



**South Western School District**  
**2019-2022 District Comprehensive Plan**  
**Phase III Updates & Revisions**  
**EXECUTIVE SUMMARY**



## Comprehensive Planning Process

The original District Comprehensive Planning process began in the fall of 2013, was adopted and approved in 2014, and went into effect July 01, 2015. South Western began Phase III planning during the 2017-2018 school-year. During this school year, the Special Education sub-committee convened to update the Special Education plan. The district's professional development committee also began work to update the Professional Development plan through conducting a needs assessment and whole-faculty survey. Additionally, a community stakeholder task force was organized to go through a re-visioning process to review the district's vision, mission, and core beliefs, to help guide the development of long range professional development goals for the comprehensive plan.

## School Board Members

Vanessa M. Berger, President  
Thomas M. Zimmerman, Vice President  
Cindy A. Boyer  
Jay A. Clouspy  
James S. Harris  
Ray M. Mummert  
M. Ann Rinker  
Clint A. Wright

## Comprehensive Planning Committee (Updated for Phase III)

### Teachers

#### ***Elementary-***

Heather Cole  
Joe Mummert

#### ***Intermediate School-***

Jennifer Bowman  
Amy Kauffman  
Jennifer Sites

#### ***High School-***

Mary Cook  
Tony Meckley  
Robert Glover  
Zach Sheerer

#### ***K-12 Teachers-***

Michelle Krill  
Bryan Tayman

\*Additional K-12 teachers  
served on the Comprehensive  
Planning Special Education  
Committee

### Administrators

Dr. Jay Burkhart  
Dr. Daniel W. Hartman  
Dr. Cynthia Renehan  
Dr. Rob Freil  
Dr. Karen Kuntz  
Mr. Keith Downs  
Dr. Judy Berryman  
Mr. Ryan Melhorn  
Mr. Jeffrey Smale  
Mrs. Lori Billman  
Mr. R.J. Long  
Dr. Mary Kay Kelly  
Dr. Eric Seibel  
Mr. Brian Cromer  
Mr. Eric Klansek

### Students

Hunter Conrad  
Sarah Cooper  
Melissa Klecker

### Parents

Deborah James-Washington  
Linda Potter  
Penney Storey  
Lori Wilkins  
Rachelle Bodvin  
Rebecca Smith  
Heather Lunn  
Carol Schmitt  
Agela Kessel  
Moon Kuhn  
Emily Berwager

### Business & Community Representatives

Dr. DiVonna Stebick  
Jeffrey Anderson  
Gary Laird

## Vision, Mission, & Core Beliefs

### District Vision Statement

*Empowering and equipping all students to create their future and change the world.*  
(Proposed new vision statement for 2019-2022)

### District Mission Statement




The South Western School District is dedicated to providing a continually improving educational environment, through a cooperative effort with the family and the entire community, in which all students are encouraged and expected to achieve their full potential, to express themselves clearly, to think reflectively, and to interact responsibly in preparation for lifelong personal growth. *(Adopted October 24, 1990, Revised March 25, 2002)*

### Core Beliefs

1. All learners are unique, can be successful, and are entitled to an education that gives them a voice and choice in how they best access, engage with, and express their learning.
2. Every member of the school community should embrace and be a model of collaboration, communication, and continuous growth and learning.
3. Every member of the school community should be uncompromisingly committed to ensuring each student receives the precise learning pathway and support needed to be successful in accomplishing their hopes, dreams, and goals.
4. Quality education provides a myriad of authentic, meaningful, rigorous, and engaging learning experiences which help support each learner in developing the knowledge, skills, and dispositions needed to succeed in a global society.
5. Learning best takes place in an environment that intentionally promotes responsible behavior and decision-making, a growth mindset and risk-taking, and empathy for others.
6. The utilization of new methodologies that are grounded in research and evidence, and new technologies, is essential to providing learners with a quality education that will prepare them for a rapidly changing world.
7. The school environment should be customized to the needs of every learner so that time, space, and place are the variables, and learning is the constant.
8. Leadership from throughout the organization that is visionary, authentic, relational, supportive, and empowering, is critical to successfully providing the ideal learning experience.

## Comprehensive Plan Strategic Design

### TIER I ACTION PLANS: OVERARCHING GOALS/STRATEGIC IMPERATIVES

	College Ready		Career Ready		Life Ready
Ensure all students have access to a high quality academic program which includes a rigorous, challenging, and standards-aligned curricula, delivered through personalized instructional practices.	Ensure all students have access to and engage with career awareness, exploration, and planning activities, including experiential learning opportunities that align to the PA Career and Work Standards.	Ensure all students are equipped with the skills, mindsets, and dispositions to have self-efficacy and agency over their own learning and decisions.			

### TIER II ACTION PLANS: SYSTEMIC SUPPORTS

- **Professional Education:** Implement a supervision and professional growth program that meets the individual professional learning needs of every professional staff member.
  - Newly developed action plan/goal for Phase III which includes eight [8] associated implementation steps.
- **Special Education:** Stands alone as a separate plan within the Comprehensive Plan.
  - School Board and PDE approved in Spring of 2018.
  - Contains professional development steps relating to supporting students with reading disabilities, autism support, transition, and para-professional qualifications.
- **Safe & Supportive Schools:** The district will: (A) Continue to expand and improve safety procedures across the district to include AED procedures, drills, etc.; (B) Respond to district's vulnerability study to improve safety in all buildings; (C) Establish a reporting mechanism for students and parents to report potential safety concerns; and (D) Provide safety reminders to students, staff, and parents.
  - Includes nine [9] associated implementation steps.
  - Action Plan developed as part of original Comprehensive Plan developed/approved in 2014.
  - Action Plan revisions were not a part of the Phase III process but will be a part of future Comprehensive Planning.
- **Technology & 21<sup>st</sup> Century Learning:** Leverage technology equipment and instructional resources to ensure a customized learning experience for the self-directed digital age learner.
  - Includes seventeen [17] associated implementation steps.
  - Action Plan developed as part of original Comprehensive Plan developed/approved in 2014.
  - Action Plan revisions were not a part of the Phase III process but will be a part of future Comprehensive Planning.

## New Action Plans for Phase III



### College Readiness

Ensure all students have access to a high quality academic program which includes a rigorous, challenging, and standards-aligned curricula, delivered through personalized instructional practices.

#### **Implementation Steps:**

Timeline	Implementation Step	K-5	6-8	9-12
<i>August 01, 2019- August 01, 2021</i>	<b>Literacy and Language Acquisition:</b> Conduct and onsite Reading Specialist Certification Cohort through Millersville University	✓	✓	✓
<i>July 01, 2019- August 01, 2021</i>	Participate in the Western PA Understanding By Design-NGSS/STEM Consortium	✓	✓	✓
<i>July 01, 2019- August 01, 2021</i>	Increase Advanced Placement (AP) course participation and achievement results			✓
<i>August 01, 2019- May 29, 2020</i>	Conduct district-wide professional development on Contemporary Teaching and Learning trends.	✓	✓	✓
<i>August 01, 2019- May 01, 2020</i>	<b>Literacy and Language Acquisition:</b> All ELA teachers in grades 4-8 will receive formal training in Text Dependent Analysis (TDA) questions offered through PDE or the Intermediate unit.	✓	✓	
<i>July 01, 2019- August 30, 2019</i>	<b>Meeting the Needs of Diverse Learners:</b> Host a Summer Literacy Institute through Millersville University with a focus on methods for teaching English Language Learners.	✓	✓	✓
<i>July 01, 2018- August 01, 2021</i>	<b>Meeting the Needs of Diverse Learners:</b> Provide co-teaching training to all K-12 teachers working in an inclusive setting.	✓	✓	✓
<i>July 01, 2019-June 02, 2022</i>	Development and implementation of a Standards-aligned, rigorous, guaranteed and viable curriculum.	✓	✓	✓
<i>July 01, 2019- June 30, 2022</i>	Continue to explore, develop, and implement personalized learning instructional models.	✓	✓	✓
<i>July 01, 2019- June 30, 2022</i>	<b>Literacy and Language Acquisition:</b> Conduct annual trainings/workshops and other professional development on foundational literacy skills.	✓		

July 01, 2019- June 01, 2020	<b>Literacy and Language Acquisition:</b> Implement Collins Writing Strategies within content areas in grades 7-12.		✓	✓
July 01, 2019- June 30, 2022	Enhance teachers' 'Assessment and Data Literacy' through professional development and collaborative planning.	✓	✓	✓
July 01, 2019- July 01, 2021	Evaluate and make revisions to the K-12 grading practices and processes.	✓	✓	✓
July 01, 2019- June 01, 2022	Increase dual enrollment opportunities and participation.			✓
August 01, 2019- June 01, 2022	Increase the number of students who complete Algebra I/Pass Algebra Keystone to 75% of students by the end of 8th grade.	✓	✓	



### Career Readiness

Ensure all students have access to and engage with career awareness, exploration, and planning activities, including experiential learning opportunities that align to the PA Career and Work Standards.

#### Implementation Steps:

Timeline	Implementation Step	K-5	6-8	9-12
July 01, 2018- June 30, 2021	Develop a Secondary Transition Team and development of a transition readiness course to provide instruction for school-to-work readiness and college readiness for students with disabilities.			✓
July 01, 2019- June 01, 2022	Increase the number of industry-recognized credentialing programs at the high school level.			✓
July 01, 2019- June 01, 2022	Increase dual enrollment opportunities and participation.			✓
August 20, 2018- August 01, 2019	Integrate college and career education into the South Western Academy (SWA) online program.	✓	✓	✓
August 20, 2018- June 01, 2022	Implement the Career Pathways model/framework at the high school level.			✓
July 01, 2019- June 01, 2022	Maintain or increase overall district attendance (minimum attendance rate of 95.5%).	✓	✓	✓
July 01, 2019- June 01, 2022	Continue to enhance the 6-8 college and career exploration program.		✓	
August 20, 2018- June 01, 2020	Identify and implement a digital career portfolio system at the elementary level.	✓		
August 20, 2018- June 01, 2022	Participate in Junior Achievement-Biz Town.	✓		
August 20, 2018- June 30, 2021	Increase faculty participation in the 'Educator in the Workplace' Program	✓	✓	✓



## Life Readiness

Ensure all students are equipped with the skills, mindsets, and dispositions to have self-efficacy and agency over their own learning and decisions.

### Implementation Steps:

Timeline	Implementation Step	K-5	6-8	9-12
August 20, 2018- June 01, 2022	Implement an elementary advisory model.	✓		
July 01, 2019- June 01, 2022	Evaluate and refine secondary advisory programs.		✓	✓
July 01, 2019- June 01, 2021	Evaluate and enhance the district mentoring program.	✓	✓	✓
July 01, 2019- June 01, 2020	Redesign district 'Habits of Learning/Mind' indicators.	✓	✓	✓
July 01, 2019-June 01, 2022	Promote 'Growth Mindset' as a core value.	✓	✓	✓
August 01, 2018- June 01, 2022	Increase the facilitation of learner agency skills in the classroom.	✓	✓	✓
July 01, 2019- June 01, 2020	Enhance 'Digital Citizenship' and 'Digital Literacy'	✓	✓	✓
July 01, 2019- June 30, 2022	Increase school-wide engagement	✓	✓	✓



## Professional Education

Implement a supervision and professional growth program that meets the individual professional learning needs of every professional staff member.

### Implementation Steps:

Timeline	Implementation Step	K-5	6-8	9-12
July 01, 2019- June 30, 2022	Align all district professional development activities to the Danielson Framework and to the district Professional Learning Competencies.	✓	✓	✓
July 01, 2019- June 20, 2020	Leverage the <i>Hoonuit</i> online learning platform to personalize professional learning.	✓	✓	✓
July 01, 2019-June 20, 2022	Conduct, analyze, and utilize the annual professional development survey.	✓	✓	✓

<i>July 01, 2019-July 01, 2020</i>	Evaluate district professional growth and supervision plan and make revisions as deemed appropriate.	✓	✓	✓
<i>September 02, 2019-June 30, 2022</i>	Provide professional development on self-directed professional learning and building a professional learning network as part of the third-year teacher induction program.	✓	✓	✓
<i>July 01, 2019-August 30, 2020</i>	Implement cohort 3 of the district 'Leadership Apprenticeship Program'.	✓	✓	✓
<i>July 01, 2019-June 30, 2022</i>	Implement cohort 2 of the district 'Incubation Lab' professional development opportunity.	✓	✓	✓
<i>January 01, 2018-June 30, 2022</i>	Offer the 'Innovative & Contemporary Teaching Grant' on an annual basis.	✓	✓	✓

**Targets and Measures for Action Plans:**

- Within the PDE Comprehensive Planning system, program details for each implementation step which include specific targets, measures, and evaluation criteria are provided.
- Each building level and administrative department will develop annual goals that are targeted, specific, and measurable which are aligned to the established District Action Plans and Implementation Steps of the Comprehensive Plan. Annual goals will be approved by the School Board of Directors and become part of the administrative evaluation process.