

## **FRAZIER SD**

142 Constitution St

Comprehensive Plan | 2022 - 2025

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### **MISSION STATEMENT**

The mission of the Frazier School District is to inspire and empower our students so that they can become lifelong learners who are respectful, responsible and productive citizens in a global society.

### **VISION STATEMENT**

The Frazier School District is committed to providing students with an academically rigorous curriculum while developing deeper learning competencies in all students. Frazier sets high expectations in support of students' efforts to strive to achieve academically and in the acquisition of the skills necessary for life success.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

All students are to be valued and serve a safe and encouraging place to grow and learn. Students are to experience individualized learning experiences that provides student voice and choice.

### **STAFF**

We also believe that our schools should model loyalty and integrity in a respectful, inclusive, and dynamic environment. We will provide staff with time and support to grow professionally as well as personally.

### **ADMINISTRATION**

We believe that the district has a responsibility to seek out and cultivate strong partnerships among students, faculty/staff, families, and community in an effort to strengthen the educational process and broaden well-rounded educational opportunities in collaboration with post-secondary institutions, businesses, and industry to create and sustain programs to prepare students to excel beyond high school. We believe that the physical facility of the school should reflect a strong sense of pride while providing the resources needed to carry out our mission. The district will operate in a fiscally responsible manner in order to continually maintain and improve both the physical plant and the educational programs. Fiscal decisions are effectively balanced so that the educational needs of the students are met.

### **PARENTS**

We believe parental support is key to a quality education. Communication improves and supports student learning. We will work together to foster an open, caring, learning environment.

### **COMMUNITY**

The Frazier School District Community believes that all students can learn and that the students should share in the responsibility for their own education.



## STEERING COMMITTEE

Name	Position	Building/Group
William Henderson	Administrator	District
Jason Pappas	Administrator	High School
Mike Turek	Administrator	Middle School
Amanda Law	Administrator	Elementary
Eric Johnson	Administrator	Director of Special Education
Scott Hazelbaker	Administrator	Technology Director
Christine Dascoli	Staff Member	Elementary
Carmella Rowe	Parent	Elementary
Romanee Yandura	Community Member	Elementary
Jackie Elliott	Staff Member	High School
Jennifer Salaway	Parent	Elementary/ Middle
Joe Scalise	Staff Member	Middle School
Kimberly Mosser	Parent	All buildings

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Azalyn Vallee	Parent	Elementary
Tracy Angelo	Board Member	Board of Directors
Stacey Erderly	Board Member	Board of Directors
Dr. Anne Stillwagon	Staff Member	Federal Programs/ Pre-K

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## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Through RTII and the new instructional materials and resources that were added, we will continue to focus on students who are not meeting grade level expectations and improving as expected.	Mathematics
We will include time and provide supports throughout the school year to provide meaningful professional development that is focused centered around a standards aligned curriculum, instruction and assessment.	Professional learning
The pandemic has isolated children and adults and has taken a toll on their mental health. Transitioning back to life pre-pandemic is challenging for some.	Social emotional learning Essential Practices 4: Implement Data-Driven Human Capital Strategies Essential Practices 4: Implement Data-Driven Human Capital Strategies

## ACTION PLAN AND STEPS

Evidence-based Strategy
Social Emotional Learning

## Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Move This World	The district will implement an evidenced based K-12 that will support mental, social, and emotional development. The Move This World curriculum will provide students with the necessary tools from goal setting to stress management. The program will focus on areas such as responsible decision making, resolving conflicts, cooperating, teamwork, managing emotions, self-esteem, self motivation and many other life skills that are important to living a health, happy, meaningful life.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will be trained in SEL curriculum.	2022-08-22 - 2022-08-26	Superintendent/ Principals	Online Curriculum

### Anticipated Outcome

Students will be introduced and complete mini lessons.

### Monitoring/Evaluation

Principals/teachers will track student progress.

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### Evidence-based Strategy

Portrait of a Graduate

## Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Action Step

Anticipated  
Start/Completion

Lead  
Person/Position

Materials/Resources/Supports  
Needed

Through various meetings, surveys, and discussions, the district will develop a Portrait of a Graduate. The POG will indicate the essential skills to be successful in a global society and what we want our students to possess upon graduation.

2022-08-01 -  
2022-04-01

Superintendent

Meetings, readings,  
technology

### Anticipated Outcome

Completed POG to disseminate to district.

### Monitoring/Evaluation

Administration will continue to plan and build out POG.

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### Evidence-based Strategy

Curriculum Alignment/ Instructional Practices

## Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)



**Goal Nickname****Measurable Goal Statement (Smart Goal)**

PD/ Self Improvement

The district will provide professional development that is meaningful and challenges our staff to improve teaching strategies to meet the needs of our students and prepare them for the 21st century. Staff will be provided trainings to address student trauma, mental wellness, and social emotional health. Teachers will also be provided the essential training to develop standards based instructional practices and assessments.

**Action Step****Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

The district will provide professional development that is aligned with instructional practices that meet the needs of all students and actively engages them. These strategies will focus on the needs of all learners and provide multiple opportunities to learn and grow.

2022-08-22 -  
2025-06-30Superintendent/  
PrincipalProfessional Training/ IU/  
Curriculum Specialists**Anticipated Outcome**

Measurable growth on PSSA and Keystone data will be used to determine outcome and improvement.

**Monitoring/Evaluation**

Yearly data pulled from PVAAS and EdInsight.



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The district will implement an evidenced based K-12 that will support mental, social, and emotional development. The Move This World curriculum will provide students with the necessary tools from goal setting to stress management. The program will focus on areas such as responsible decision making, resolving conflicts, cooperating, teamwork, managing emotions, self-esteem, self motivation and many other life skills that are important to living a health, happy, meaningful life. (Move This World)</p>	Social Emotional Learning	Teachers will be trained in SEL curriculum.	08/22/2022 - 08/26/2022

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
	Portrait of a Graduate	Through various meetings, surveys, and discussions, the district will develop a Portrait of a Graduate. The POG will indicate the essential skills to be successful in a global society and what we want our students to possess upon graduation.	08/01/2022 - 04/01/2022

## **APPROVALS & SIGNATURES**

### **Assurance of Quality and Accountability**

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

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School Board Minutes or Affirmation Statement

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### **Signature (Entered Electronically and must have access to web application).**

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Chief School Administrator

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

The district employs its own ESL teacher who meets the needs of ESL learners directly

The district works to meet the needs of all learners by providing differentiated instruction and assessments

The district employs social and psychology services to help alleviate behaviors that impede the learning of students with social emotional disabilities.

Continue to provide quality professional development to our teachers and staff.

The district allocates resources effectively and appropriately in order to provide our students a quality education.

Science Scores are above state average

Students do well on the algebra keystone

ELA students are above the average for those who are advanced

Through curriculum review in Math and English and development, along with PD, we will address improving our instruction and

### Challenges

High school attendance is poor 73.4 %

Funding to provide additional teaching staff to provide a continuum of services for our special education population.

Funding to provide an additional school counselor to provide a continuum of counseling services.

The addition of the SEL program, Move This World, we can meet the social emotional needs of our students.

The lack of staffing adds to the job duties of all, which results in less time for curriculum review, design, and improvement.

Improving math scores in grades 3-5

Improving ELA in grades 3-5

Improving attendance K-12

The pandemic has set students back in academics as well as social and emotionally.

Staffing shortages are an issue in developing appropriate,

## Strengths

aligning our curriculum.

We will continue to improve social and mental health supports and programs to our students and staff.

Through our redesigned RTII we will continue to work on improving our reading and math remediation.

Our students meet graduation requirements on a regular basis.

Students generally perform well on the NOCTI

Our guidance department ensures compliance with career benchmarks and standards.

Standards aligned systems are in place with emphasis on eligible content.

Focus on curriculum development, instruction, and assessment in all grade levels.

Meeting the needs of all students

Written curriculum has enabled staff to identify eligible content related to statewide assessments and deliver standards based instruction.

Curriculum is aligned to standards and eligible content.

## Challenges

effective instruction and supervision.

Finances are not available to add the appropriate staff needed to address our emotional support needs in the district

Finances are not available to add an additional school counselor to provide the academic, social, and emotional needs of the students

Students attending post secondary schools, career centers.

COVID pandemic provided challenges for student attendance and completion of assignments

Cyber charter options provide students with an easier path to graduate increasing student transfers.

Learning loss as a result of the pandemic.

Data is not reflective of grades for online instruction.

It is hard to get kids who need help to stay after for tutoring sessions.

Providing more project based assessments.

Financial challenges

Data is not reflective of grades for online instruction.



## Strengths

Teachers focus and collaborate on effective ways to meet the needs of all students

Students are successful on the algebra keystone exams

Instructional materials have been updated and provide more on-line access.

Teachers provide a variety of hands on lessons and project based learning.

Students have traditionally perform well on state assessments

Teachers align curriculum with state standards

Teachers are provided time to plan and align curriculum.

## Challenges

It is hard to get kids who need help to stay after for tutoring sessions.

Providing more project based or alternative assessments.

More challenging courses at the high school level.

Funding to add new courses and materials

Funding to continually update materials and supplies.

Additional staff

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## Most Notable Observations/Patterns

Lack of funding results in staffing shortages that would enable us to meet the needs of struggling learners.

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Challenges

Discussion Point

Priority for Planning

The addition of the SEL program, Move This World, we can meet the social emotional needs of our students.

This program will focus on the social and emotional well being of our students that often prohibit them from experiencing success in the classroom.

The lack of staffing adds to the job duties of all, which results in less time for curriculum review, design, and improvement.

Through attrition, the district will reallocate funds to address the staffing needs of the district.

Learning loss as a result of the pandemic.

The teachers have indicated learning loss in the classrooms as well as evidenced on the state assessments.

Funding to provide additional teaching staff to provide a continuum of services for our special education population.

Through attrition, we will look to add an ES classroom at the elementary level.

Funding to provide an additional school counselor to provide a continuum of counseling services.

COVID pandemic provided challenges for student attendance and completion of assignments

Cyber charter options provide students with an easier path to graduate increasing student transfers.

We will continue to look at our requirements and adjust to meet the needs of our students. while continuing to provide a rigorous and relevant curriculum.

The pandemic has set students back in academics as well as social and emotionally.

Finances are not available to add the appropriate

We look for ways to adjust the budget to include an emotional

**Challenges****Discussion Point****Priority for Planning**

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staff needed to address our emotional support needs in the district

support teacher at the elementary school.

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## ADDENDUM B: ACTION PLAN

### Action Plan: Social Emotional Learning

Action Steps	Anticipated Start/Completion Date
Teachers will be trained in SEL curriculum.	08/22/2022 - 08/26/2022

Monitoring/Evaluation	Anticipated Output
Principals/teachers will track student progress.	Students will be introduced and complete mini lessons.

Material/Resources/Supports Needed	PD Step	Comm Step
Online Curriculum	yes	yes

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## Action Plan: Portrait of a Graduate

### Action Steps

### Anticipated Start/Completion Date

Through various meetings, surveys, and discussions, the district will develop a Portrait of a Graduate. The POG will indicate the essential skills to be successful in a global society and what we want our students to possess upon graduation.

08/01/2022 - 04/01/2022

### Monitoring/Evaluation

### Anticipated Output

Administration will continue to plan and build out POG.

Completed POG to disseminate to district.

### Material/Resources/Supports Needed

### PD Step

### Comm Step

Meetings, readings, technology

no

yes



## Action Plan: Curriculum Alignment/ Instructional Practices

### Action Steps

### Anticipated Start/Completion Date

The district will provide professional development that is aligned with instructional practices that meet the needs of all students and actively engages them. These strategies will focus on the needs of all learners and provide multiple opportunities to learn and grow.

08/22/2022 - 06/30/2025

### Monitoring/Evaluation

### Anticipated Output

Yearly data pulled from PVAAS and EdInsight.

Measurable growth on PSSA and Keystone data will be used to determine outcome and improvement.

### Material/Resources/Supports Needed

### PD Step

### Comm Step

Professional Training/ IU/ Curriculum Specialists

yes



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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<p>The district will provide professional development that is meaningful and challenges our staff to improve teaching strategies to meet the needs of our students and prepare them for the 21st century. Staff will be provided trainings to address student trauma, mental wellness, and social emotional health. Teachers will also be provided the essential training to develop standards based instructional practices and assessments. (PD/ Self Improvement)</p>	<p>Curriculum Alignment/ Instructional Practices</p>	<p>The district will provide professional development that is aligned with instructional practices that meet the needs of all students and actively engages them. These strategies will focus on the needs of all learners and</p>	<p>08/22/2022 - 06/30/2025</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		provide multiple opportunities to learn and grow.	

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## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
District staff was trained on the Move This World Curriculum through online trainings and videos.	Teachers/ Staff	SEL Curriculum

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Completion of course and ability to deliver curriculum effectively.	08/22/2022 - 08/26/2022	Principals

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Trauma Informed Training (Act 18)





## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>The district will implement an evidenced based K-12 that will support mental, social, and emotional development. The Move This World curriculum will provide students with the necessary tools from goal setting to stress management. The program will focus on areas such as responsible decision making, resolving conflicts, cooperating, teamwork, managing emotions, self-esteem, self motivation and many other life skills that are important to living a health, happy, meaningful life. (Move This World)</p>	<p>Social Emotional Learning</p>	<p>Teachers will be trained in SEL curriculum.</p>	<p>2022-08-22 - 2022-08-26</p>
	<p>Portrait of a Graduate</p>	<p>Through various meetings, surveys, and discussions, the district will develop a Portrait of a Graduate. The POG will indicate the essential skills to be successful in a global society and what we want our students to possess upon graduation.</p>	<p>2022-08-01 - 2022-04-01</p>

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## COMMUNICATIONS PLAN

<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
District Wide In-Service/ meeting	Teachers/ administrators/ staff/ community.	Discussion of what a Portrait of a Graduate Looks Like, essential skills needed to succeed.
<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
08/29/2022 - 03/26/2023	As needed	Presentation
<b>Lead Person/Position</b>		
Superintendent		

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## **ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

**Communication Step**

**Topics of Message**

**Mode**

**Audience**

**Anticipated Timeline**

