, and teacher feedback on assignments.	<p><u>Parent Satisfaction Focus Groups</u> revealed that parents were pleased with the district's progress towards improving homework quality and feedback.</p> <p><u>Student HW Survey</u></p> <p><i>5th Grade</i></p> <ul style="list-style-type: none"> 82% of the students reported that their HW has educational value often/always (unchanged teachers from 2018). 68% of the students reported that they receive teacher feedback pertaining to HW assignments often/always (17% increase). 64% of the students reported that they are comfortable talking to teachers about HW concerns often/always (5% increase). <p><i>Middle School</i></p> <ul style="list-style-type: none"> 62% of the students reported that their HW has educational value often/always (14.8% increase). 36% of the students reported that they receive teacher feedback pertaining to HW assignments often/always 5.8% increase). 53% of the students reported that they are comfortable talking to teachers about HW concerns often/always (5.6% increase). <p><i>High School</i></p> <ul style="list-style-type: none"> 46% of the students reported that their HW has educational value often/always (12% increase). 22% of the students reported that they receive teacher feedback pertaining to HW assignments often/always (unchanged). 51% of the students reported that they are comfortable talking to teachers about HW concerns often/always (6.2% increase).

Board Engagement - The Board will be actively engaged with improving communications internally and externally.			
1.	The Board will engage parents, staff, and students in community safety initiatives.	A communication plan outlining safety protocols will be completed.	<i>Safety report was updated and presented to the board. It included progress in the areas of funding, programs for students, equipment, and security services.</i>
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 engage electronically to address areas such as state testing, graduation requirements, and any legislation that would hinder the district's ability to operate.	<i>Legislative Action Committee met twice. Information was sent to legislators regarding changes to funding formula for cyber charter schools. WCASD spends about \$2.6 million on cyber school tuition. If SB 34 and HS 236 pass, the district could save \$1.5 million. As of July, 2019 the bills did not pass.</i>
3.	The Board will monitor the use of student survey data for developing strategies to improve instruction. Some questions will need to be clarified for younger students.	A fourth year of data will be collected from students in grades 5, 7, 8, 9, 10, and 11. 75% of the categories asked will show a positive increase from the previous year. Emphasis will be given in the areas of technology instruction, and caring attitude about students.	<i>3,742 students completed a survey, and increase of 865 respondents. Seven (40%) of the 18 questions increased over three years. Five (28%) of the questions went down one or two points, but remained very high. Six (33%) categories went down more than three points</i> <ul style="list-style-type: none"> <i>90% of students indicated teachers asked me to use technology in the classroom, compared to 90% in 2018, and up from 84% in 2016.</i> <i>71% of students indicated that teachers really care about me, compared to 74% in 2018, and up from 45% in 2016.</i>
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.	<i>Each board member attended at least one building visit, and one commencement ceremony.</i>
5.	The Board will support the education of potential board candidates on the process for election, and the role of the board member.	School Board 101 session will be conducted prior to the May primary election.	<i>School Board 101 was held in January. 21 people attended</i>

Accountability - The Board will hold itself accountable for its role as a school board official by acting in an ethical and responsible manner.

1.	The Board will continue to review Board Policies through respective committees to maintain an up-to-date policy manual.	Each board committee will review policies as needed throughout the year, including polices affected by school code changes, text book adoption procedures, etc.	<i>School board reviewed and approved 38 different polices, or guidelines this year including Wellness, Acceptable Use, Textbook selection, Student Debt, Tobacco Social Media, Complaints, Student Teachers, Hazing, Crowdfunding, and Foreign Exchange Students</i>																					
2.	The Board will support the process to analyze the reasons for a limited number of candidates of color being certified for teaching certificates in PA.	The Board will review a plan that analyzes the number of candidates of color eligible to teach in PA.	<p><i>WCASD hired 8 educators of color out of 116 teachers and Long Term Substitutes for the 2018-2019 school year, or 6.9% of our hires Total number of professional employees = 1026</i></p> <p><i>Teacher and administrators of color number = 75, compared to 49 in 2016-17</i></p> <p><i>Teacher and admin of color percentage of total number of teachers and admins = 7%, compared to 5% in 2016-17.</i></p> <p><i>20 teachers of color have been hired in the 16-17, 17-18 and 18-19 school years. (Approximately 7 per year). The 2018-19 demographics of professional staff is:</i></p> <ul style="list-style-type: none"> <i>• Total Teachers and administrators: 1026</i> <i>• Teacher and admin of color number = 75</i> <i>• Teacher and admin of color percentage of total number of teachers and admins = 7%</i> <p><u>Student demographics:</u></p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th></th> <th style="text-align: center;"><u>2018-19</u></th> <th style="text-align: center;"><u>2009-10</u></th> </tr> </thead> <tbody> <tr> <td>White</td> <td style="text-align: center;">75%</td> <td style="text-align: center;">81.8%</td> </tr> <tr> <td>Asian</td> <td style="text-align: center;">8.8%</td> <td style="text-align: center;">6.4%</td> </tr> <tr> <td>Hispanic</td> <td style="text-align: center;">8%</td> <td style="text-align: center;">4.8%</td> </tr> <tr> <td>Black</td> <td style="text-align: center;">4.8%</td> <td style="text-align: center;">6.9%</td> </tr> <tr> <td>Multi-racial</td> <td style="text-align: center;">2%</td> <td style="text-align: center;">0%</td> </tr> <tr> <td>Other</td> <td style="text-align: center;">1%</td> <td style="text-align: center;">0%</td> </tr> </tbody> </table>		<u>2018-19</u>	<u>2009-10</u>	White	75%	81.8%	Asian	8.8%	6.4%	Hispanic	8%	4.8%	Black	4.8%	6.9%	Multi-racial	2%	0%	Other	1%	0%
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3.	The Board will monitor the impact of new school code requirements regarding testing of lead in the drinking water.	The Board will review a presentation by the Facilities department on testing requirements and protocol to ensure safe drinking water.	<i>Presentation was made at the October Property and Finance Committee meeting to review what steps have been taken previously to analyze and test for lead in drinking water. Water tested as safe.</i>																					
4.	The Board will review and establish a new three-year comprehensive plan.	The Board will pass a comprehensive plan that includes areas of achievement, access to courses, instructional technology, and fiscal and capital planning to address enrollment growth.	<i>Comprehensive Plan was approved in September. Planning for the first year of implementation has been taking place. Four areas of the plan include access to programs, Innovative teaching and learning, Secondary master schedule, Fiscal and capital planning.</i>																					

5.	The Board will support a communication plan for critical goal areas.	A communications plan will be written to include capital planning, safety, achievement, and consistent information coming from schools.	<p><i>Capital plan will be updated in summer, 2019. Safety plan was updated and presented to the board in June, 2019.</i></p> <p><i>90% of parents indicated they felt the schools were safe. This is up from 86% the previous year.</i></p> <p><i>94% of parents felt the schools communicated effectively about initiatives, programs and events. This is up from 91% the previous year.</i></p> <p><i>95% of parents believed the district office communicated effectively about district initiatives, programs, and events. This is up from 93% the previous year.</i></p> <p><i>85% of staff believes the district clearly and effectively communicates things they should know. This is up from 84% the year before.</i></p> <p><i>84% of staff are pleased with information received about school board decisions. This is up from 83% the previous year.</i></p> <p><i>90% of staff are pleased with communication from the superintendent. This is down from 93% the previous year.</i></p>
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Innovation - The Board will support innovative programs to foster student achievement.

1.	The Board will review and monitor the use of technology to provide alternative ways to improve student learning, including the implementation of the 1:1 laptop learning in 7 th grade.	<p>Bright Bytes survey data will show a positive increase in use of technology for student instruction.</p> <p>Students will indicate via the Bright Bytes survey that teacher use of collaboration, communication, critical thinking, and creativity increased to the proficient level.</p> <p>5% more students will be enrolled in blended learning classes at the high schools from the 2017-18 school year to the 2018-19 year.</p> <p>A plan to implement 1:1 at middle school will be completed.</p>	<p><i>Teachers reporting almost daily use of technology in instruction continues to increase steadily over three years (42% in 2017, 55% in 2018 and 62% in 2019).</i></p> <p><i>We missed the target of moving from Emerging to Proficient in one subcategory (4Cs), though students continue score in the Proficient range.</i></p> <p><i>Enrollment in blended learning classes grew from 1,540 to 2,813 registrations (82% gain).</i></p> <p><i>1:1 plan for 7th grade was implemented. Teacher training has begun to implement 1:1 laptop deployment for all 6th grade students in fall, 2019.</i></p>
2.	The Board will review and monitor dual enrollment opportunities for students.	Survey data will show a 90% satisfaction rate on dual enrollment classes. There will be a 5% increase in students enrolled in dual enrollment courses compared to the 2017-18 school year.	<p><i>84% of the dual enrollment students reported that their experience in the courses was positive</i></p> <p><i>Dual enrollment participation increased from 51 to 128 students (increase of 151%).</i></p>

3.	The Board will review and monitor the use of technology for professional development.	<p>Bright Bytes Survey data will show a positive satisfaction rate by staff on the use of Schoology.</p> <p>The quality of instruction will increase as measured by the Bright Bytes survey in the areas of creativity, and critical thinking.</p>	<p><i>Bright Bytes data show 85% of teacher-respondents rate professional development average to excellent. 10% rated it below average or poor, 5% selected N/A.</i></p> <p><i>In all four categories – Classroom Practice, Access, Skills and Environment – WCASD scored higher than the aggregate of all BrightBytes participating schools:</i></p> <table border="1" data-bbox="1228 391 1940 634"> <thead> <tr> <th></th> <th><u>WC</u></th> <th><u>PA</u></th> <th><u>Nationa I</u></th> </tr> </thead> <tbody> <tr> <td>Overall</td> <td>1094</td> <td>1062</td> <td>1073</td> </tr> <tr> <td>Classroom</td> <td>1021</td> <td>991</td> <td>1007</td> </tr> <tr> <td>Access</td> <td>1230</td> <td>1191</td> <td>1191</td> </tr> <tr> <td>Skills</td> <td>1144</td> <td>1108</td> <td>1117</td> </tr> <tr> <td>Environment</td> <td>1093</td> <td>1066</td> <td>1077</td> </tr> </tbody> </table>		<u>WC</u>	<u>PA</u>	<u>Nationa I</u>	Overall	1094	1062	1073	Classroom	1021	991	1007	Access	1230	1191	1191	Skills	1144	1108	1117	Environment	1093	1066	1077
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4.	The Board will review and monitor the use of technology to provide information to the community.	<p>Parent satisfaction rate for parent portal will be 80%.</p> <p>Tutorials will be created to help parents navigate the parent portal.</p>	<p><i>79% of parents believed their child's teacher kept grades up to date in the parent portal.</i></p> <p><i>Tutorials were place on the website for parents to access.</i></p>																								

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

1.	The Board will pass a balanced budget without adversely impacting the quality of education.	The Board will pass a budget with a minimal tax impact while maintaining the quality of education.	<p><i>Budget was passed with a 3.3 % increase in spending and a 1.8% tax increase, or an average homeowner cost of \$74 for the year. Major expenses included:</i></p> <ul style="list-style-type: none"> <i>• \$1.9 million increase in state-mandated pension expenses, a 6.0 percent increase over the current year budget.</i> <i>• \$700,000 increase in tuitions and services for special education students, a 7.1 percent increase over the current year.</i> <i>• \$230,000 increase in student transportation costs, a 1.5 percent increase over the current year.</i>
2.	The Board will prioritize in the Comprehensive Plan; the areas of technology, access to programs, secondary scheduling, and fiscal responsibility.	Budget will reflect funding in the priority areas.	<p><i>Budget included additional staff for special education, technology support, and enrollment growth. It also included funding for future staff to fund the opening of a new elementary school in 2021. Also included was money allocated for safety, as per the safe schools plan.</i></p>

3.	The Board will support the development of a short term and long term plan to address enrollment growth in the district.	A plan and fiscal analysis will be communicated to address short and long term classroom space needs due to increased enrollment.	<i>Short term space analysis included the addition of 3 modular classrooms to Peirce Middle School, and using a technology lab as a classroom since the 1:1 program enables every room to become a lab.</i>
4.	The Board will negotiate contracts with the support staff, custodial and maintenance staff, and administrators, adhering to Act 1 limitations.	The Board will successfully negotiate three agreements with its staff.	<i>Agreement was reached with the Custodial Staff with parameters adhering to the Act 1 index. Agreement has been reached with Act 93 and Non-Bargaining staff with parameters adhering to the Act 1 index. Support staff negotiations was ongoing as of July, 2019.</i>
5.	The Board will support the administration seeking alternative funding sources to offset expenses.	The Board will support alternative methods of funding that includes at least five grant applications.	<u>Grants were received in the amount of \$509,706:</u> <i>Federal Safety Grant for Student assistance Training - \$20,000 State Safety Grant for additional cameras - \$25,000 Department of Environmental Protection - \$62,656 for partnership with Stroud Research Center. IDEA Achieve Grant - \$2,000 to help offset costs for Achieve Progress, Transition (APT) program State School Safety and Security - \$400,050 for additional mental health specialists</i>