

SOUTHERN FULTON SD

3072 Great Cove Rd

Comprehensive Plan | 2020 - 2023

MISSION STATEMENT

Students Futures Matter To Us

VISION STATEMENT

Safety Future Career and College Readiness Student Achievement Development of Education

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Integrity Safety Respect Excellence Commitment

STAFF

Wendy Ritz Laura Mellott Denise Conley

ADMINISTRATION

Meredith Hendershot Jon Diffenderfer Kathy Cutchall Tara Will

PARENTS

Tina Whiteside Emily Markosky

COMMUNITY

Judy Apple Connie Mellott

STEERING COMMITTEE

Name	Position	Building/Group
Kathy Cutchall	Elementary Principal	SFES
Jon Diffenderfer	Dean of Students	SFES
Meredith Hendershot	High School Principal	SFHS
Terry Bard	High School Vice Principal	SFHS
Laura Mellott	Elementary Teacher	SFES
Denise Conley	Elementary Teacher	SFES
Mary Ann Johnson	Parent	
Tina McCracken	Parent	
Judy Neil	Business Member	
Doug Leisher	Technology Director	SFSD
Ellen Glunt	Special Education Teacher	SFSD
Tim Miller	IU Consultant	TIU
Aaron Meredith	Community Member	
Kristi Peterson	School Psychologist	SFSD
Connie Mellott	Business Member	
Sandi Crouse	School Nurse	SFSD
Wendy Ritz	Guidance Counselor	SFHS
Emily Magosky	Parent	

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Edu Planet	Rigorous Courses of Study Section Essential Practices 3: Provide Student-Centered Support Systems
Administrative support for this initiative	Professional learning
Edu Planet	Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy			
PBIS/MTSS			
Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		
PBIS/MTSS	Implement PBIS/MTSS districtwide		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Create PBIS/MTSS team at each school and have the team trained by the Tuscarora Intermediate Unit consultants.	2020-06-01 - 2020-08-14	Building Principals - Kathy Cutchall, Terry Bard	Zoom - all Tuscarora Intermediate Unit trainings are being held remotely Google - all materials are housed in Google Teachers can use the professional development for Act 48 and Trade-off Day.
PBIS/MTSS teams will train/education the staff on the importance of	2020-08-17 - 2021-06-01	Building Principals - Kathy	Time for Professional Development Materials that explain PBIS/MTSS

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
culture and consistency in implemented PBIS/MTSS. The building leaders will support the teams and teachers in the implementation process. The Tuscaora Intermediate Unit will continue to provide trainings, resources and assistance.		Cutchall, Terry Bard	Trainings that can be conducted remotely if needed Funding for incentives/programs

Anticipated Outcome
Teams in both the elementary and high school will be identified and trained. Students will understand PBIS/MTSS and expectations on behavior. Teachers/staff will incorporate PBIS/MTSS into daily culture/environment.

Monitoring/Evaluation
Act 48 credit will be awarded for all participants in the training. Evaluations will be conducted and feedback given on the trainings to determine next steps. Survey of students, teachers and community members will be given to gather feedback.

Evidence-based Strategy
Common Plan Time - PD

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Common Plan Time	Staff will value the time allotted to perform the curriculum writing necessary.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Common Plan	2020-08-19 - 2021-06-01	Superintendent/Building Principals	Support from the board of directors with scheduling Special

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Time			area teachers/coverage to allow for common planning time at the elementary school. High School has achieved common plan time with the implementation of a different dismissal/bell schedule.

Anticipated Outcome
 All teachers will have common plan time to collaborate, analyze data, hold team meetings, and professional development.

Monitoring/Evaluation
 Master Schedules will be created to accommodate common plan time for teachers. Teachers feedback on surveys and participation on the Professional Development Committee.

Evidence-based Strategy
 Curriculum Alignment

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Curriculum alignment	Teachers will be afforded the opportunity to align their curriculum in an online platform within the next three years.
PD - Curriculum Writing	The administrative staff will provide support in curriculum writing.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The Southern Fulton School District will have a written/electronic curriculum K-12	2020-07-01 - 2023-06-30	Superintendent/Building Principals	Professional Development for administrators and teachers, including the funding to support the Professional Development Electronic/Cloud-based

Action Step

**Anticipated
Start/Completion**

Lead Person/Position

**Materials/Resources/Supports
Needed**

respository to support the
written curriculum

Anticipated Outcome

Written, accessible K-12 curriculum

Monitoring/Evaluation

Quarterly monitoring to determine progress; feedback from teachers on the development of the curriculum; student data to determine the success of alignment

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement PBIS/MTSS districtwide (PBIS/MTSS)	PBIS/MTSS	Create PBIS/MTSS team at each school and have the team trained by the Tuscarora Intermediate Unit consultants.	06/01/2020 - 08/14/2020

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Staff will value the time allotted to perform the curriculum writing necessary. (Common Plan Time)	Common Plan Time - PD	Common Plan Time	08/19/2020 - 06/01/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Teachers will be afforded the opportunity to align their curriculum in an online platform within the next three years. (Curriculum alignment)	Curriculum Alignment	The Southern Fulton School District will have a written/electronic curriculum K-12	07/01/2020 - 06/30/2023
The administrative staff will provide support in curriculum writing. (PD - Curriculum Writing)			

COMMUNICATION PLAN - STEPS AND TIMELINES:

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

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Staff will value the time allotted to perform the curriculum writing necessary. (Common Plan Time)	Common Plan Time - PD	Common Plan Time	08/19/2020 - 06/01/2021

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The administrative staff will provide support in curriculum writing. (PD - Curriculum Writing)			

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 placed for public inspection and comment in the LEA offices and in the nearest public library before the next regularly scheduled meeting of the board and for a minimum of 28 days prior to approval by the board or governing body and submission to the Department.

School Board Minutes or Affirmation Statement

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

Superintendent/Chief Executive Officer

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

State Assessment Measures - SFHS ELA Growth

State Assessment Measures - Success with Science

On-Track Measures - Attendance and Graduation

State Assessment Measures - SFHS ELA Growth

State Assessment Measures - Success with Science

On-Track Measures - Attendance and Graduation

State Assessment Measures - SFHS ELA Growth

State Assessment Measures - Success with Science

On-Track Measures - Attendance and Graduation

Previously, the SFHS had an instructional coach that worked directly with ELA, which prompted the SFES to contract with a part-time educational consultant.

Literature Exam Results - Curriculum is aligned to PA Core Standards.

AP Exams - Student scores are above the state average

K-2 Curriculum - Alignment occurred in

Challenges

State Assessment Measures - ELA Curriculum Alignment

State Assessment Measures - Academic Growth in Mathematics

State Assessment Measures - ELA Curriculum Alignment

State Assessment Measures - Academic Growth in Mathematics

State Assessment Measures - ELA Curriculum Alignment

State Assessment Measures - Academic Growth in Mathematics

Curriculum Alignment Grades 3-6

Professional Development - Funding/Time for planning

New Instructors - While we did move teachers, some are new to the curriculum, profession and grade span

Course Evaluation - The HS needs to address course sequence

Space

Staffing

State Assessment Measures - ELA Curriculum Alignment

State Assessment Measures - Academic Growth in Mathematics

Strengths

ELA curriculum which will supply grades 3-6 with foundational ELA skills.

Math Curriculum - Has been newly aligned

Instructional Changes - Teachers were re-aligned to best meet the needs of students

Professional Development - Teachers were provided specific PD on the new math curriculum, CDT training and PVAAS

Online Resources - Purchased Get More Math for grades 5-8 to assist and re-mediate students

PASmart Grant - Funding

Teacher Excitement/Willingness to Expand - Buy In

State Assessment Measures - SFHS ELA Growth

State Assessment Measures - Success with Science

On-Track Measures - Attendance and Graduation

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

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

Partner with local businesses, community organizations, and other agencies to meet the needs of the district

Coordinate and monitor supports aligned

Challenges

Ensure effective, standards-aligned curriculum and assessment

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

Strengths

with students' and families' needs

Coordinate fiscal resources from local, state, and federal programs to achieve the district's goals and priorities

Most Notable Observations/Patterns

Challenges	Discussion Point	Priority for Planning
State Assessment Measures - ELA Curriculum Alignment		
State Assessment Measures - Academic Growth in Mathematics		
Curriculum Alignment Grades 3-6	Edu Planet	✓
Professional Development - Funding/Time for planning	Options for creating common planning time are being explored at the Elementary	✓
Course Evaluation - The HS needs to address course sequence	Purchasing and utilizing an online curriculum platform	✓
Space		
Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities	Offering choice and voice in professional development options	

ADDENDUM B: ACTION PLAN

Action Plan: PBIS/MTSS

Action Steps	Anticipated Start/Completion Date
Create PBIS/MTSS team at each school and have the team trained by the Tuscarora Intermediate Unit consultants.	06/01/2020 - 08/14/2020

Monitoring/Evaluation	Anticipated Output
Act 48 credit will be awarded for all participants in the training. Evaluations will be conducted and feedback given on the trainings to determine next steps. Survey of students, teachers and community members will be given to gather feedback.	Teams in both the elementary and high school will be identified and trained. Students will understand PBIS/MTSS and expectations on behavior. Teachers/staff will incorporate PBIS/MTSS into daily culture/environment.

Material/Resources/Supports Needed	PD Step	Comm Step
Zoom - all Tuscarora Intermediate Unit trainings are being held remotely Google - all materials are housed in Google Teachers can use the professional development for Act 48 and Trade-off Day.	yes	yes

Action Steps

Anticipated Start/Completion Date

PBIS/MTSS teams will train/education the staff on the importance of culture and consistency in implemented PBIS/MTSS. The building leaders will support the teams and teachers in the implementation process. The Tuscaora Intermediate Unit will continue to provide trainings, resources and assistance.

08/17/2020 - 06/01/2021

Monitoring/Evaluation

Anticipated Output

Act 48 credit will be awarded for all participants in the training. Evaluations will be conducted and feedback given on the trainings to determine next steps. Survey of students, teachers and community members will be given to gather feedback.

Teams in both the elementary and high school will be identified and trained. Students will understand PBIS/MTSS and expectations on behavior. Teachers/staff will incorporate PBIS/MTSS into daily culture/environment.

Material/Resources/Supports Needed

PD Step **Comm Step**

Time for Professional Development Materials that explain PBIS/MTSS
Trainings that can be conducted remotely if needed Funding for incentives/programs

yes yes



Action Plan: Common Plan Time - PD

Action Steps	Anticipated Start/Completion Date
Common Plan Time	08/19/2020 - 06/01/2021

Monitoring/Evaluation	Anticipated Output
Master Schedules will be created to accomodate common plan time for teachers. Teachers feedback on surveys and participation on the Professional Development Committee.	All teachers will have common plan time to collaborate, analyze data, hold team meetings, and professional development.

Material/Resources/Supports Needed	PD Step	Comm Step
Support from the board of directors with scheduling Special area teachers/coverage to allow for common planning time at the elementary school. High School has achieved common plan time with the implementation of a different dismissal/bell schedule.	yes	yes

Action Plan: Curriculum Alignment

Action Steps	Anticipated Start/Completion Date
The Southern Fulton School District will have a written/electronic curriculum K-12	07/01/2020 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Quarterly monitoring to determine progress; feedback from teachers on the development of the curriculum; student data to determine the success of alignment	Written, accessible K-12 curriculum

Material/Resources/Supports Needed	PD Step	Comm Step
Professional Development for administrators and teachers, including the funding to support the Professional Development Electronic/Cloud-based respository to support the written curriculum	yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Implement PBIS/MTSS districtwide (PBIS/MTSS)	PBIS/MTSS	Create PBIS/MTSS team at each school and have the team trained by the Tuscarora Intermediate Unit consultants.	06/01/2020 - 08/14/2020
Implement PBIS/MTSS districtwide (PBIS/MTSS)	PBIS/MTSS	PBIS/MTSS teams will train/education the staff on the importance of culture and consistency in implemented PBIS/MTSS. The building leaders will support the teams and teachers in the implementation process. The Tuscaora Intermediate Unit will continue to provide trainings, resources and assistance.	08/17/2020 - 06/01/2021
Staff will value the time allotted to perform the curriculum writing necessary. (Common Plan Time)	Common Plan Time - PD	Common Plan Time	08/19/2020 - 06/01/2021
Teachers will be afforded the opportunity to align their curriculum in an online platform within the next three years.	Curriculum Alignment	The Southern Fulton School District will have a	07/01/2020 - 06/30/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
(Curriculum alignment) The administrative staff will provide support in curriculum writing. (PD - Curriculum Writing)		written/electronic curriculum K-12	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
PBIS/MTSS Training	PBIS/MTSS team members and building administrators. Teachers, staff and all those involved with students.	PBIS/MTSS, Trauma-Informed Decision Making

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Evaluation/Survey will be completed upon final training workshop. Each team will train the teachers in their buildings so it is imperative for understanding and knowledge to be evident. Data will be collected to determine the success of PBIS/MTSS implementation.	06/01/2020 - 06/30/2022	Building Principals - Kathy Cutchall and Terry Bard

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 2b: Establishing a Culture for Learning
- 2a: Creating and Environment of Respect and Rapport
- 2c: Managing Classroom Procedures
- 2d: Managing Student Behavior

Teaching Diverse Learners in an Inclusive Setting

Professional Development Step

Audience

Topics of Prof. Dev

Curriculum Alignment

K-12 Instructors,
Administrators

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Progress on the K-12 written curriculum

08/17/2020 - 06/30/2023

Superintendent/Building Principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

- 1b: Demonstrating Knowledge of Students
- 1c: Setting Instructional Outcomes
- 1d: Demonstrating Knowledge of Resources
- 1e: Designing Coherent Instruction
- 1f: Designing Student Assessments
- 1a: Demonstrating Knowledge of Content and Pedagogy

Language and Literacy Acquisition for All Students

Professional Development Step	Audience	Topics of Prof. Dev
Teacher Collaboration	K-12 Teachers, All staff	Analyze Data, Share Leading Practices, Collaborate on Student Needs, PBIS/MTSS, Professional Learning Communities, Best Practices for Classroom Management, Google Classroom and remote learning

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Productive use of common plan time, Notes/minutes from meetings, Schedule of Occurance of Meetings	08/19/2020 - 06/30/2021	Building Principals

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4a: Reflecting on Teaching	Teaching Diverse Learners in an Inclusive Setting
4b: Maintaining Accurate Records	
4c: Communicating with Families	
4d: Participating in a Professional Community	
4e: Growing and Developing Professionally	
4f: Showing Professionalism	



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Implement PBIS/MTSS districtwide (PBIS/MTSS)	PBIS/MTSS	Create PBIS/MTSS team at each school and have the team trained by the Tuscarora Intermediate Unit consultants.	2020-06-01 - 2020-08-14
Implement PBIS/MTSS districtwide (PBIS/MTSS)	PBIS/MTSS	PBIS/MTSS teams will train/education the staff on the importance of culture and consistency in implemented PBIS/MTSS. The building leaders will support the teams and teachers in the implementation process. The Tuscarora Intermediate Unit will continue to provide trainings, resources and assistance.	2020-08-17 - 2021-06-01
Staff will value the time allotted to perform the curriculum writing necessary. (Common Plan Time)	Common Plan Time - PD	Common Plan Time	2020-08-19 - 2021-06-01
Teachers will be afforded the opportunity to align their curriculum in an online platform within the next three years.	Curriculum Alignment	The Southern Fulton School District will have a	2020-07-01 - 2023-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
(Curriculum alignment) The administrative staff will provide support in curriculum writing. (PD - Curriculum Writing)		written/electronic curriculum K-12	

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
PBIS/MTSS Kick-Off	K-12 Instructors, Administrators, Families of SFSD, Students of SFSD, Board of Directors,	PBIS/MTSS - Benefits of implementation; expected outcomes

Anticipated Timeframe	Frequency	Delivery Method
06/01/2020 - 06/30/2022	As Needed and plan is updated	Posting on district website Newsletter

Lead Person/Position
Building Principals - Kathy Cutchall and Terry Bard

Communication Step	Audience	Topics/Message of Communication
Curriculum Alignment	K-12 Instructors, Administrators	Importance of written curriculum, alignment with PA Core Standards, Understanding by Design or other curricular design that meets the needs of SFSD

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

08/19/2020 - 06/30/2023

Internal email as
neededEmail
Posting on district website**Lead Person/Position**

Superintendent/Building Principals

Communication Step**Audience****Topics/Message of
Communication**

Common Plan Time

K-12 Instructors

Common Plan Time,
Activities to be conducted
during the time, Professional
Development Opportunities**Anticipated Timeframe****Frequency****Delivery Method**

08/19/2020 - 06/30/2021

Committee
Meetings/Emails/Announcements/Master
Schedule

Other

Lead Person/Position

Building Principals

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Communicate the plan with staff	The Mission, Vision and Shared Values	In-Service	Southern Fulton School District staff	August 2020
Post the Comprehensive Plan to the district website	Mission, Vision and Shared Values	Website	Public	August 2020
