

PENN CAMBRIA SD

201 6th St

Comprehensive Plan | 2023 - 2026

MISSION STATEMENT

The Penn Cambria School District will prepare productive citizens in a safe and positive environment that promotes excellence in academics, career skills, the arts and athletics.

VISION STATEMENT

Penn Cambria School District shall deliver a high quality education so that our students may be prepared to meet the challenges of the future.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

The Penn Cambria School District collectively values: * The principle that all students can learn in a healthy and safe environment. * A commitment to honesty, integrity, respect, and diversity. * Accountability for all. * A continuous learning ethic.

STAFF

The Penn Cambria School District collectively values: * Effective teaching of a rigorous and relevant curriculum. * Professional development. * Accountability for all. * A continuous learning ethic.

ADMINISTRATION

The Penn Cambria School District collectively values: * Quality leadership that will foster a culture of teaching and learning. * Artful use of infrastructure that requires the strategic alignment and utilization of faculty, staff, facilities, time, technology, and fiscal resources. * Accountability for all. * A continuous learning ethic.

PARENTS

The Penn Cambria School District collectively values: * The educational support of family and community. * Accountability for all. * A continuous learning ethic.

COMMUNITY

The Penn Cambria School District collectively values: * The educational support of family and community. * Accountability for all. * A continuous learning ethic.

OTHER (OPTIONAL)

The Penn Cambria School District collectively values: * The use of technology to enhance teaching and learning.

STEERING COMMITTEE

Name	Position	Building/Group
Jeanette Black	Administrator	Penn Cambria School District
William Marshall	Superintendent	Penn Cambria School District
Lewis Hale	Network Administrator	Penn Cambria School District
Joseph Smorto	Elementary Principal	Penn Cambria Pre-Primary/Primary/Intermediate
Michael Sheehan	Parent, Business Representative, Board Member	Professional Education Committee / Board of Education
Christina Dorsch	Community Representative	Professional Education Committee
Mickie Eberhart	Community Representative	Professional Education Committee
Nancy Fochler	Education Specialist/Guidance	Penn Cambria High School /Professional Education Committee
Kim Baker	Elementary Teacher	Penn Cambria Intermediate / Professional Education Committee
Lisa Brown	Elementary Teacher	Penn Cambria Primary
Kelly Mlgnogna	Elementary Teacher	Penn Cambria Pre-Primary
Theresa Kuntz	Title 1 Teacher/ Reading Specialist	Penn Cambria Primary
Ashlee Madison	Title 1 Teacher/Reading Specialist	Penn Cambria Intermediate

Name	Position	Building/Group
Lauren Kudlawiec	High School Teacher	Penn Cambria High School/ Professional Education Committee
Stephanie Rossman	High School Teacher	Penn Cambria High School
Bryan Marra	Special Education Teacher	Penn Cambria Intermediate
Nicole Stohon	EL Teacher, Title 1 Teacher	Penn Cambria Intermediate/Primary
Amanda Mullen	Elementary Teacher	Penn Cambria Intermediate
Kerry Nileski	Elementary Teacher	Penn Cambria Intermediate
Carrie Conrad	Director of Special Education	Penn Cambria School District
Lisa Miller	Parent	Professional Education Committee
Dylan Link	Middle School Teacher	Penn Cambria Middle School / Professional Education Committee
Sara Mullen	Parent	Penn Cambria Title 1 Buildings
Leigh Casher	Parent	Penn Cambria Title 1 Buildings
Lynda Piotti	Parent	Penn Cambria Title 1 Buildings

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If we provide a relevant and rigorous curriculum, student engagement and learning will increase and our students will be better prepared to be productive citizens.	Rigorous Courses of Study Section
If we provide a safe and supportive school environment, student attendance and engagement will be positively impacted which will result in increased student learning.	School climate and culture Regular Attendance
If we continue to refine our classroom instructional practices and our use of systematic interventions, then our overall student achievement will increase.	Other

ACTION PLAN AND STEPS

Evidence-based Strategy	
Safe and Supportive Schools	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Safe and Supportive Schools	Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable

Goal Nickname	Measurable Goal Statement (Smart Goal)		
	scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Improve physical safety measures in buildings by first completing an updated building assessment and then taking steps to improve physical safety as noted.	2023-03-20 - 2026-06-30	Superintendent/Safety Coordinator	Updated physical safety assessments for each building
Ongoing implementation of the Threat Assessment process, including required CSTAG training for team members and general awareness training for all staff.	2023-07-03 - 2026-06-30	Superintendent/Safety Coordinator	CSTAG training for team members and Vector + in-person training for others (Act 55 content)
Face-to-Face annual training for school staff focused on emergency training drills, and the emergency operations plan (Act 55)	2023-07-03 - 2026-06-30	Superintendent/Safety Coordinator Building Principals lead trainers	EOP functional annexes Act 55 training guidelines
A minimum of two hours of annual training for school staff focused on school safety and security topics such as: situational awareness, trauma-informed approaches, behavioral health awareness, suicide and bullying prevention and substance use awareness (Act 55)	2023-07-03 - 2026-06-30	Assistant to the Superintendent	Act 55 training materials - Vector training subscription - time allocated for staff completion
Provide social and emotional learning for students through Second Step (K-8) and programs such as Start with Hello in	2023-07-03 - 2026-06-30	Assistant to the Superintendent and	Second Step materials (or other evidence based SEL

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
grades 9-12.		Building Principals	program) - Start with Hello materials
Provide mental health supports and services (Tier 2/3) for student in need either within schools or through outside referrals.	2023-07-03 - 2026-06-30	Assistant to the Superintendent and established SAP teams	School-based counseling services - mental health service supports - SAP teams

Anticipated Outcome
 Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data

Monitoring/Evaluation
 Annual Safe Schools reports and accident reports- PA School Climate Surveys- SAP data

Evidence-based Strategy
 Reduce Chronic Absence

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Attendance	Penn Cambria School District will promote regular attendance (attending at least 90% of school days each year) with a goal of 94% of students regularly attending each year.

Goal Nickname**Measurable Goal Statement (Smart Goal)****Action Step****Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Refine communication and messaging with families regarding importance of attendance.

2023-07-03 -
2026-06-30

Assistant to the
Superintendent and
Building Principals

Messaging resources from
Attendance Works and PA
Evidence Center

Use the attendance improvement process to identify barriers to regular attendance and offer supports/services to help address them as appropriate.

2023-07-03 -
2026-06-30

Building Principals
and School
Counselors

Improvement process
protocols - social service
referral information

Monitor attendance data and recognize good or improved attendance.

2023-07-03 -
2026-06-30

Building Principals

Attendance data -positive
messaging for
good/improved attendance

Training for staff focused on best practices in engaging students and practical strategies for improving attendance.

2023-07-03 -
2026-06-30

Assistant to the
Superintendent

Resources from PA
Evidence Center and
Attendance Works

Anticipated Outcome

Messaging artifacts - attendance data analysis - training logs

Monitoring/Evaluation

Student attendance data will be used to monitor the effectiveness of this strategy.

Evidence-based Strategy

Relevant and Rigorous Curriculum

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Written Curriculum

Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Update science curriculum K-12 to align with new PA Integrated Science Standards and to integrate STEM concepts.	2023-07-03 - 2025-07-30	Assistant to the Superintendent	PA Integrated Science Standards - Time for curriculum writing and revision
Review high school course curriculum and graduation requirements to ensure students are college and career ready.	2023-07-03 - 2025-07-30	Assistant to the Superintendent and High School Principal	College and career skill information obtained through collaboration with higher education and PA Workforce Development Association
Review and refresh curriculum related to career standard benchmarks to ensure it is meeting current needs.	2024-07-01 - 2026-06-30	Assistant to the Superintendent	Career and workforce information from variety of resources and employers

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Ongoing review and updating of established written curriculum across grade levels and content areas.	2023-07-03 - 2026-06-30	Assistant to the Superintendent	PA Standards, PDE SAS resources, time for educator review, writing and collaboration

Anticipated Outcome
 Revised written curriculum, updated graduation requirements, revised career benchmark activities

Monitoring/Evaluation
 Written curriculum maps provide a concrete measure of plan progress. The goal of this action plan is to ensure students have a solid academic foundation that prepares them for life.

Evidence-based Strategy
 Measurable Student Achievement

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Student Achievement	Penn Cambria School District will continue to improve student achievement and growth in core areas of math, science, and language arts in areas as measured by benchmark data and state assessment/PVAAS data with a goal of a three year positive data trend.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Continuous refinement of classroom instructional practices, including ongoing professional development	2023-07-03 - 2026-06-30	Building Principals and Assistant to the Superintendent	PA Evidence Center - What Works Clearinghouse- ASCD - PDE SAS
Systematic academic interventions for students who are struggling including explicit instruction and ongoing progress monitoring using an elementary MTSS model	2023-07-03 - 2026-06-30	Elementary Principal - Director of Special Education	Intervention materials - Interventionists - progress monitoring tools such as Acadience Math and DIBELS

Anticipated Outcome

PSSA/Keystone data, PVAAS data, SAT data, benchmark assessment data, MTSS data, progress monitoring data, intervention participation data

Monitoring/Evaluation

Plan progress will be monitored using student learning data (i.e. assessment and growth data).



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings. (Safe and Supportive Schools)	Safe and Supportive Schools	Ongoing implementation of the Threat Assessment process, including required CSTAG training for team members and general awareness training for all staff.	07/03/2023 - 06/30/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings. (Safe and Supportive Schools)	Safe and Supportive Schools	Face-to-Face annual training for school staff focused on emergency training drills, and the emergency operations plan (Act 55)	07/03/2023 - 06/30/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings. (Safe and Supportive Schools)</p>	<p>Safe and Supportive Schools</p>	<p>A minimum of two hours of annual training for school staff focused on school safety and security topics such as: situational awareness, trauma-informed approaches, behavioral health awareness, suicide and bullying prevention and substance use awareness (Act 55)</p>	<p>07/03/2023 - 06/30/2026</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will promote regular attendance (attending at least 90% of school days each year) with a goal of 94% of students regularly attending each year. (Attendance)	Reduce Chronic Absence	Training for staff focused on best practices in engaging students and practical strategies for improving attendance.	07/03/2023 - 06/30/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms. (Written Curriculum)</p>	Relevant and	Update science curriculum K-12 to	07/03/2023
	Rigorous Curriculum	align with new PA Integrated Science Standards and to integrate STEM concepts.	-
07/30/2025			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms. (Written Curriculum)	Relevant and Rigorous Curriculum	Ongoing review and updating of established written curriculum across grade levels and content areas.	07/03/2023 - 06/30/2026

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will continue to improve student achievement and growth in core areas of math, science, and language arts in areas as measured by benchmark data and state assessment/PVAAS data with a goal of a three year positive data trend. (Student Achievement)	Measurable Student Achievement	Continuous refinement of classroom instructional practices, including ongoing professional development	07/03/2023 - 06/30/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Penn Cambria School District will promote regular attendance (attending at least 90% of school days each year) with a goal of 94% of students regularly attending each year. (Attendance)	Reduce Chronic Absence	Refine communication and messaging with families regarding importance of attendance.	07/03/2023 - 06/30/2026

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms. (Written Curriculum)	Relevant and Rigorous Curriculum	Review high school course curriculum and graduation requirements to ensure students are college and career ready.	07/03/2023 - 07/30/2025

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.

School Board Minutes or Affirmation Statement

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

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

The 4-year graduation cohort rate of 92.7% meets the 2030 statewide goal.

Current Keystone Algebra scores show 67.5% of students proficient compared to a statewide average of just 37.3%

Regular attendance has improved for students with disabilities during the pandemic in part due to widespread system supports and individual outreach offered.

DIBELS data shows impressive progress from fall to spring, especially in first grade in areas related to early literacy.

Student scores in Acadience Math Concepts and Applications in most grade levels are equally as strong as the computation scores which indicates mathematical thinking skills.

Classroom teacher content knowledge is strong and teachers are able to support students in the classroom in science.

The annual Title 1 Schoolwide Planning meetings are vital to reviewing current programs and planning for systematic schoolwide improvements for all students each year.

Challenges

The percentage of students with regular attendance has declined dramatically due in large part to the impacts of the COVID-19 pandemic.

Achievement and Growth Measures are inconsistent across years, grade levels, and subject areas.

Student participation in and completion of necessary college and career activities was negatively impacted by COVID-19 related absences.

Regular attendance for students with disabilities and students who are economically disadvantaged is critical to ensure access to supports and services.

DIBELS data shows limited progress in meeting literacy benchmarks in grades 3-4.

Acadience Math benchmark data shows less than half of students are meeting norm referenced targets at each benchmark. Math skills have been particularly hard hit by the COVID-19 pandemic.

Science textbooks at the elementary and middle-level are not aligned across grade levels and result in inconsistent scope and

Strengths

Penn Cambria has been able to recruit and retain qualified, effective teachers for core subject areas.

Penn Cambria SD supports schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction

Prior to the COVID-19 pandemic, our Career Benchmark data was excellent.

Challenges

sequence. They are also not aligned to new PA Integrated Science Standards.

Updating the K-12 Guidance (339) plan will allow the district to focus on reviewing our current practices to ensure we are best meeting the needs of future citizens in the rapidly changing economic and social landscape.

Due to many changes as a result of the pandemic and ongoing and anticipated staff turnover, review and revisions to ensure the written curriculum is up-to-date, standards aligned, and meets the needs of our students is important.

Revising current career benchmark activities and reviewing overall curriculum to be sure it is relevant for today's changing career landscape would result in more student engagement in these activities and greater impact on transitions to career, college, or military after high school.

Most Notable Observations/Patterns

Attendance and student achievement may also be correlated to the need to provide safe and supportive schools for all students.

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

The percentage of students with regular attendance has declined dramatically due in large part to the impacts of the COVID-19 pandemic.

Creating a safe and supportive school environment along with an engaging, relevant curriculum are two critical ways to address attendance issues. In addition to direct attendance improvement strategies.

Achievement and Growth Measures are inconsistent across years, grade levels, and subject areas.

The inconsistency in the data suggests inconsistencies in written/taught curriculum, inconsistent or ineffective interventions and/or a need for more effective Tier 1 strategies in the classroom.

Student participation in and completion of necessary college and career activities was negatively impacted by COVID-19 related absences.

DIBELS data shows limited progress in meeting literacy benchmarks in grades 3-4.

Acadience Math benchmark data shows less than half of students are meeting norm referenced targets at each benchmark. Math skills have been particularly hard hit by the COVID-19 pandemic.

Science textbooks at the elementary and middle-level are not aligned across grade levels and result in inconsistent scope and sequence. They are also not aligned to new PA

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

Integrated Science Standards.

Revising current career benchmark activities and reviewing overall curriculum to be sure it is relevant for today's changing career landscape would result in more student engagement in these activities and greater impact on transitions to career, college, or military after high school.

Central to our mission is the importance of preparing students to be productive citizens, including a focus on academic and career skills. The changing economic climate necessitates a review of our current activities to be sure they remain relevant.

Regular attendance for students with disabilities and students who are economically disadvantaged is critical to ensure access to supports and services.

Due to many changes as a result of the pandemic and ongoing and anticipated staff turnover, review and revisions to ensure the written curriculum is up-to-date, standards aligned, and meets the needs of our students is important.

ADDENDUM B: ACTION PLAN

Action Plan: Safe and Supportive Schools

Action Steps	Anticipated Start/Completion Date	
Improve physical safety measures in buildings by first completing an updated building assessment and then taking steps to improve physical safety as noted.	03/20/2023 - 06/30/2026	
Monitoring/Evaluation	Anticipated Output	
Annual Safe Schools reports and accident reports- PA School Climate Surveys- SAP data	Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data	
Material/Resources/Supports Needed	PD Step	Comm Step
Updated physical safety assessments for each building	no	no



Action Steps**Anticipated Start/Completion Date**

Ongoing implementation of the Threat Assessment process, including required CSTAG training for team members and general awareness training for all staff.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Annual Safe Schools reports and accident reports- PA
School Climate Surveys- SAP data

Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data

Material/Resources/Supports Needed**PD Step****Comm Step**

CSTAG training for team members and Vector + in-person training for others (Act 55 content)

yes

no



Action Steps**Anticipated Start/Completion Date**

Face-to-Face annual training for school staff focused on emergency training drills, and the emergency operations plan (Act 55)

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Annual Safe Schools reports and accident reports- PA School Climate Surveys- SAP data

Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data

Material/Resources/Supports Needed**PD Step****Comm Step**

EOP functional annexes Act 55 training guidelines

yes

no



Action Steps**Anticipated Start/Completion Date**

A minimum of two hours of annual training for school staff focused on school safety and security topics such as: situational awareness, trauma-informed approaches, behavioral health awareness, suicide and bullying prevention and substance use awareness (Act 55)

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Annual Safe Schools reports and accident reports- PA School Climate Surveys- SAP data

Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data

Material/Resources/Supports Needed**PD Step****Comm Step**

Act 55 training materials - Vector training subscription - time allocated for staff completion

yes



Action Steps**Anticipated Start/Completion Date**

Provide social and emotional learning for students through Second Step (K-8) and programs such as Start with Hello in grades 9-12.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Annual Safe Schools reports and accident reports- PA
School Climate Surveys- SAP data

Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data

Material/Resources/Supports Needed**PD Step****Comm Step**

Second Step materials (or other evidence based SEL program) - Start with Hello materials

no

no



Action Steps**Anticipated Start/Completion Date**

Provide mental health supports and services (Tier 2/3) for student in need either within schools or through outside referrals.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Annual Safe Schools reports and accident reports- PA
School Climate Surveys- SAP data

Training schedules - threat assessment documents - outline of physical safety improvements - mental health support overview data

Material/Resources/Supports Needed**PD Step****Comm Step**

School-based counseling services - mental health service supports - SAP teams

no

no

Action Plan: Reduce Chronic Absence

Action Steps**Anticipated Start/Completion Date**

Refine communication and messaging with families regarding importance of attendance.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Student attendance data will be used to monitor the effectiveness of this strategy.

Messaging artifacts - attendance data analysis - training logs

Material/Resources/Supports Needed**PD Step****Comm Step**

Messaging resources from Attendance Works and PA Evidence Center

no

yes



Action Steps**Anticipated Start/Completion Date**

Use the attendance improvement process to identify barriers to regular attendance and offer supports/services to help address them as appropriate.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Student attendance data will be used to monitor the effectiveness of this strategy.

Messaging artifacts - attendance data analysis - training logs

Material/Resources/Supports Needed**PD Step****Comm Step**

Improvement process protocols - social service referral information

no

no



Action Steps**Anticipated Start/Completion Date**

Monitor attendance data and recognize good or improved attendance.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Student attendance data will be used to monitor the effectiveness of this strategy.

Messaging artifacts - attendance data analysis - training logs

Material/Resources/Supports Needed**PD Step****Comm Step**

Attendance data -positive messaging for good/improved attendance

no

no



Action Steps**Anticipated Start/Completion Date**

Training for staff focused on best practices in engaging students and practical strategies for improving attendance.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Student attendance data will be used to monitor the effectiveness of this strategy.

Messaging artifacts - attendance data analysis - training logs

Material/Resources/Supports Needed**PD Step****Comm Step**

Resources from PA Evidence Center and Attendance Works

yes

no

Action Plan: Relevant and Rigorous Curriculum

Action Steps**Anticipated Start/Completion Date**

Update science curriculum K-12 to align with new PA Integrated Science Standards and to integrate STEM concepts.

07/03/2023 - 07/30/2025

Monitoring/Evaluation**Anticipated Output**

Written curriculum maps provide a concrete measure of plan progress. The goal of this action plan is to ensure students have a solid academic foundation that prepares them for life.

Revised written curriculum, updated graduation requirements, revised career benchmark activities

Material/Resources/Supports Needed**PD Step****Comm Step**

PA Integrated Science Standards - Time for curriculum writing and revision

yes

no



Action Steps**Anticipated Start/Completion Date**

Review high school course curriculum and graduation requirements to ensure students are college and career ready.

07/03/2023 - 07/30/2025

Monitoring/Evaluation**Anticipated Output**

Written curriculum maps provide a concrete measure of plan progress. The goal of this action plan is to ensure students have a solid academic foundation that prepares them for life.

Revised written curriculum, updated graduation requirements, revised career benchmark activities

Material/Resources/Supports Needed**PD Step****Comm Step**

College and career skill information obtained through collaboration with higher education and PA Workforce Development Association

no

yes



Action Steps**Anticipated Start/Completion Date**

Review and refresh curriculum related to career standard benchmarks to ensure it is meeting current needs.

07/01/2024 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Written curriculum maps provide a concrete measure of plan progress. The goal of this action plan is to ensure students have a solid academic foundation that prepares them for life.

Revised written curriculum, updated graduation requirements, revised career benchmark activities

Material/Resources/Supports Needed**PD Step****Comm Step**

Career and workforce information from variety of resources and employers

no

no



Action Steps**Anticipated Start/Completion Date**

Ongoing review and updating of established written curriculum across grade levels and content areas.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Written curriculum maps provide a concrete measure of plan progress. The goal of this action plan is to ensure students have a solid academic foundation that prepares them for life.

Revised written curriculum, updated graduation requirements, revised career benchmark activities

Material/Resources/Supports Needed**PD Step****Comm Step**

PA Standards, PDE SAS resources, time for educator review, writing and collaboration

yes

no

Action Plan: Measurable Student Achievement

Action Steps**Anticipated Start/Completion Date**

Continuous refinement of classroom instructional practices, including ongoing professional development

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Plan progress will be monitored using student learning data (i.e. assessment and growth data).

PSSA/Keystone data, PVAAS data, SAT data, benchmark assessment data, MTSS data, progress monitoring data, intervention participation data

Material/Resources/Supports Needed**PD Step****Comm Step**

PA Evidence Center - What Works Clearinghouse- ASCD - PDE SAS

yes

no



Action Steps**Anticipated Start/Completion Date**

Systematic academic interventions for students who are struggling including explicit instruction and ongoing progress monitoring using an elementary MTSS model

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Plan progress will be monitored using student learning data (i.e. assessment and growth data).

PSSA/Keystone data, PVAAS data, SAT data, benchmark assessment data, MTSS data, progress monitoring data, intervention participation data

Material/Resources/Supports Needed**PD Step****Comm Step**

Intervention materials - Interventionists - progress monitoring tools such as Acadience Math and DIBELS

no

no



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings. (Safe and Supportive Schools)</p>	<p>Safe and Supportive Schools</p>	<p>Ongoing implementation of the Threat Assessment process, including required CSTAG training for team members and general awareness training for all staff.</p>	<p>07/03/2023 - 06/30/2026</p>
<p>Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings. (Safe and Supportive Schools)</p>	<p>Safe and Supportive Schools</p>	<p>Face-to-Face annual training for school staff focused on emergency training drills, and the emergency operations plan (Act 55)</p>	<p>07/03/2023 - 06/30/2026</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will provide a safe and supportive school environment as measured by improvements in school safety data and PA School Climate survey results with a goal of all neutral/favorable scores as measured by the PA School Climate Survey and a decrease in safety related incidents in our school buildings. (Safe and Supportive Schools)	Safe and Supportive Schools	A minimum of two hours of annual training for school staff focused on school safety and security topics such as: situational awareness, trauma-informed approaches, behavioral health awareness, suicide and bullying prevention and substance use awareness (Act 55)	07/03/2023 - 06/30/2026
Penn Cambria School District will promote regular attendance (attending at least 90% of school days each year) with a goal of 94% of students regularly attending each year. (Attendance)	Reduce Chronic Absence	Training for staff focused on best practices in engaging students and practical strategies for	07/03/2023 - 06/30/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms. (Written Curriculum)	Relevant and Rigorous Curriculum	improving attendance. Update science curriculum K-12 to align with new PA Integrated Science Standards and to integrate STEM concepts.	07/03/2023 - 07/30/2025
Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms. (Written Curriculum)	Relevant and Rigorous Curriculum	Ongoing review and updating of established written curriculum across grade levels and content areas.	07/03/2023 - 06/30/2026
Penn Cambria School District will continue to improve student achievement and growth in core areas of math, science, and language arts in areas as measured by benchmark data and state assessment/PVAAS data with a goal of a three year positive data trend. (Student Achievement)	Measurable Student Achievement	Continuous refinement of classroom instructional practices, including ongoing professional	07/03/2023 - 06/30/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		development	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Threat Assessment Training	All staff	Identification or recognition of student behaviors that may indicate a threat, how to report, and role of threat assessment teams (Act 55)

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Surveys- submitted reports of threats	07/03/2023 - 06/30/2026	School Safety Coordinator - Assistant to the Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1b: Demonstrating Knowledge of Students

4f: Showing Professionalism

Professional Development Step	Audience	Topics of Prof. Dev
Emergency Training Drills	All staff	Emergency training drills (including fire, natural disaster, active shooter, hostage situation, and bomb threat)- emergency operations plan procedures- incident command- reunification procedures

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Surveys - role play - participant responses	07/03/2023 - 06/30/2026	Building Principals - School Safety Coordinator

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4f: Showing Professionalism	

Professional Development Step	Audience	Topics of Prof. Dev
Trauma Skilled Schools	All school staff	Trauma Skilled Schools model- trauma informed plan - development of resiliency factors

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
implementation of trauma skilled schools practices - surveys	07/03/2022 - 06/30/2026	Assistant to the Superintendent and Trauma CAT team along with building principals and SAP teams

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally 2b: Establishing a Culture for Learning 1b: Demonstrating Knowledge of Students	Trauma Informed Training (Act 18)

Professional Development Step	Audience	Topics of Prof. Dev
Suicide Awareness and Prevention	All school staff (required for professional educators in buildings serving grades 6-12)	Act 71 outlines topics to be included such as risk factors, warning signs and resources for educators and school staff

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Surveys	07/03/2023 - 06/30/2026	Assistant to the Superintendent/District Suicide Prevention Coordinator

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1b: Demonstrating Knowledge of Students

Professional Development Step

Audience

Topics of Prof. Dev

Bullying Awareness and Prevention

All school staff

Bullying Awareness and Prevention -local bullying policies and procedures

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Surveys - Response to bullying

07/03/2023 - 06/30/2026

Building Principals - Assistant to the Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

2a: Creating an Environment of Respect and Rapport

Professional Development Step	Audience	Topics of Prof. Dev
Situational Awareness	All staff	Situational awareness, response and connection to emergency operations plan

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Surveys	07/03/2023 - 06/30/2026	School Safety Coordinator

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step	Audience	Topics of Prof. Dev
Behavioral / Mental Health Topics	School Staff- Professional Staff	Behavioral and mental health specific topics such as depression, anxiety, strategies for self-care, responding to behavioral or mental health concerns, social-emotional learning strategies, etc.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Participant surveys	07/03/2023 - 06/30/2026	Assistant to the Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1b: Demonstrating Knowledge of Students

Professional Development Step

Audience

Topics of Prof. Dev

Substance Use Awareness

Secondary school staff

Trends in substance use/abuse including vaping, alcohol, opioids, other drugs

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Participant surveys

07/03/2023 - 06/30/2026

SAP teams

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step

Audience

Topics of Prof. Dev

Engagement and Attendance

Professional staff K-12

Strategies to promote school engagement and best practices related to practical strategies for educators to promote the importance of attendance

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Survey - artifacts related to strategies used	07/03/2023 - 06/30/2026	Building Principals - Assistant to the Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4c: Communicating with Families	
2b: Establishing a Culture for Learning	
2a: Creating an Environment of Respect and Rapport	

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Writing / Revision	Professional Staff	Principles of backwards design - PA standard alignment - development of viable and guaranteed curriculum - content knowledge development -assessment

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Written curriculum documents	07/03/2023 - 06/30/2026	Assistant to the Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1c: Setting Instructional Outcomes

1f: Designing Student Assessments

1a: Demonstrating Knowledge of Content and Pedagogy

Professional Development Step

Audience

Topics of Prof. Dev

Effective Instructional Strategies and Practices

Professional staff

Evidence based instructional strategies - response to data - valid and reliable assessments - appropriate use of resources - strategies to monitor student learning - strategies for reteaching and teaching diverse learners

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Classroom observations - participant surveys

07/03/2023 - 06/30/2026

Assistant to the Superintendent - Building Principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3d: Using Assessment in Instruction

Teaching Diverse Learners in an Inclusive Setting

3b: Using Questioning and Discussion Techniques

3e: Demonstrating Flexibility and Responsiveness

3a: Communicating with Students

1a: Demonstrating Knowledge of Content and Pedagogy

3c: Engaging Students in Learning



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Penn Cambria School District will promote regular attendance (attending at least 90% of school days each year) with a goal of 94% of students regularly attending each year. (Attendance)	Reduce Chronic Absence	Refine communication and messaging with families regarding importance of attendance.	2023-07-03 - 2026-06-30
Penn Cambria School District will review and update written curriculum as needed to ensure students are participating in a rigorous and relevant curriculum across all classrooms. (Written Curriculum)	Relevant and Rigorous Curriculum	Review high school course curriculum and graduation requirements to ensure students are college and career ready.	2023-07-03 - 2025-07-30

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Attendance Messaging	K-12 families	Importance of school attendance - ways to address barriers to attendance - promoting good or improved attendance

Anticipated Timeframe	Frequency	Delivery Method
07/01/2024 - 06/30/2026	Monthly or quarterly	Newsletter Letter Posting on district website

Lead Person/Position
Building Principals

Communication Step	Audience	Topics/Message of Communication
Life-Ready Skills	High School families	Life ready skills included in PCHS curriculum - current career trends - college information - graduation requirements

Anticipated Timeframe**Frequency****Delivery Method**

07/01/2024 - 06/30/2026

Quarterly

Newsletter
Posting on district website
Presentation

Lead Person/Position

High School Principal and Assistant to the Superintendent



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Board Report	Goals of Comprehensive Plan	Report at Board Meeting	Board Members and General Public	November 2022 with annual updates each November
Plan Overview and Detail Sharing	Overview of plan goals along with link to plan for review	Email	All School Employees and Board Members	After final adoption - Spring 2023
Plan Overview and Goal Sharing	Overview of goals and action plans	Social Media posting	General Public	Spring 2023
Ongoing Access to Plan	Access to Comprehensive Plan documents	Website posting	General Public	Spring 2023-2026
