

VISION FOR LEARNING

Highland Elementary School seeks to cultivate the educational, social/emotional, and creative talents of our students through utilizing innovative teaching strategies, the creative use of technology, and promoting strong family and community involvement. We acknowledge the unique academic, developmental, and emotional needs of our students and strive toward helping each child reach his or her full potential. At Highland, we understand the importance of helping our students develop an appreciation of our diversity and camaraderie through a positive school climate. We seek to develop students' personal character and strengths to lead them to a path of life-long learning and excellence.

STEERING COMMITTEE

Name	Position	Building/Group
Dr. James Etlen	Principal	Highland School
Dr. Stephanie Viola	Assistant Director of Elementary Teaching and Learning	Administration
Janine Sack	Supervisor of Literacy	Administration
Dr. Lawrence Lee	Coordinator of Teaching and Learning	Administration
Bonnie Howe	Elementary Curriculum Specialist	Highland School
Maureen Foley	Reading Specialist	Highland School
Angie Reed	Teacher	Highland School
Christine Vargas	Parent/Community Member	Highland School
Rebecca Coutts	Teacher	Highland School
Casey Fitzsimmons	Teacher	Highland School
Kate Allen	Reading Specialist	Highland School
Dr. Toni Butz	Director of Teaching and Learning	Administration

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Highland School will focus on ELA instruction and professional development in ELA strategies in order to increase the percent proficient/advanced on the PSSA ELA for the All Student group.	English Language Arts
Highland School will focus on Math instruction and professional development in Math strategies to increase the percent proficient/advanced on the PSSA Math for the All Student Group.	Mathematics
Highland School will focus on ELA instruction and professional development in ELA strategies to increase the ELA growth of the All Student Group..	English Language Growth and Attainment

ACTION PLAN AND STEPS

Evidence-based Strategy	
Data Analysis of Benchmark and Curriculum-based Assessments	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
ELA	Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA.
Math	Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math.
ELA Growth	Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Grades K-6 teachers assess students with curriculum-based assessments, Grade K-2 teachers assess students with Dibels (3x yr), Grades 3-6 teachers assess students with Study Island Benchmark Assessments (3x yr)	2020-09-08 - 2021-06-17	Bonnie Howe/Elementary Curriculum Specialist	ELA/Math Unit Tests, Dibels, and Study Island Benchmark Assessments, student and teacher licenses (Grades 3-6)
Collaborative teams conduct data analysis at school, grade, and student level	2020-09-08 - 2021-06-17	Dr. James Etlen/Principal	Assessments results, grade-level meeting days (3x yr), faculty meeting
Collaborative teams make data-informed decisions regarding instructional supports provided to individual students	2020-09-08 - 2021-06-17	Dr. James Etlen/Principal	Collaborative planning time (ongoing)

Anticipated Outcome

Data-informed decisions for instructional supports based on students' needs

Monitoring/Evaluation

ELA/Math Unit Test results, Dibels scores, Study Island Benchmark Assessment scores

Evidence-based Strategy

Measurable Goals

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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Grade 3-6 teachers receive training for Study Island, then set up Study Island standards-aligned Learning Paths in ELA/Math for all students	2020-09-08 - 2021-06-17	Bonnie Howe/ Elementary Curriculum Specialist	Study Island teacher licenses, teacher training
Grade 3-6 students use Study Island (30 min per week in ELA/Math)	2020-09-08 - 2021-06-17	Bonnie Howe/ Elementary Curriculum Specialist	Study Island student log-ons

Anticipated Outcome

Improved performance on Study Island Benchmark Assessment and PSSA ELA/Math

Monitoring/Evaluation

Study Island Benchmark Assessments scores, PSSA ELA/Math scores

Evidence-based Strategy

Personalized Learning and Engagement

Measurable Goals

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ELA Growth	Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index.
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Grade K-6 teachers use online programs to engagement though high interest, relevant content, music, and video to enhance students' ability to understand lesson objectives, make connections, and meet learning targets	2020-09-08 - 2021-06-17	Dr. James Etlen/ Principal	Student and teacher subscriptions for Khan Academy, Flocabulary, or NewsELA
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Anticipated Outcome

Increased student engagement and learning

Monitoring/Evaluation

Student usage reports

Evidence-based Strategy

Reading Intervention and Support

Measurable Goals

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ELA	Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA.
ELA Growth	Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Reading specialists schedule reading support for students identified through data analysis of ELA Unit Tests, Dibels, PSSA to be most I need of intensive reading intervention	2020-09-08 - 2020-10-01	Janine Sack/Supervisor of Literacy	Reading Specialists, time for data analysis
Reading specialists deliver reading intervention with high fidelity and high frequency to small groups of identified students	2020-10-10 - 2021-06-17	Janine Sack/Supervisor of Literacy	Reading intervention program materials, schedules for support
Student progress in reading support is monitored with Dibels (bi-monthly)	2020-10-10 - 2021-06-17	Janine Sack/Supervisor of Literacy	Dibels progress monitoring, time for assessing

Anticipated Outcome

Improved performance on Dibels, ELA Unit Tests

Monitoring/Evaluation

Dibels scores, ELA Unit Test scores

Evidence-based Strategy

Professional Development in TDA Instruction

Measurable Goals

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ELA Growth	Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index.
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Grade 3-6 Teachers receive professional development on the Use of Thompson TDA Model released by PDE.	2020-11-01 - 2021-02-01	Janine Sack/Supervisor of Literacy	Models- Anatomy/Understanding of a TDA, Exemplars-Annotated student responses, TDA Learning Progressions, TDA Reading Elements and Structures, TDA Purposeful Annotations, Instructional Prompt Guides
Grade 3-6 teachers plan lessons on TDA and deliver them to students.	2020-11-01 - 2021-06-17	Janine Sack/Supervisor of Literacy	Common planning time, Grade-level instructional plans with close reading lessons, TDA close reading questions
Grade 3-6 teachers	2020-11-01 -	Janine	Annotated student

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
collaboratively score local assessments with TDA response items.	2021-06-16	Sack/Supervisor of Literacy	responses, TDA student work analysis

Anticipated Outcome

Increased scores on TDA response items on ELA Unit Tests and PSSA ELA

Monitoring/Evaluation

ELA Unit Test TDA response item scores and PSSA ELA TDA response item scores

Evidence-based Strategy

Math Support with an Instructional Aide

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Math	Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Math instructional aide is scheduled to provide math support for students identified through data analysis of Math Unit Tests and PSSA Math to be most in need of math support	2020-09-08 - 2021-06-17	Bonnie Howe/ Elementary Curriculum Specialist	Math instructional aide, data analysis of Math Unit Tests, schedules
Math instructional aide pushes into	2020-10-01 - 2021-06-17	Bonnie Howe/ Elementary Curriculum Specialist	Schedules

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
classrooms to work in small group or one-on-one with students to assist them with work completion, and ensure time on Study Island Math Learning Path or other online program		Curriculum Specialist	

Anticipated Outcome

Improved student usage of online programs, improved performance of Math Unit Tests

Monitoring/Evaluation

Math Instructional Aide schedule, student usage reports from online programs, Math Unit Test scores

Evidence-based Strategy

Math Intervention and Support

Measurable Goals

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Math	Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
ECS and Grade 6 teachers trained in Math 180 program	2020-09-01 - 2021-09-30	Lawrence Lee/Coordinator of Teaching and Learning	Time, HMH Math 180 training

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Grade 6 students identified most at-risk take the Math Inventory (3x yr)	2020-10-01 - 2021-06-17	Bonnie Howe/ Elementary Curriculum Specialist	Math Inventory
Grade 6 students identified for intensive math intervention received support (2x week)	2020-10-01 - 2021-06-17	Bonnie Howe/ Elementary Curriculum Specialist	Math 180 student and teacher subscriptions, schedule

Anticipated Outcome

Improved performance on Math Inventory, PSSA Math

Monitoring/Evaluation

Math Inventory scores, PSSA Math scores

Evidence-based Strategy

Parent/Guardian Involvement

Measurable Goals

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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Highland School provides parents/guardians with information about Title I plan, programming, and school results	2020-09-08 - 2020-11-30	Dr. James Elten/ Principal	Parent Involvement Policy, Parent/Guardian School Contract, Right-to-Know
Parent/Guardians are provided virtual tutorials to assist their students in using online programs	2020-09-08 - 2020-12-31	Bonnie Howe/ ElementaryCurriculum Specialist	Teacher involvement to prepare/disseminate parent/guardian tutorials
In-person or virtual parent/guardian meetings/workshops tp provide strategies for working with students at home	2020-11-01 - 2021-05-31	Dr. James Etlen/ Principal	Teacher involvement to plan/prepare/host meetings/workshpos, resources /materials for home use

Anticipated Outcome

Increase of parent/guardian involvement

Monitoring/Evaluation

Meeting/workshop agendas, presentations, attendance sheets

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA. (ELA)	Data Analysis of Benchmark and Curriculum-based Assessments	Collaborative teams conduct data analysis at school, grade, and student level	09/08/2020 - 06/17/2021
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math. (Math)			
Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index. (ELA Growth)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA. (ELA)	Standards-Aligned Assessment, Instruction, and Practice with E-Learning	Grade 3-6 teachers receive training for Study Island , then set up Study Island standards-aligned Learning Paths in ELA/Math for all students	09/08/2020 - 06/17/2021
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math. (Math)			
Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index. (ELA Growth)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA. (ELA)	Personalized Learning and Engagement	Grade K-6 teachers use online programs to engagement though high interest, relevant content, music, and video to enhance students' ability to understand lesson objectives, make connections, and meet learning targets	09/08/2020 - 06/17/2021
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math. (Math)			
Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index. (ELA Growth)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA. (ELA)	Professional Development in TDA Instruction	Grade 3-6 Teachers receive professional development on the Use of Thompson TDA Model released by PDE.	11/01/2020 - 02/01/2021
Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index. (ELA Growth)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 82.6% on the 2019 PSSA ELA to 84.6% on the 2021 PSSA ELA. (ELA)	Professional Development in TDA Instruction	Grade 3-6 teachers collaboratively score local assessments with TDA response items.	11/01/2020 - 06/16/2021
Highland School will increase the Annual Academic Growth Expectations of the All Student Group in ELA from the 2019 ELA Annual Growth Score of 72 to 75 on the 2021 ELA Annual Growth Score on the Future Ready PA Index. (ELA Growth)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Highland School will increase the percent proficient/advanced for the All Student Group by 2% from 72.5% on the 2019 PSSA Math to 74.5% on the 2021 PSSA Math. (Math)	Math Intervention and Support	ECS and Grade 6 teachers trained in Math 180 program	09/01/2020 - 09/30/2021

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

School Board Minutes or Affirmation Statement

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

Superintendent/Chief Executive Officer

School Improvement

Facilitator Signature

Building Principal Signature
