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# WYOMISSING AREA SCHOOL DISTRICT

Board of School Directors  
Strategic Plan Summary – May 2022

## 1. WASD will demonstrate improvement in student growth and achievement in math.

### Objectives / Goals

- WASD will develop and publicly share a summary data report which uses multiple measures to document student achievement and growth in the area of math. This summary will be reviewed and revised annually to reflect updated data and will be provided no later than December of each school year.
- WASD will engage the ongoing services of educational consultants to advise on current math curriculum and best practices to identify areas of growth. This information will be shared with staff and stakeholders and reported annually.
- WASD will utilize the math intervention teacher and instructional coaches to provide an on-going, job-embedded professional learning related to the new curricular resource implementation while targeting math interventions for below-level learners. Coaches will provide an annual report that outlines professional learning initiatives and outcomes.
- Using the data summary, consultant input, feedback from teaching staff and administrative recommendations, WASD will establish an initial Action Plan no later than January 2023 which outlines targeted improvement in student growth and achievement.
- WASD will provide updates on and make revisions to the Action Plan, at least one time per year.

### Indicators of Success

- PVAAS (Pennsylvania Value-Added Assessment System) Results
- CDT (Classroom Diagnostic Tools) Results
- PSSA (Pennsylvania System of School Assessment) / Keystone Exams
- Student Grades
- Data Collected by Coaches relative to professional development

## 2. WASD will identify student mental health needs, review and align resources to address student needs, review summary data, and solicit ongoing feedback from stakeholders to set goals and measure the effectiveness of District services.

### Objectives/Goals

- WASD will establish an advisory committee (beginning Summer 2022) that includes medical/mental health professionals along with students, parents, community members and WASD staff to interpret data and identify needs in order to provide recommendations for the development of District and community supports. This committee will meet at least two times each school year to provide ongoing advice and guidance for WASD.
- WASD will create an Action Plan (initial Plan developed by March 2023) to document key initiatives and goals with assigned timelines for completion. Action Plan review will take place at least annually.
- WASD will evaluate adjusting school start times for the 2023-24 school year to better support students' medical, social/emotional and academic needs.

- WASD will consider use of a professional service to identify student mental health needs through data, survey results and direct interaction with stakeholders.
- WASD will create a K-12 SEL/Mental Health comprehensive curriculum by 2024.

#### Indicators of Success

- Survey results (PAYS and other)
- Program data
- Focus group feedback
- Action Plan

### **3. WASD will diversify program offerings for secondary students and develop/strengthen programs to prepare all students for success with career or college.**

#### Objectives/Goals

- WASD will annually review and consider revisions to requirements, schedules and other structures to facilitate student participation in varied course and program offerings.
- WASD will implement strategies to share BCTC program information with students and parents, collaborate with BCTC to identify areas for program development, and remove logistical barriers to ensure all interested students can attend BCTC programming.
- WASD will develop partnerships with RACC and Albright College SRI to provide dual-enrollment courses to start with the 2022-2023 school year. WASD will use student data to consider strategies to expand dual-enrollment opportunities.
- WASD will identify funding sources to offset dual-enrollment costs for interested students with an identified financial need.
- WASD will collaborate with local businesses to expand the JSBS internship program to increase student participation as well as depth of internship experiences.
- WASD will work with neighboring school districts and local businesses to expand program/course selection opportunities for students.
- WASD will establish baseline data regarding student program selections, and use data to set goals on program diversification for students.
- The progress of the above goals will be reported annually to include measurable progress of increased opportunities and participation.
- WASD will create an Action Plan (initial Plan completed January 2023) that provides current goals or initiatives with targeted completion dates. Plan will be reviewed and updated at least annually.

#### Indicators of Success

- Student / Program data
- Post-graduate survey / data
- Career Ready Benchmarks
- Action Plan

### **4. WASD will strengthen Human Resource management to ensure highly-qualified employees are secured and retained to meet District needs.**

#### Objectives/Goals

- WASD will create and implement a development program for JSBS students interested in careers in education for the 2023-24 school year. Program will include internship opportunities in a district school, mentorship from a WASD staff member, and a collaborative partnership with a local college/university. This plan will be evaluated annually.
- WASD will monitor the demographic data of applicants and hired employees, and identify annual strategies to increase the diversity of individuals applying for open positions.

- WASD will evaluate all multi-year employment agreements and compensation plans to understand District position comparative to Berks County, and make periodic adjustments to plans accordingly to attract highly-qualified candidates.
- WASD will annually evaluate resources dedicated to human resource management and align resources to achieve developed goals.
- Promote leaders from within by developing professional individual teacher development plans to be reviewed annually with the goal of retention and continuous personal growth.

#### Indicators of Success

- Employee data and demographics
- Student program data
- Application data
- Human resources data and surveys

#### 5. WASD will develop a five-year financial plan that includes projected revenues and expenditures, accounts for funding needed to implement strategic plan, covers facility needs, District debt and fund balance.

#### Objectives/Goals

- WASD will at least annually review and revise the District's 5-year financial plan. Financial plan will be based on projected budget for next fiscal year. Plan will include the General Fund, Capital Reserve Fund and Food Service Fund. General Fund will include projected expenditures and revenues based on known economic conditions and assumptions for future planning.
- WASD will use a professional service to update the District feasibility study, to include projected enrollment and building usage, at least every 10 years. (Last Updates: November 2019)
- Continue to evaluate and advocate for alternative sources of funding which will be presented and reviewed annually.

#### Indicators of Success

- Financial data
- Feasibility Study
- Audit results