

NORTH ALLEGHENY SD

200 Hillvue Lane

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

Mission The mission of the North Allegheny School District is to prepare all students for success in a changing world.

VISION STATEMENT

Vision The vision of the North Allegheny School District is to be a premier school district that inspires excellence in academics, athletics, arts, and activities for every student every day.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Shared Values We will exceed the expectations of those we serve. We believe: All individuals can learn. Learning is a life-long process that occurs inside and outside of the classroom. Learning occurs best in a safe, nurturing, and respectful environment. Effective teaching is both an art and a science that results in increased levels of critical thinking, achievement, and growth. Embracing, valuing, and promoting diversity enriches our community and learning experiences. Integrity, trust, compassion, and open communication are hallmarks of an excellent educational community. Educational excellence requires effective leadership, high expectations, teamwork, and the responsible utilization of resources. Collaboration among students, parents, staff, and community enriches our ownership of the educational process.

STAFF

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ADMINISTRATION

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PARENTS

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COMMUNITY

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OTHER (OPTIONAL)

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STEERING COMMITTEE

Name	Position	Building/Group
Melissa R. Friez	Superintendent	North Allegheny SD CAO
Valerie Walters	Coordinator of Prof Learning & Devel	North Allegheny SD MMS
Michele Dowell	Assistant Superintendent Elementary Education	North Allegheny SD CAO
Joseph Sciuolo	Assistant Superintendent Secondary Education	North Allegheny SD CAO
Mark Trichtinger	Director of Business Operations	North Allegheny SD CAO
Marijane Treacy	Director of Human Resources	North Allegheny SD CAO
Kathy Curran	Coordinator of Academic Technology and Instructional Services	North Allegheny SD CAO
Patricia Tkacik	Coordinator of Special Education	North Allegheny SD CAO
Richard McClure	School Board, President	North Allegheny SD School Board
Nancy Bowman	Administrator	North Allegheny SD CAO
Brandi Smith	Staff Member	North Allegheny SD CAO
Matt Walker	Staff Member	North Allegheny SD CAO
Dan Stack	Staff Member	North Allegheny SD CAO

Name	Position	Building/Group
Llby Blackburn	Board Member	North Allegheny SD School Board
Elizabeth Warner	Board Member	North Allegheny SD School Board
Kevin Mahler	Board Member	North Allegheny SD School Board
Marcie Crow	Board Member	North Allegheny SD School Board
Paige Hardy	Board Member	North Allegheny SD School Board
Bob Tozier	Staff Member	North Allegheny SD Department Chair
Bridgett Bilenski	Staff Member	North Allegheny SD Department Chair
Jenn Luce	Staff Member	North Allegheny SD NAFT
Christopher Omasits	Staff Member	North Allegheny SD Department Chair
Elizabeth Gallagher	Staff Member	North Allegheny SD Department Chair
Heath Lauster	Staff Member	North Allegheny SD Department Chair
Joelle Keats	Staff Member	North Allegheny SD Department Chair
Jordan Langué	Staff Member	North Allegheny SD Department Chair
Bob Bozzuto	Staff Member	North Allegheny SD Athletics
Marcie Good	Staff Member	North Allegheny SD Department Chair

Name	Position	Building/Group
Michael Bockoven	Staff Member	North Allegheny SD Department Chair
John Harrell	Staff Member	North Allegheny SD NAFT
Leslie Britton Dozier	Board Member	North Allegheny SD School Board
Shannon Yeakel	Board Member	North Allegheny SD School Board
Vidya Szymkowiak	Board Member	North Allegheny SD School Board
Robert Bell	Staff Member	North Allegheny SD Department Chair
Tamara Turner	Staff Member	North Allegheny SD Department Chair
SPLC Members	Parent	Superintendent/ Parents Liaison Committee
SAC Members	Parent	Secondary Advisory Council
EAC Members	Parent	Elementary Adivisory Council

ESTABLISHED PRIORITIES

Priority Statement

Outcome Category

Create opportunities for collaboration between key stakeholders to solve problems and improve the NA Experience for our students.

School Safety

School climate and culture

Other

Our greatest asset at North Allegheny is our people and we are committed to helping our staff reach their full potential by supporting and developing our employees.

Other

Parent and family engagement

Other

Foster an environment for teaching and learning that provides support services for students, staff, and the community while maintaining fiscal responsibility.

Essential Practices 3:
Provide Student-Centered Support Systems

Essential Practices 4:
Implement Data-Driven Human Capital Strategies

Essential Practices 5:

Priority Statement

Outcome Category

Allocate Resources Strategically and Equitably

Expose all students to a well-rounded education that includes a modernized instructional model, encourages authentic and relevant post-secondary opportunities, and encourages all students to take full advantage of the breadth of our extracurricular and co-curricular opportunities to enrich their overall NA experience.

Essential Practices 1: Focus on Continuous Improvement of Instruction

Post-secondary transition to school, military, or work

Other

ACTION PLAN AND STEPS

Evidence-based Strategy

Implement an Instructional Model

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Teaching and Learning

Implement an Instructional Model that provides professional learning and development for staff as we

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

modernize instruction, the learning experience, and environment for all students. Develop a consistent process for the analysis of data to make informed decisions that positively impact student social, emotional, and academic growth.

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

Work with curriculum and instruction department, department chairs, facilitators and administrators to create an instructional model. implement the model and train staff on the instructional model.

2022-08-22 -
2023-06-02

Dr. Joe Sciallo
and Dr.
Michele
Dowell

Research associated with instructional models, time

Anticipated Outcome

A K-12 Instructional Model

Monitoring/Evaluation

Monthly check ins to determine progress on the model and needed supports.

Evidence-based Strategy

Data Analysis

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Teaching and Learning	Implement an Instructional Model that provides professional learning and development for staff as we modernize instruction, the learning experience, and environment for all students. Develop a consistent process for the analysis of data to make informed decisions that positively impact student social, emotional, and academic growth.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with curriculum and instruction department, data department, department chairs, facilitators and administrators to develop a consistent method for data analysis, implement the data analysis model and train staff on the use of data.	2022-08-22 - 2023-06-02	Dr. Joe Sciuлло and Dr. Michele Dowell	Research associated with data analysis models, time

Anticipated Outcome
A K-12 Data Analysis Model

Monitoring/Evaluation
Monthly check ins to determine progress on the model and needed supports.

Evidence-based Strategy
Program of Studies 9-12

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Post-Secondary Preparation	Establish a post-secondary preparation program for students and their families in grades K-12. Create a plan for exposing and engaging students with college and career opportunities.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with curriculum and instruction department, department chairs, and administrators to revise the current program of studies to include courses that will prepare students for future career work.	2022-08-22 - 2023-06-02	Dr. Natasha Dirda	Research associated with future ready careers, time

Anticipated Outcome

An updated Program of Studies 9-12.

Monitoring/Evaluation

Monthly check ins to determine progress on the model and needed supports.

Evidence-based Strategy

Portrait of a Graduate

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Post-Secondary Preparation	Establish a post-secondary preparation program for students and their families in grades K-12. Create a plan for exposing and engaging students with college and career opportunities.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with curriculum and instruction department, data department, department chairs, facilitators, administrators, students and families to define the portrait of a North Allegheny Graduate.	2023-03-01 - 2024-05-24	Dr. Melissa Friez	Research on portrait of a graduate, time

Anticipated Outcome
North Allegheny Portrait of a Graduate

Monitoring/Evaluation
Monthly check ins to determine progress on the portrait and needed supports.

Evidence-based Strategy
Extra curricular Activities

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Extra-Curricular
Opportunities

Determine what extracurricular opportunities no longer meet the needs of the students we serve and research new opportunities available to students and their families. Ensure students and their families at all grade levels are informed about available extracurricular and co-curricular activities and understand how to access them.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Streamline extracurricular and co-curricular opportunities by creating a database of activities. Develop a committee of stakeholders for analyzing current extracurricular, co-curricular, field trips, club, and activity offerings. Determine what is no longer needed, recommend additional options, and ensure consistent offerings across schools.	2022-08-22 - 2023-06-02	Dr. Joe Sciuлло and Dr. Michele Dowell	List of current offerings, Time

Anticipated Outcome

An updated list of extra curricular activities that meet the needs of our students.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

After School and Summer Programs

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Extra-Curricular Opportunities	Determine what extracurricular opportunities no longer meet the needs of the students we serve and research new opportunities available to students and their families. Ensure students and their families at all grade levels are informed about available extracurricular and co-curricular activities and understand how to access them.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with the PTO/PTA/PFA to develop after-school and summer programming.	2023-08-21 - 2024-06-03	Dr. Joe Sciallo and Dr. Michele Dowell	List of current offerings, Time

Anticipated Outcome

Summer and After school programming that meet the needs of our students.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

General Safety Expectations

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
School Safety	Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work with school administrators and the safety department to create and implement General Safety Expectations in 2022-2023.	2022-01-03 - 2022-08-18	Mr. Dan Stack	

Anticipated Outcome
District General Safety Expectations

Monitoring/Evaluation
Monthly check ins to determine progress and needed supports.

Evidence-based Strategy
School Level Safety Plans

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

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

School Safety

Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety.

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

Work with school administrators and the safety department to create and implement a new school safety plan template in 2022-2023.

2022-01-03 -
2022-10-01

Mr. Dan Stack

Anticipated Outcome

School Level Safety Plans

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Evaluate current security staff needs and make recommendations for improvement.

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

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

School Safety

Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety.

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

Meet monthly to review the RVAT, conduct building tours and interview students and staff about security needs. Utilize relationship with local law enforcement to use data collected to discuss potential staffing needs alongside administration, School Board of Directors and the Manager of Safety and Security.

2023-05-01 -
2024-05-31

Mr. Dan Stack

RVAT, Time

Anticipated Outcome

Recommendations for improvement of security staffing.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Onboarding for students and staff

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Respectful Environment	Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop a plan for onboarding employees, students and families beyond the start of the school year. Meet with a committee consisting of students, staff, and families to conduct a needs assessment for onboarding. Then work to develop a plan for onboarding moving forward. Enact this onboarding proceeded for 2023-2024.	2022-08-22 - 2023-06-02	Dr. Melissa Friez	Time

Anticipated Outcome

Onboarding process for students, staff and families.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

PBIS Implementation

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Respectful Environment

Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Implement Positive Behavioral Interventions and Support program K-12 with the support of PaTTAN, school administration and teachers. Follow the implementation fidelity check list to ensure the proper steps are taken to implement.

2022-08-22 -
2024-06-03

Dr. Michele
Dowell

PaTTAN staff for
professional learning,
school level PBIS plans,
Time

Anticipated Outcome

Fully implemented PBIS K-12.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Code of Conduct K-5 and 6-12

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Respectful Environment	Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Evaluate, research, develop and implement a K-5 code of conduct and a 6-12 code of conduct with the support of students, staff and families.	2023-01-02 - 2024-05-31	Dr. Joe Sciallo	

Anticipated Outcome

New Code of Conduct K-5 and 6-12

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Training and Education Program for Maintenance and Facilities

Measurable Goals

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

Facilities and Maintenance

Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems.

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

Facilities and Maintenance will create a committee to establish what necessary training one time and ongoing training needs to occur for facilities and maintenance staff.

2022-08-22 -
2023-06-02

Mr. Mark
Trichtinger

Anticipated Outcome

New training plans for maintenance and facilities staff.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Landscaping Plan

Measurable Goals

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

Facilities and
Maintenance

Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems.

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

Develop an annual landscaping plan for grounds. The plan will include timing of work and review procedures to ensure quality outcomes. Staff will then be trained on the plan.

2022-08-22 -
2023-06-02

Mr. Mark
Trichtinger

Anticipated Outcome

Landscaping plan for all properties.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Standard Operating Protocols

Measurable Goals

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

Facilities and Maintenance

Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems.

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

Create committee to review all the needed protocols for operations staff begin writing protocols, implement protocols and create a plan for quality and inspection that includes facility walkthroughs to complement Standard Operating Protocols.

2022-08-22 - 2024-08-19

Mr. Mark Trichtinger

Anticipated Outcome

Standard Operating Procedures and Quality and Inspection Plan

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

MTSS Implementation

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Student Support	Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on ? Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Working in a committee that meets monthly, refine the Multi-Tiered Systems of Support (MTSS) Model across K-5 to assure consistent implementation of Tiers 1, 2 and 3 across all elementary schools.	2022-08-22 - 2023-06-02	Dr. Michele Dowell	

Anticipated Outcome
MTSS Implementations K-5

Monitoring/Evaluation
Monthly check ins to determine progress and needed supports.

Evidence-based Strategy
Universal Screener

Measurable Goals

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

Student Support

Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on ? Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students.

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

Working in a committee that meets monthly, evaluate the use of the universal screener for all students academically and socially and make recommendations for improvement.

2022-08-22 -
2023-06-02

Dr. Michele
Dowell and Dr.
Joe Sciallo

Anticipated Outcome

Implement an Universal Screener

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Employee Evaluation Process

Measurable Goals

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

Recruiting, Supporting,
and Developing Staff

Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members.

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

Analyze the current evaluation process for all workforce groups within the District. Identify strengths and areas for improvement. Refine our process to make the evaluation process more meaningful. Strong emphasis on continuous improvement over time for all employees of the District.

2022-08-22 -
2023-08-14

Ms. Marijane
Treacy

Anticipated Outcome

Updated staff evaluation procedures.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Recruiting Strategies

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Recruiting, Supporting, and Developing Staff	Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Work in a committee with Human Resources, administration and staff to identify a way to advertise job postings to a broader audience to reduce the number of position repostings.	2022-08-22 - 2023-08-21	Ms. Marijane Treacy	

Anticipated Outcome
Updated recruiting procedures.

Monitoring/Evaluation
Monthly check ins to determine progress and needed supports.

Evidence-based Strategy
Staff Professional Development

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Recruiting, Supporting, and Developing Staff Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Form a committee consisting of staff from all role groups to develop a robust model for professional development delivery throughout the District for all staff, including non-professional and substitute staff. Assess current district offerings and needs. Consider different learning platforms and styles for various job groups and schedules.	2023-01-02 - 2024-08-05	Ms. Marijane Treacy and Mrs. Valerie Walters	

Anticipated Outcome

Staff Professional Development Plan

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Asset Management

Measurable Goals

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

Fiscal Responsibility

Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs.

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

Form a committee consisting of administration, finance and operations department to review inventory procedures and tracking including textbook inventory systems. Investigate options and implement an asset management system related to textbook inventory processes.

2022-08-22 -
2023-07-31

Mr. Mark
Trichtinger

Anticipated Outcome

Consistent Asset Management System

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Long-Term Plans for Facilities

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Fiscal Responsibility	Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Form a committee consisting of administration, finance and operations department to develop a multi-year renovation timeline for elementary schools based on the facility review and education specifications. Develop a 10 -15 long-term plan to include finance and facilities needs. Develop 5-year master facilities plans for each campus.	2022-08-22 - 2024-08-23	Mr. Mark Trichtinger	

Anticipated Outcome

Long-Term Plan for Facilities

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Student led Leadership Teams

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Student and Staff
Engagement

Establish a model for increasing student engagement at the school and in the community. Establish a model for increasing staff engagement with students, peers, families, and the District.

Action Step

**Anticipated
Start/Completion**

Lead Person/Position

**Materials/Resources/Supports
Needed**

Form a committee of students and staff to develop student led leadership teams at each school.

2022-08-22 -
2023-06-02

Dr. Joe Sciallo and Dr.
Michele Dowell

Anticipated Outcome

Student Led Leadership Groups

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

School Pride

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Student and Staff Engagement	Establish a model for increasing student engagement at the school and in the community. Establish a model for increasing staff engagement with students, peers, families, and the District.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Form a committee explore ways to increase school pride at elementary, middle, and high schools.	2023-05-01 - 2024-06-28	Dr. Joe Sciallo and Dr. Michele Dowell	

Anticipated Outcome

School Pride Activities

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Secondary Parent Teacher Organization

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Family and Community Engagement	Evaluate and implement a family and community engagement model to increase family and community participation in school and District events.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Implement a parent/teacher organization at the Secondary Level.	2022-04-01 - 2022-08-22	Dr. Joe Sciallo	

Anticipated Outcome
Parent Teacher Organizations at Secondary Schools

Monitoring/Evaluation
Monthly check ins to determine progress and needed supports.

Evidence-based Strategy
Community Partnerships

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Family and Community	Evaluate and implement a family and community engagement model to increase family and community

Goal Nickname	Measurable Goal Statement (Smart Goal)
Engagement	participation in school and District events.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Form a committee with District staff and community partnerships to develop a plan for soliciting and engaging community partners.	2023-04-03 - 2024-06-30	Dr. Melissa Friez	

Anticipated Outcome
Increased community partnerships.

Monitoring/Evaluation
Monthly check ins to determine progress and needed supports.

Evidence-based Strategy
Parent Involvement

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Family and Community	Evaluate and implement a family and community engagement model to increase family and community

Goal Nickname	Measurable Goal Statement (Smart Goal)
Engagement	participation in school and District events.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Form a committee with District staff, SPLC, SAC and EAC to identify new structures that promote and improve parent and community participation, input, and feedback.	2023-04-03 - 2024-06-30	Dr. Melissa Friez	

Anticipated Outcome
Increased parent/guardian engagement.

Monitoring/Evaluation
Monthly check ins to determine progress and needed supports.

Evidence-based Strategy
Communication Strategy

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Communiations	Develop a multi-year strategic communications plan to build and maintain the reputation of the North

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

Allegheny School District. Build upon the foundation of internal and external communications, explore new ways to engage with the community, and make NASD synonymous with excellence on a local, regional, and national level. Share information about the District to our broad community that includes students, staff, alumni, media, and other stakeholders, and highlight the District's excellence in academics, activities, arts, and athletics.

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

Communications department will review, update, and maintain communication strategy based on feedback from stakeholders.

2022-08-22 -
2023-06-30

Mrs. Brandi
Smith

Anticipated Outcome

Increased communication with stakeholders.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Internal Communications

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Communiations	Develop a multi-year strategic communications plan to build and maintain the reputation of the North Allegheny School District. Build upon the foundation of internal and external communications, explore new ways to engage with the community, and make NASD synonymous with excellence on a local, regional, and national level. Share information about the District to our broad community that includes students, staff, alumni, media, and other stakeholders, and highlight the District's excellence in academics, activities, arts, and athletics.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Communications department will solicit feedback from staff on a monthly basis to improve internal communications.	2022-08-22 - 2024-06-30	Mrs. Brandi Smith	

Anticipated Outcome

Increased internal communication with stakeholders.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

NA Brand

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Communications	Develop a multi-year strategic communications plan to build and maintain the reputation of the North Allegheny School District. Build upon the foundation of internal and external communications, explore new ways to engage with the community, and make NASD synonymous with excellence on a local, regional, and national level. Share information about the District to our broad community that includes students, staff, alumni, media, and other stakeholders, and highlight the District's excellence in academics, activities, arts, and athletics.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Communications with work with administration and School Board of Directors to establish a clear brand identity for the district and build on that image and reputation.	2023-01-02 - 2024-06-30	Mrs. Brandi Smith	

Anticipated Outcome

Brand strategy

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

Evidence-based Strategy

Communication Regarding Budget

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Communications

Develop a multi-year strategic communications plan to build and maintain the reputation of the North Allegheny School District. Build upon the foundation of internal and external communications, explore new ways to engage with the community, and make NASD synonymous with excellence on a local, regional, and national level. Share information about the District to our broad community that includes students, staff, alumni, media, and other stakeholders, and highlight the District's excellence in academics, activities, arts, and athletics.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Communications will work with administration, finance and the School Board of Directors on ways to communicate/post budget updates that are engaging with the community.

2022-08-22 -
2022-12-01

Mrs. Brandi
Smith and Mr.
Kermit Houser

Anticipated Outcome

Communication plan for the budget.

Monitoring/Evaluation

Monthly check ins to determine progress and needed supports.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement an Instructional Model that provides professional learning and development for staff as we modernize instruction, the learning experience, and environment for all students. Develop a consistent process for the analysis of data to make informed decisions that positively impact student social, emotional, and academic growth. (Teaching and Learning)	Data Analysis	Work with curriculum and instruction department, data department, department chairs, facilitators and administrators to develop a consistent method for data analysis, implement the data analysis model and train staff on the use of data.	08/22/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety. (School Safety)	General Safety Expectations	Work with school administrators and the safety department to create and implement General Safety Expectations in 2022-2023.	01/03/2022 - 08/18/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety. (School Safety)	School Level Safety Plans	Work with school administrators and the safety department to create and implement a new school safety plan template in 2022-2023.	01/03/2022 - 10/01/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	PBIS Implementation	Implement Positive Behavioral Interventions and Support program K-12 with the support of PaTTAN, school administration and teachers. Follow the implementation fidelity check list to ensure the proper steps are taken to implement.	08/22/2022 - 06/03/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	Code of Conduct K-5 and 6-12	Evaluate, research, develop and implement a K-5 code of conduct and a 6-12 code of conduct with the support of students, staff and families.	01/02/2023 - 05/31/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Training and Education Program for Maintenance and Facilities	Facilities and Maintenance will create a committee to establish what necessary training one time and ongoing training needs to occur for facilities and maintenance staff.	08/22/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Landscaping Plan	Develop an annual landscaping plan for grounds. The plan will include timing of work and review procedures to ensure quality outcomes. Staff will then be trained on the plan.	08/22/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Standard Operating Protocols	Create committee to review all the needed protocols for operations staff begin writing protocols, implement protocols and create a plan for quality and inspection that includes facility walkthroughs to complement Standard Operating Protocols.	08/22/2022 - 08/19/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)</p>	<p>MTSS Implementation</p>	<p>Working in a committee that meets monthly, refine the Multi-Tiered Systems of Support (MTSS) Model across K-5 to assure consistent implementation of Tiers 1, 2 and 3 across all elementary schools.</p>	<p>08/22/2022 - 06/02/2023</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)	Universal Screener	Working in a committee that meets monthly, evaluate the use of the universal screener for all students academically and socially and make recommendations for improvement.	08/22/2022 - 06/02/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)	Employee Evaluation Process	Analyze the current evaluation process for all workforce groups within the District. Identify strengths and areas for improvement. Refine our process to make the evaluation process more meaningful. Strong emphasis on continuous improvement over time for all employees of the District.	08/22/2022 - 08/14/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)</p>	<p>Staff Professional Development</p>	<p>Form a committee consisting of staff from all role groups to develop a robust model for professional development delivery throughout the District for all staff, including non-professional and substitute staff. Assess current district offerings and needs. Consider different learning platforms and styles for various job groups and schedules.</p>	<p>01/02/2023 - 08/05/2024</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	Asset Management	<p>Form a committee consisting of administration, finance and operations department to review inventory procedures and tracking including textbook inventory systems. Investigate options and implement an asset management system related to textbook inventory processes.</p>	<p>08/22/2022 - 07/31/2023</p>

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	<p>Long-Term Plans for Facilities</p>	<p>Form a committee consisting of administration, finance and operations department to develop a multi-year renovation timeline for elementary schools based on the facility review and education specifications. Develop a 10 -15 long-term plan to include finance and facilities needs. Develop 5-year master facilities plans for each campus.</p>	<p>08/22/2022 - 08/23/2024</p>

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Establish a post-secondary preparation program for students and their families in grades K-12. Create a plan for exposing and engaging students with college and career opportunities. (Post-Secondary Preparation)	Portrait of a Graduate	Work with curriculum and instruction department, data department, department chairs, facilitators, administrators, students and families to define the portrait of a North Allegheny Graduate.	03/01/2023 - 05/24/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	PBIS Implementation	Implement Positive Behavioral Interventions and Support program K-12 with the support of PaTTAN, school administration and teachers. Follow the implementation fidelity check list to ensure the proper steps are taken to implement.	08/22/2022 - 06/03/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	Code of Conduct K-5 and 6-12	Evaluate, research, develop and implement a K-5 code of conduct and a 6-12 code of conduct with the support of students, staff and families.	01/02/2023 - 05/31/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Training and Education Program for Maintenance and Facilities	Facilities and Maintenance will create a committee to establish what necessary training one time and ongoing training needs to occur for facilities and maintenance staff.	08/22/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Landscaping Plan	Develop an annual landscaping plan for grounds. The plan will include timing of work and review procedures to ensure quality outcomes. Staff will then be trained on the plan.	08/22/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Standard Operating Protocols	Create committee to review all the needed protocols for operations staff begin writing protocols, implement protocols and create a plan for quality and inspection that includes facility walkthroughs to complement Standard Operating Protocols.	08/22/2022 - 08/19/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)	MTSS Implementation	Working in a committee that meets monthly, refine the Multi-Tiered Systems of Support (MTSS) Model across K-5 to assure consistent implementation of Tiers 1, 2 and 3 across all elementary schools.	08/22/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)	Universal Screener	Working in a committee that meets monthly, evaluate the use of the universal screener for all students academically and socially and make recommendations for improvement.	08/22/2022 - 06/02/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)	Employee Evaluation Process	Analyze the current evaluation process for all workforce groups within the District. Identify strengths and areas for improvement. Refine our process to make the evaluation process more meaningful. Strong emphasis on continuous improvement over time for all employees of the District.	08/22/2022 - 08/14/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)</p>	<p>Staff Professional Development</p>	<p>Form a committee consisting of staff from all role groups to develop a robust model for professional development delivery throughout the District for all staff, including non-professional and substitute staff. Assess current district offerings and needs. Consider different learning platforms and styles for various job groups and schedules.</p>	<p>01/02/2023 - 08/05/2024</p>

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	<p>Asset Management</p>	<p>Form a committee consisting of administration, finance and operations department to review inventory procedures and tracking including textbook inventory systems. Investigate options and implement an asset management system related to textbook inventory processes.</p>	<p>08/22/2022 - 07/31/2023</p>

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	<p>Long-Term Plans for Facilities</p>	<p>Form a committee consisting of administration, finance and operations department to develop a multi-year renovation timeline for elementary schools based on the facility review and education specifications. Develop a 10 -15 long-term plan to include finance and facilities needs. Develop 5-year master facilities plans for each campus.</p>	<p>08/22/2022 - 08/23/2024</p>

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

Foster a vision and culture of high expectations for success for all students, educators, and families

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers

No concerns as the Title I program has received excellent evaluations.

1 to 1 Technology device District.

MES 100.0 Academic Growth Score in ELA (PVAAS)

PES 94.0 Academic Growth Score in ELA (PVAAS)

FES 92.1% Proficient or Advanced in ELA (PSSA)

MES 36.2% Advanced in ELA (PSSA)

MES 100.0 Academic Growth Score in Mathematics (PVAAS)

FES 98.2% Proficient or Advanced in Science (PSSA)

IES 93.4% Proficient or Advanced in Science (PSSA)

Challenges

Establish and maintain a focused system for continuous improvement and ensure organizational coherence

Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district

Allocate resources, including money, staff, professional learning, materials, and support to schools based on the analysis of a variety of data

Build the capacity of central office and school administrators as instructional leaders to effectively monitor, supervise, and support high quality teaching and learning

Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities

While we provide a high level of support and services to students, the individual programs such as ES need to be evaluated to determine their effectiveness in preparing our students for post secondary life. Other areas that need to be evaluated are the use of paraprofessionals across the district and our eligibility process

Strengths

MMS 100.0 Academic Growth Score in Science (PVAAS)

MCK 89.0% Proficient or Advanced in Science (PSSA)

Carson Middle School 77.1% Proficient or Advanced in Math (PSSA/Keystone)

Ingomar Middle School 80.5% Proficient or Advanced in ELA (PSSA)

"92.0% 4-Yr and 95.5% 5-Yr graduation rate in 2019-2020 97.4% 4-Yr and 99.4% 5-Yr graduation rate in 2020-2021"

70% Proficient or Advanced in ELA/Literature, among Marshall EI school students receiving EL services in 2020-2021

90.6% Proficient or Advanced in Science (Keystone) among high school students with Economic Disadvantage status

100% Asian, 100% White growth score for ELA/Literature

100.0 Academic Growth score for ELA/Literature, among high school students with disabilities in 2020-2021

MCK performed at 98.6 in career readiness

9 schools performed above 92.4% exceeding the state average

3 schools are within 2 points of meeting state indicator

Challenges

for special education.

Need to implement curriculum and instruction with fidelity across all grade bands.

Implement STEAM opportunities for students in grade K-5.

Create a plan to train staff on the implementation of an English Language Development program for our multilingual learners.

Evaluate Learning Management Systems for 2024-2025 school year.

BWE 92.4% of students met Career Standards Benchmark

48.1% Proficient or Advanced in Mathematics (PSSA/Keystone)

FES 81.5% Proficient or Advanced in Mathematics (PSSA)

HES 68.0% Proficient or Advanced in Mathematics (PSSA)

MMS 55.7% Proficient or Advanced in Mathematics (PSSA/Keystone)

CMS 50.0 Academic Growth Score in Science (PSSA)

Grades 9-12: 82.2 % student attendance rate in 2020-2021 among students with disabilities

Strengths

Challenges

Grades 6-8: Average of 33% of students economically disadvantaged in the three middle schools achieved proficient or advanced in Mathematics (PSSA/Keystone)

Franklin Elementary 52.2% Advanced in Mathematics (PSSA)

Marshall Middle School 55.7% Proficient or Advanced in Mathematics (PSSA/Keystone)

78.0 Academic Growth score for Mathematics/Algebra 1 among high school students with disabilities in 2020-2021

Insufficient Sample Size in Future Ready PA metrics

62.5% Proficient or Advanced in Mathematics (Keystone) among high school students with Economic Disadvantage status

89.1% Asian, 93.4% White 4-yr cohort graduation rate in 2019-2020

MES fell well below career readiness indicator at 81%

MMS fell well below career readiness indicator at 79%

Only one school met state indicator on career readiness

Most Notable Observations/Patterns

Challenges

Discussion
Point

Priority for Planning

Establish and maintain a focused system for continuous improvement and ensure organizational coherence

Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district

Allocate resources, including money, staff, professional learning, materials, and support to schools based on the analysis of a variety of data

Build the capacity of central office and school administrators as instructional leaders to effectively monitor, supervise, and support high quality teaching and learning

Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities

While we provide a high level of support and services to students, the individual programs such as ES need to be evaluated to determine their effectiveness in preparing our students for post secondary life. Other areas that need to be evaluated are the use of paraprofessionals across the district and our eligibility process for special education.

Need to implement curriculum and instruction with fidelity across all grade bands.

Challenges

**Discussion
Point**

Priority for Planning

Implement STEAM opportunities for students in grade K-5.

Create a plan to train staff on the implementation of an English Language Development program for our multilingual learners.

Evaluate Learning Management Systems for 2024-2025 school year.

ADDENDUM B: ACTION PLAN

Action Plan: Implement an Instructional Model

Action Steps	Anticipated Start/Completion Date
Work with curriculum and instruction department, department chairs, facilitators and administrators to create an instructional model. implement the model and train staff on the instructional model.	08/22/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Monthly check ins to determine progress on the model and needed supports.	A K-12 Instructional Model

Material/Resources/Supports Needed	PD Step	Comm Step
Research associated with instructional models, time	no	no

Action Plan: Data Analysis

Action Steps

Anticipated Start/Completion Date

Work with curriculum and instruction department, data department, department chairs, facilitators and administrators to develop a consistent method for data analysis, implement the data analysis model and train staff on the use of data.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress on the model and needed supports.

A K-12 Data Analysis Model

Material/Resources/Supports Needed

PD Step

Comm Step

Research associated with data analysis models, time

yes

no



Action Plan: Program of Studies 9-12

Action Steps	Anticipated Start/Completion Date
Work with curriculum and instruction department, department chairs, and administrators to revise the current program of studies to include courses that will prepare students for future career work.	08/22/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Monthly check ins to determine progress on the model and needed supports.	An updated Program of Studies 9-12.

Material/Resources/Supports Needed	PD Step	Comm Step
Research associated with future ready careers, time	no	no



Action Plan: Portrait of a Graduate

Action Steps

Anticipated Start/Completion Date

Work with curriculum and instruction department, data department, department chairs, facilitators, administrators, students and families to define the portrait of a North Allegheny Graduate.

03/01/2023 - 05/24/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress on the portrait and needed supports.

North Allegheny Portrait of a Graduate

Material/Resources/Supports Needed

PD Step

Comm Step

Research on portrait of a graduate, time

no

yes



Action Plan: Extra curricular Activities

Action Steps	Anticipated Start/Completion Date
Streamline extracurricular and co-curricular opportunities by creating a database of activities. Develop a committee of stakeholders for analyzing current extracurricular, co-curricular, field trips, club, and activity offerings. Determine what is no longer needed, recommend additional options, and ensure consistent offerings across schools.	08/22/2022 - 06/02/2023

Monitoring/Evaluation	Anticipated Output
Monthly check ins to determine progress and needed supports.	An updated list of extra curricular activities that meet the needs of our students.

Material/Resources/Supports Needed	PD Step	Comm Step
List of current offerings, Time	no	no

Action Plan: After School and Summer Programs

Action Steps

Anticipated Start/Completion Date

Work with the PTO/PTA/PFA to develop after-school and summer programming.

08/21/2023 - 06/03/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Summer and After school programming that meet the needs of our students.

Material/Resources/Supports Needed

PD Step

Comm Step

List of current offerings, Time

no

no



Action Plan: General Safety Expectations

Action Steps

Anticipated Start/Completion Date

Work with school administrators and the safety department to create and implement General Safety Expectations in 2022-2023.

01/03/2022 - 08/18/2022

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

District General Safety Expectations

Material/Resources/Supports Needed

PD Step

Comm Step

yes

no



Action Plan: School Level Safety Plans

Action Steps

Anticipated Start/Completion Date

Work with school administrators and the safety department to create and implement a new school safety plan template in 2022-2023.

01/03/2022 - 10/01/2022

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

School Level Safety Plans

Material/Resources/Supports Needed

PD Step

Comm Step

yes

no



Action Plan: Evaluate current security staff needs and make recommendations for improvement.

Action Steps	Anticipated Start/Completion Date
Meet monthly to review the RVAT, conduct building tours and interview students and staff about security needs. Utilize relationship with local law enforcement to use data collected to discuss potential staffing needs alongside administration, School Board of Directors and the Manager of Safety and Security.	05/01/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Monthly check ins to determine progress and needed supports.	Recommendations for improvement of security staffing.

Material/Resources/Supports Needed	PD Step	Comm Step
RVAT, Time	no	no

Action Plan: Onboarding for students and staff

Action Steps

Anticipated Start/Completion Date

Develop a plan for onboarding employees, students and families beyond the start of the school year. Meet with a committee consisting of students, staff, and families to conduct a needs assessment for onboarding. Then work to develop a plan for onboarding moving forward. Enact this onboarding proceeded for 2023-2024.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Onboarding process for students, staff and families.

Material/Resources/Supports Needed

PD Step

Comm Step

Time

no

no



Action Plan: PBIS Implementation

Action Steps	Anticipated Start/Completion Date
Implement Positive Behavioral Interventions and Support program K-12 with the support of PaTTAN, school administration and teachers. Follow the implementation fidelity check list to ensure the proper steps are taken to implement.	08/22/2022 - 06/03/2024

Monitoring/Evaluation	Anticipated Output
Monthly check ins to determine progress and needed supports.	Fully implemented PBIS K-12.

Material/Resources/Supports Needed	PD Step	Comm Step
PaTTAN staff for professional learning, school level PBIS plans, Time	yes	yes

Action Plan: Code of Conduct K-5 and 6-12

Action Steps

Anticipated Start/Completion Date

Evaluate, research, develop and implement a K-5 code of conduct and a 6-12 code of conduct with the support of students, staff and families.

01/02/2023 - 05/31/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

New Code of Conduct K-5 and 6-12

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Training and Education Program for Maintenance and Facilities

Action Steps

Anticipated Start/Completion Date

Facilities and Maintenance will create a committee to establish what necessary training one time and ongoing training needs to occur for facilities and maintenance staff.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

New training plans for maintenance and facilities staff.

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Landscaping Plan

Action Steps

Anticipated Start/Completion Date

Develop an annual landscaping plan for grounds. The plan will include timing of work and review procedures to ensure quality outcomes. Staff will then be trained on the plan.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Landscaping plan for all properties.

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Standard Operating Protocols

Action Steps

Anticipated Start/Completion Date

Create committee to review all the needed protocols for operations staff begin writing protocols, implement protocols and create a plan for quality and inspection that includes facility walkthroughs to complement Standard Operating Protocols.

08/22/2022 - 08/19/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Standard Operating Procedures and Quality and Inspection Plan

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: MTSS Implementation

Action Steps

Anticipated Start/Completion Date

Working in a committee that meets monthly, refine the Multi-Tiered Systems of Support (MTSS) Model across K-5 to assure consistent implementation of Tiers 1, 2 and 3 across all elementary schools.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

MTSS Implementations K-5

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Universal Screener

Action Steps

Anticipated Start/Completion Date

Working in a committee that meets monthly, evaluate the use of the universal screener for all students academically and socially and make recommendations for improvement.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Implement an Universal Screener

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Employee Evaluation Process

Action Steps

Anticipated Start/Completion Date

Analyze the current evaluation process for all workforce groups within the District. Identify strengths and areas for improvement. Refine our process to make the evaluation process more meaningful. Strong emphasis on continuous improvement over time for all employees of the District.

08/22/2022 - 08/14/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Updated staff evaluation procedures.

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Recruiting Strategies

Action Steps

Anticipated Start/Completion Date

Work in a committee with Human Resources, administration and staff to Identify a way to advertise job postings to a broader audience to reduce the number of position repostings.

08/22/2022 - 08/21/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Updated recruiting procedures.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



Action Plan: Staff Professional Development

Action Steps

Anticipated Start/Completion Date

Form a committee consisting of staff from all role groups to develop a robust model for professional development delivery throughout the District for all staff, including non-professional and substitute staff. Assess current district offerings and needs. Consider different learning platforms and styles for various job groups and schedules.

01/02/2023 - 08/05/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Staff Professional Development Plan

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Asset Management

Action Steps

Anticipated Start/Completion Date

Form a committee consisting of administration, finance and operations department to review inventory procedures and tracking including textbook inventory systems. Investigate options and implement an asset management system related to textbook inventory processes.

08/22/2022 - 07/31/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Consistent Asset Management System

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Long-Term Plans for Facilities

Action Steps

Anticipated Start/Completion Date

Form a committee consisting of administration, finance and operations department to develop a multi-year renovation timeline for elementary schools based on the facility review and education specifications. Develop a 10 -15 long-term plan to include finance and facilities needs. Develop 5-year master facilities plans for each campus.

08/22/2022 - 08/23/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Long-Term Plan for Facilities

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



Action Plan: Student led Leadership Teams

Action Steps

Anticipated Start/Completion Date

Form a committee of students and staff to develop student led leadership teams at each school.

08/22/2022 - 06/02/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Student Led Leadership Groups

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



Action Plan: School Pride

Action Steps

Anticipated Start/Completion Date

Form a committee explore ways to increase school pride at elementary, middle, and high schools.

05/01/2023 - 06/28/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

School Pride Activities

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



Action Plan: Secondary Parent Teacher Organization

Action Steps

Anticipated Start/Completion Date

Implement a parent/teacher organization at the Secondary Level.

04/01/2022 - 08/22/2022

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Parent Teacher Organizations at Secondary Schools

Material/Resources/Supports Needed

PD Step

Comm Step

no

no

Action Plan: Community Partnerships

Action Steps

Anticipated Start/Completion Date

Form a committee with District staff and community partnerships to develop a plan for soliciting and engaging community partners.

04/03/2023 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Increased community partnerships.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no

Action Plan: Parent Involvement

Action Steps

Anticipated Start/Completion Date

Form a committee with District staff, SPLC, SAC and EAC to identify new structures that promote and improve parent and community participation, input, and feedback.

04/03/2023 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Increased parent/guardian engagement.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



Action Plan: Communication Strategy

Action Steps

Anticipated Start/Completion Date

Communications department will review, update, and maintain communication strategy based on feedback from stakeholders.

08/22/2022 - 06/30/2023

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Increased communication with stakeholders.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no

Action Plan: Internal Communications

Action Steps

Anticipated Start/Completion Date

Communications department will solicit feedback from staff on a monthly basis to improve internal communications.

08/22/2022 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Increased internal communication with stakeholders.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



Action Plan: NA Brand

Action Steps

Anticipated Start/Completion Date

Communications with work with administration and School Board of Directors to establish a clear brand identity for the district and build on that image and reputation.

01/02/2023 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Brand strategy

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



Action Plan: Communication Regarding Budget

Action Steps

Anticipated Start/Completion Date

Communications will work with administration, finance and the School Board of Directors on ways to communicate/post budget updates that are engaging with the community.

08/22/2022 - 12/01/2022

Monitoring/Evaluation

Anticipated Output

Monthly check ins to determine progress and needed supports.

Communication plan for the budget.

Material/Resources/Supports Needed

PD Step

Comm Step

no

no



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Implement an Instructional Model that provides professional learning and development for staff as we modernize instruction, the learning experience, and environment for all students. Develop a consistent process for the analysis of data to make informed decisions that positively impact student social, emotional, and academic growth. (Teaching and Learning)</p>	Data Analysis	<p>Work with curriculum and instruction department, data department, department chairs, facilitators and administrators to develop a consistent method for data analysis, implement the data analysis model and train staff on the use of data.</p>	<p>08/22/2022 - 06/02/2023</p>
<p>Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety. (School Safety)</p>	General Safety Expectations	<p>Work with school administrators and the safety department to create and</p>	<p>01/03/2022 - 08/18/2022</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		implement General Safety Expectations in 2022-2023.	
Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools. Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety. (School Safety)	School Level Safety Plans	Work with school administrators and the safety department to create and implement a new school safety plan template in 2022-2023.	01/03/2022 - 10/01/2022
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	PBIS Implementation	Implement Positive Behavioral Interventions and Support program K-12 with the support of PaTTAN, school administration and teachers. Follow the	08/22/2022 - 06/03/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		implementation fidelity check list to ensure the proper steps are taken to implement.	
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	Code of Conduct K-5 and 6-12	Evaluate, research, develop and implement a K-5 code of conduct and a 6-12 code of conduct with the support of students, staff and families.	01/02/2023 - 05/31/2024
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Training and Education Program for Maintenance and Facilities	Facilities and Maintenance will create a committee to establish what necessary training one time and ongoing training	08/22/2022 - 06/02/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		needs to occur for facilities and maintenance staff.	
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Landscaping Plan	Develop an annual landscaping plan for grounds. The plan will include timing of work and review procedures to ensure quality outcomes. Staff will then be trained on the plan.	08/22/2022 - 06/02/2023
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Standard Operating Protocols	Create committee to review all the needed protocols for operations staff begin writing protocols, implement protocols and create a plan for	08/22/2022 - 08/19/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		quality and inspection that includes facility walkthroughs to complement Standard Operating Protocols.	
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)	MTSS Implementation	Working in a committee that meets monthly, refine the Multi-Tiered Systems of Support (MTSS) Model across K-5 to assure consistent implementation of Tiers 1, 2 and 3 across all elementary schools.	08/22/2022 - 06/02/2023
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student	Universal Screener	Working in a committee that	08/22/2022 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)		meets monthly, evaluate the use of the universal screener for all students academically and socially and make recommendations for improvement.	06/02/2023
Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)	Employee Evaluation Process	Analyze the current evaluation process for all workforce groups within the District. Identify strengths and areas for improvement. Refine our process to make the evaluation process more meaningful. Strong emphasis on continuous improvement over	08/22/2022 - 08/14/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		time for all employees of the District.	
Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)	Staff Professional Development	Form a committee consisting of staff from all role groups to develop a robust model for professional development delivery throughout the District for all staff, including non-professional and substitute staff. Assess current district offerings and needs. Consider different learning platforms and styles for various job groups and schedules.	01/02/2023 - 08/05/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	<p>Asset Management</p>	<p>Form a committee consisting of administration, finance and operations department to review inventory procedures and tracking including textbook inventory systems. Investigate options and implement an asset management system related to textbook inventory processes.</p>	<p>08/22/2022 - 07/31/2023</p>
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	<p>Long-Term Plans for Facilities</p>	<p>Form a committee consisting of administration, finance and operations</p>	<p>08/22/2022 - 08/23/2024</p>

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

department to develop a multi-year renovation timeline for elementary schools based on the facility review and education specifications. Develop a 10 -15 long-term plan to include finance and facilities needs. Develop 5-year master facilities plans for each campus.

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Data Analysis	Teachers, paraprofessionals and administration	Identifying data, using assessments, building assessments, data analysis
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, increased student performance,	08/01/2023 - 08/26/2024	Dr. Joe Sciallo and Dr. Michele Dowell

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 3a: Communicating with Students
- 1c: Setting Instructional Outcomes
- 4a: Reflecting on Teaching
- 1b: Demonstrating Knowledge of Students
- 3d: Using Assessment in Instruction
- 1f: Designing Student Assessments
- 4e: Growing and Developing Professionally
- 1a: Demonstrating Knowledge of Content and Pedagogy
- 3e: Demonstrating Flexibility and Responsiveness
- 1e: Designing Coherent Instruction
- 4b: Maintaining Accurate Records

Teaching Diverse Learners in an Inclusive Setting

Professional Development Step

Audience

Topics of Prof. Dev

School Safety

All District Staff

general safety expectations, drills, school safety plans, safety scenarios, police partnerships, Safe2Say, Title IX

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, decreased student misconduct, timely drills	08/22/2022 - 06/28/2024	Mr. Dan Stack

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	
4b: Maintaining Accurate Records	
2d: Managing Student Behavior	
4d: Participating in a Professional Community	

Professional Development Step	Audience	Topics of Prof. Dev
Behavior Management	Paraprofessionals, Professionals, Students and Families	PBIS tiers, general PBIS students and staff expectations, code of conduct expectations, diffusing a situation, what to do when, conduct expectations

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, decreased student misconduct, increase in positive behaviors	08/22/2022 - 06/28/2024	Dr. Joe Sciallo and Dr. Michele Dowell

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

2a: Creating an Environment of Respect and Rapport

Teaching Diverse Learners in an Inclusive Setting

4b: Maintaining Accurate Records

2c: Managing Classroom Procedures

4d: Participating in a Professional Community

2e: Organizing Physical Space

4f: Showing Professionalism

2d: Managing Student Behavior

4e: Growing and Developing Professionally

1b: Demonstrating Knowledge of Students

3a: Communicating with Students

2b: Establishing a Culture for Learning

4c: Communicating with Families



Professional Development Step	Audience	Topics of Prof. Dev
Operations	Operations Staff	Various operations topics related to safety, equipment usage, job expectations, landscaping guidelines and outcomes, implementation of standard operating protocols.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, improve appearance on District campuses	08/22/2022 - 08/01/2024	Mr. Mark Trichtinger

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4e: Growing and Developing Professionally

4d: Participating in a Professional Community

4f: Showing Professionalism

Professional Development Step	Audience	Topics of Prof. Dev
MTSS	Administration, Paraprofessional and Professional Staff	MTSS Tiers, MTSS Supports, Instructional Practices, Universal Screener, data analysis, data usage to inform instruction

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Sign In Sheet, increased student performance,	08/22/2022 - 07/01/2024	Dr. Michele Dowell

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
<p>1e: Designing Coherent Instruction</p> <p>3d: Using Assessment in Instruction</p> <p>4e: Growing and Developing Professionally</p> <p>1b: Demonstrating Knowledge of Students</p> <p>3a: Communicating with Students</p> <p>4b: Maintaining Accurate Records</p> <p>1a: Demonstrating Knowledge of Content and Pedagogy</p> <p>2b: Establishing a Culture for Learning</p> <p>4a: Reflecting on Teaching</p> <p>1f: Designing Student Assessments</p> <p>3e: Demonstrating Flexibility and Responsiveness</p> <p>4f: Showing Professionalism</p> <p>1d: Demonstrating Knowledge of Resources</p> <p>3c: Engaging Students in Learning</p>	<p>Language and Literacy Acquisition for All Students</p>

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4d: Participating in a Professional Community

1c: Setting Instructional Outcomes

3b: Using Questioning and Discussion Techniques

4c: Communicating with Families

Professional Development Step

Audience

Topics of Prof. Dev

Employee Growth

Administration, Professional and
Paraprofessional Staff

Evaluation, Instructional practices, data analysis,
engagement, culture for learning, etc.

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Sign In Sheet, increased student performance,

08/22/2022 - 06/30/2024

Dr. Michele Dowell, Dr. Joe Sciallo and Ms.
Marijane Treacy

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1f: Designing Student Assessments

3a: Communicating with Students

4b: Maintaining Accurate Records

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1d: Demonstrating Knowledge of Resources

2d: Managing Student Behavior

3e: Demonstrating Flexibility and Responsiveness

4f: Showing Professionalism

1e: Designing Coherent Instruction

2e: Organizing Physical Space

4a: Reflecting on Teaching

1a: Demonstrating Knowledge of Content and Pedagogy

2a: Creating an Environment of Respect and Rapport

3b: Using Questioning and Discussion Techniques

4c: Communicating with Families

1b: Demonstrating Knowledge of Students

2b: Establishing a Culture for Learning

3c: Engaging Students in Learning

4d: Participating in a Professional Community

1c: Setting Instructional Outcomes

2c: Managing Classroom Procedures

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3d: Using Assessment in Instruction

4e: Growing and Developing Professionally

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Establish a post-secondary preparation program for students and their families in grades K-12. Create a plan for exposing and engaging students with college and career opportunities. (Post-Secondary Preparation)	Portrait of a Graduate	Work with curriculum and instruction department, data department, department chairs, facilitators, administrators, students and families to define the portrait of a North Allegheny Graduate.	2023-03-01 - 2024-05-24
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	PBIS Implementation	Implement Positive Behavioral Interventions and Support program K-12 with the support of PaTTAN, school	2022-08-22 - 2024-06-03

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		administration and teachers. Follow the implementation fidelity check list to ensure the proper steps are taken to implement.	
Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families. Implement an onboarding process for all new students, staff, and families. (Respectful Environment)	Code of Conduct K-5 and 6-12	Evaluate, research, develop and implement a K-5 code of conduct and a 6-12 code of conduct with the support of students, staff and families.	2023-01-02 - 2024-05-31
Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)	Training and Education Program for Maintenance and Facilities	Facilities and Maintenance will create a committee to establish what	2022-08-22 - 2023-06-02

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)</p>	<p>Landscaping Plan</p>	<p>necessary training one time and ongoing training needs to occur for facilities and maintenance staff.</p> <p>Develop an annual landscaping plan for grounds. The plan will include timing of work and review procedures to ensure quality outcomes. Staff will then be trained on the plan.</p>	<p>2022-08-22 - 2023-06-02</p>
<p>Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors. Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems. (Facilities and Maintenance)</p>	<p>Standard Operating Protocols</p>	<p>Create committee to review all the needed protocols for operations staff begin writing protocols,</p>	<p>2022-08-22 - 2024-08-19</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		implement protocols and create a plan for quality and inspection that includes facility walkthroughs to complement Standard Operating Protocols.	
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)	MTSS Implementation	Working in a committee that meets monthly, refine the Multi-Tiered Systems of Support (MTSS) Model across K-5 to assure consistent implementation of Tiers 1, 2 and 3 across all elementary schools.	2022-08-22 - 2023-06-02

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness. Provide services that positively impact the academic, social, and emotional needs of our students. (Student Support)	Universal Screener	Working in a committee that meets monthly, evaluate the use of the universal screener for all students academically and socially and make recommendations for improvement.	2022-08-22 - 2023-06-02
Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)	Employee Evaluation Process	Analyze the current evaluation process for all workforce groups within the District. Identify strengths and areas for improvement. Refine our process to make the evaluation process more meaningful.	2022-08-22 - 2023-08-14

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		Strong emphasis on continuous improvement over time for all employees of the District.	
Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent. Develop a long-term plan for professional learning and development of all staff members. (Recruiting, Supporting, and Developing Staff)	Staff Professional Development	Form a committee consisting of staff from all role groups to develop a robust model for professional development delivery throughout the District for all staff, including non-professional and substitute staff. Assess current district offerings and needs. Consider different learning platforms and styles for	2023-01-02 - 2024-08-05

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		various job groups and schedules.	
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	Asset Management	Form a committee consisting of administration, finance and operations department to review inventory procedures and tracking including textbook inventory systems. Investigate options and implement an asset management system related to textbook inventory processes.	2022-08-22 - 2023-07-31
<p>Ensure that resources are responsibly allocated to support the needs of our students and staff. Develop long-term plans for budget, capital funds, facilities, and asset</p>	Long-Term Plans for	Form a committee consisting of	2022-08-22 - 2024-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>management. Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs. (Fiscal Responsibility)</p>	Facilities	<p>administration, finance and operations department to develop a multi-year renovation timeline for elementary schools based on the facility review and education specifications. Develop a 10 -15 long-term plan to include finance and facilities needs. Develop 5-year master facilities plans for each campus.</p>	08-23

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Portrait of a Graduate	Students, Staff, families	What is the purpose of a Portrait of a Graduate, the process to develop it, and what the outcome is. Further, each element identified will be defined for the audience.

Anticipated Timeframe	Frequency	Delivery Method
09/01/2022 - 06/28/2024	Annually	Presentation

Lead Person/Position
Coordinators of Curriculum and Instruction; Superintendents

Communication Step	Audience	Topics/Message of Communication
Operations	Staff, Community, Board Members	Selection of textbook inventory systems, purpose of committee to select/evaluate training needs of staff and development of renovation timeline as well as other operational procedures and timelines.

Anticipated Timeframe

09/01/2022 - 06/28/2024

Frequency

Annually

Delivery MethodMemorandum
Presentation**Lead Person/Position**

Director of Operations

Communication Step

Behavior Management

Audience

Students, Staff, Families

Topics/Message of Communication

Purpose of PBIS, each buildings acronym, purpose of the Code of Conduct

Anticipated Timeframe

09/01/2022 - 06/28/2024

Frequency

Monthly

Delivery Method

Newsletter

Lead Person/Position

Behavior Specialists

Communication Step	Audience	Topics/Message of Communication
MTSS	Students and Staff	Universal Screeners, interventions for Reading/Math/SEL; Appropriate interventions for K-12 that are researched based best practices

Anticipated Timeframe	Frequency	Delivery Method
09/01/2022 - 06/28/2024	Monthly	Newsletter Presentation

Lead Person/Position
Assistant Superintendents/Curriculum Coordinators



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step

Topics of Message

Mode

Audience

Anticipated Timeline

