

Lackawanna Trail School District  
School Board Meeting Minutes  
August 13, 2024

The Lackawanna Trail School District met in person and via Zoom for a scheduled meeting on Monday, August 12, 2024 at 7:30 pm, public notice thereof having been given in accordance with applicable law.

An Executive Session was held prior to the meeting from 6:30 pm to 7:34 pm. The following items were discussed: Personnel and discussion of head coaches and evaluations. All board members were present for the executive session. David Conn was also present via phone for the executive session.

President Joe Ross called the meeting to order and directed the secretary to call the roll. Board Members present: Adrian Bianchi, Heather Clark, Brendan Dwyer, Eric Johnson, Jaclyn Litwin, Dr. Michael Mould, Joseph Ross, Tony Vanko and Tracy Wescott.

Administrators present: Mr. Glynn, Mr. Kearney, Mrs. Kuchak, Dr. Murphy, Mr. Opalka, Mr. Rakauskas, Mr. Schofield and Ms. Talarico. Solicitor David Conn was not present for the public meeting.

Public Presentation: Comprehensive Plan Update by Shannon Kuchak and Matthew Rakauskas.

There was an opportunity for public participation provided. The following persons shared public comment:

Joseph Strauch: Suggestions to wording of Policy 806. Motions #9 and 10, believes the district cannot use Costars, must be bid.

Kevin Mulhern: Motion #9, asked that the board vote yes to let the Wellness Center be finalized.

#### Approval of Minutes

Mrs. Wescott made a motion, seconded by Mr. Johnson, that the minutes from the July 8, 2024 School Board Meeting and August 5, 2024 Work Session be approved as submitted. The motion passed by a unanimous vote of 9-0.

#### Bill Listing

Mr. Dwyer made a motion, seconded by Dr. Mould, that all bills found to be true and accurate be approved. The motion passed by a unanimous vote of 9-0.

#### Treasurer's Report

Dr. Mould made a motion, seconded by Mr. Johnson, that the board approve the June and July Treasurer's Report as submitted. The motion passed by a unanimous vote of 9-0.

#### Tax Collector Compensation

Dr. Mould made a motion, seconded by Mrs. Litwin, that the Board maintain the current Tax

Collector Compensation Rates at \$3.00 per bill mailed, \$7.00 per full bill and first installment collected, \$2.50 per 2nd and 3rd installment collected. Rate will remain in effect for 2024-2025 through 2027-28 school years. The motion passed by a unanimous vote of 9-0.

#### Architecture and Engineering Services - Wellness and Recreation Center Correction

Mr. Dwyer made a motion, seconded by Mr. Bianchi, that the board approve the correction to the motion for the contract with Hemmler + Camayd Architects for Architectural and Engineering services approved at the April 11, 2023 meeting to read: \$38,910.00 from assigned fund balance. The motion passed by a unanimous vote of 9-0.

#### Recreation and Wellness Center General Contracting Correction

Mr. Dwyer made a motion, seconded by Mr. Johnson, that the board approve the correction to the motion for the general contracting bid per sealed competitive bids to Mar-Paul Construction Co, Inc, approved at the June 26, 2023 meeting to read: \$2,507,000.00 from assigned fund balance. The motion passed by a unanimous vote of 9-0.

#### Recreation and Wellness Center HVAC Correction

Mr. Johnson made a motion, seconded by Mrs. Clark, that the board approve the correction to the motion for the HVAC bid per sealed competitive bids to Scranton Electric Heating & Cooling Service, Inc, approved at the June 26, 2023 meeting to read: \$264,181.00 from assigned fund balance. The motion passed by a unanimous vote of 9-0.

#### Recreation and Wellness Center Plumbing Correction

Mrs. Litwin made a motion, seconded by Dr. Mould, that the board approve the correction to the motion for the HVAC bid per sealed competitive bids to Scranton Electric Heating & Cooling Service, Inc, approved at the June 26, 2023 meeting to read: \$180,514.00 from assigned fund balance. The motion passed by a unanimous vote of 9-0.

#### Recreation and Wellness Center Electrical Correction

Dr. Mould made a motion, seconded by Mr. Dwyer, that the board approve the correction to the motion for the electrical bid per sealed competitive bids to Everon Electrical Contractors, Inc, approved at the June 26, 2023 meeting to read: \$289,890.00 from assigned fund balance. The motion passed by a unanimous vote of 9-0.

#### Fitness Equipment

Mr. Dwyer made a motion, seconded by Mr. Bianchi, that the board approve the purchase of fitness equipment from Fitness Headquarters for \$51,586.60 from unassigned fund balance. Capital campaign contributions will be utilized to reimburse the district until the full amount is repaid. The motion passed by a roll call vote of 7-2, Mr. Ross and Mrs. Wescott voting no.

#### Telecommunication Equipment

Mr. Dwyer made a motion, seconded by Dr. Mould, that the board approve the agreement with Guyette Communication Industries for the purchase and installation of telecommunication equipment for the Wellness Center via PEPPM contract at a cost of \$27,202.00 from assigned fund balance. The motion passed by a unanimous vote of 9-0.

Auditorium Dimmer Rack Replacement

Mrs. Clark made a motion, seconded by Mrs. Wescott that the board approve the contract with Effects Unlimited via Costars contract #034-E24-225 for auditorium dimmer rack replacement for \$49,980.00 from unassigned fund balance. The motion passed by a unanimous vote of 9-0.

Bond Proceeds Transfer

Mr. Johnson made a motion, seconded by Dr. Mould that the board authorize the transfer of bond proceeds from the capital projects fund to the general fund to reimburse the general fund for expenditures for the Trane HVAC project in the amount of \$2,915,297.20. The motion passed by a unanimous vote of 9-0.

Facilities Contract

Mr. Dwyer made a motion, seconded by Mr. Bianchi, that the board approve the contract with Resource Environmental for the removal and disposal of Chemistry Lab expired chemicals for \$7,995 from the maintenance budget. The motion passed by a unanimous vote of 9-0.

Consent Agenda

Mrs. Clark made a motion, seconded by Mr. Johnson, that motions 14, 18, 19 and 21 through 28 be combined in a consent agenda. The motion passed by a unanimous vote of 9-0.

14. Transportation Contract

Move that the board approve the transportation services to be provided by the Western Pennsylvania School for the Deaf for 2024-2025 school year.

18. Mentor

Move that the board approve the appointment of Katie Beichler as a mentor to the Mathematics teacher, Nikki Rosiak, at a stipend of \$450 for the 2024-2025 school year, as per the LTEA agreement.

19. Mentor

Move that the board approve the appointment of Tara Conway as a mentor to the Special Education teacher, Meghan Marion, at a stipend of \$450 for the 2024-2025 school year, as per the LTEA agreement.

21. Resignation

Move that the board acknowledge the resignation of Melissa Telesk from her paraprofessional position effective immediately.

22. Bus Driver

Move that the board approve Michael Kane as a bus driver with Nichols Bus beginning the 2024-2025 school year. All clearances are on file.

23. Extracurricular Sound/Lighting Director

Move that the board approve Dan Maurer as the Sound/Lighting Director for the 2024-2025 Spring Musical at a stipend of \$300. All clearances are on file.

24. Extracurricular Pit Musician

Move that the board approve Chris Hooker as the Pit Musician for the 2024-2025 Spring Musical at a stipend of \$300. All clearances are on file.

25. Extracurricular Stage Manager

Move that the board approve Kristin Norton as the Stage Manager for the 2024-2025 Spring Musical at a stipend of \$300. All clearances are on file.

26. Extracurricular Acting Coach

Move that the board approve Kristin Norton as the Acting Coach for the 2024-2025 Spring Musical at a stipend of \$500. All clearances are on file.

27. Extracurricular Cheerleading Volunteer

Move that the board approve Kristin Pietrzak as a volunteer for football cheerleading effective August 13, 2024. All clearances are on file.

28. Extracurricular Field Hockey Volunteer

Move that the board approve Elena Nicholoff as a volunteer field hockey coach effective August 13, 2024. All clearances are on file.

Policies for First Reading

Mr. Dwyer made a motion, seconded by Mrs. Wescott, that the board approve the first reading of the following policies. The motion passed by a unanimous vote of 9-0.

- 222 Tobacco and Vaping Products
- 227 Controlled Substances/Paraphernalia
- 323 Tobacco and Vaping Products
- 351 Controlled Substance Abuse
- 904 Public Attendance at School Events

Policies for Second Reading

Mr. Dwyer made a motion, seconded by Mr. Johnson, that the board approve the first reading of the following policies. The motion passed by a unanimous vote of 9-0.

- 146.1 Trauma-Informed Approach
- 707 Use of School Facilities
- 801 Public Records
- 803 School Calendar
- 806 Child Abuse
- 815.1 Use of Generative Artificial Intelligence in Education

Mathematics Teacher

Mr. Johnson made a motion, seconded by Mrs. Wescott, that the board approve Nikki Rosiak as a Jr/Sr High School Mathematics teacher at a salary of \$54,062.29, bachelor level, step 1, according to the LTEA contract, effective at the beginning of the 2024-2025 school year. All clearances are on file. The motion passed by a unanimous vote of 9-0.

Paraprofessional

Mrs. Wescott made a motion, seconded by Mrs. Clark, that the board approve Wersverlie Compere as a part-time paraprofessional, 4¾ hours per day, as scheduled, at the rate of \$14.00 per hour per the LTESPA collective bargaining agreement, effective at the beginning of the 2024-2025 school year. All clearances are on file. The motion passed by a unanimous vote of 9-0.

Reports of New Business were provided by the Superintendent, Elementary and Secondary Principals, Secondary Assistant Principal, Director of Curriculum and Federal Programs, Director of Special Education, Maintenance and Transportation Supervisor and Business Manager.

Mr. Ross announced that there would be an executive session prior to the next meeting. The meeting was adjourned at 9:27 pm.

Respectfully submitted,

Adrian Bianchi, Secretary Board of Education

**Superintendent Report - Matthew Rakauskas**

- The opening of school is on track to begin for students on Thursday September 5th. We planned a later than usual start this year due to the HVAC upgrade at the junior - senior high school. Enjoy the extended summer vacation.
- Web page reconstruction is also on track to be completed prior to the start of the new school year.
- Chain of communications. (see attached) In order to streamline the process of contacting school employees or officials, I published a chart on my webpage. This is designed to make the process more efficient and save unnecessary steps. For example, contacting a board member or the superintendent about a classroom disciplinary incident or an academic issue defeats the purpose of starting at the source of the problem. Although it occurs infrequently, communicating this chain will help all of us in the long run. Please visit my page to review the chart in its entirety.
- Comprehensive planning slide show will be posted on Mrs. Kuchak's curriculum page.

**Elementary Principal Board Report - Brian Kearney**

- Building Update
  - Classrooms
  - Playground
- Notification
  - FOCUS
  - Remind
- Open-House
  - Kindergarten-Wednesday, Sept 4, 2024 beginning at 5:00pm
  - 1st through 6th- Wednesday, Sept 11, 2024 beginning at 5:00pm
- Classroom Supply Lists
  - Available on website
  - Kindergarten parents please bring supplies to open house night. Place in a bag with the student's name on it.

**LTHS Principal's Report - Dr. Mark Murphy**

**New Faces/Hires for HS** - With the addition of Ms. Rosiak and Ms. Compere, the faculty and staff are now set for the 2024-25 school year at Lackawanna Trail JSHS. Thanks to the faculty and staff members who worked to advertise, recruit, interview, and appoint these positions over the summer. There were more hires than I can remember for any single year at LTHS so there was a lot of work to be done but I think our students will really benefit from everyone's effort and I'm excited for the opportunities these new faces bring to our building. We still have one maintenance position available but other than that we are fully staffed and that feels very good.

**Orientation** - Orientation for 7th grade and transfer students will be held on Wednesday, Aug 28th at 6pm. We'll have a general meeting and orientation for students and parents that evening followed by an hour for students to walk the building and get used to their schedules, visit their lockers, etc. 7th grade schedules will be available to pick up that evening.

**Student Schedules** - 8th-12th grade schedules will be accessible via MMS that same day - Aug. 28th. A final schedule in hard copy form will be provided to all students on day 1. Students should be reminded that all schedules are in draft form and may change prior to the first day so you always want to pick up your hard copy schedule and reference that throughout the day or you'll be working with dated information in some cases. MMS schedules are a references/ starting point only. Final schedules go out on the first day of school.

**Students First Day** - That first day of school is Thursday, Sept. 5th. Homeroom starts at 7:40am. Parents, students, please be sure to be at your bus stops a few minutes early, be sure you've reviewed the dress code and cell phone policies, as well as the visitor's policy with the new Raptor system so there are no surprises. We want everyone to have a smooth start to the year but it takes everyone to be informed and knowledgeable, all pulling in the same direction to make those first couple of days a big success.

**Sports Camps** - Mandatory practices started today for fall sports. For the most part we navigated Big Teams successfully this fall but if your athlete owed paperwork or a physical Lindsay will be working through those today and approve anyone late beginning tomorrow. I stopped by XC, and Football today. Hoping to catch FH and Vball later this week. Coaches seem very pleased with the turnout and effort of our athletes so far. Just want to wish our fall athletes, band, and cheerleaders a great season ahead!

### **LTHS Assistant Principal Board Report - Cody Opalka**

#### **PS Bank Wellness Center Soft Opening:**

- On August 2, we welcomed coaches and students to the PS Bank Wellness Center for a soft opening. We took them on a tour of the facility and highlighted the areas that will be used by our students. As we toured the facility, we were able to offer some recommendations to our coaches on how to safely supervise students when using the facility. Additionally, we were able to go over some of the rules regarding the facility which can be found in the Lackawanna Trail PS Bank Wellness Center Manual. Overwhelmingly, I know there is much excitement surrounding the opening of the space and all parties look forward to using the space to its fullest potential.

#### **Planning/ Prep for the Opening of School:**

- Throughout the month of July and into August, I've been continually learning more and more about the school and the fantastic people at Lackawanna Trail. Now that the HVAC project is wrapped up, I'll be able to navigate the building freely and really get a look at where cameras are situated, where the vape sensors are, and what teacher is housed in what room. I'll learn a lot in the two months leading up to the new school year, but I know I'll learn more in the first two school days and I truly look forward to that.

#### **Athletics:**

- Mandatory Fall sports practices began today. It'll be nice to see students in and around the building as we continue moving towards the new school year. I look forward to seeing our student athletes in action and I wish all of our teams success in their upcoming seasons. Go Lions!

**Curriculum & Federal Programs Report: Shannon Kuchak**

1. Spring 2024 PSSA and Keystone Exam results for students in grades 3rd - 12th will be made available in late September/early October. We will send parent letters home with Quarter 1 report cards.
2. We have updated the LTSD Assessment Calendar for state and local assessments for the 2024-2025 school year. This calendar includes all state and local testing windows, grade levels, and content areas being tested for students in grades K-12 as well as a brief description of the purpose of each assessment. This calendar will once again be posted on the district's website on the Curriculum Department webpage.
3. The Administrative Team has developed the Professional Development Plan for the upcoming school year. During Inservice/Act 80/ and Extended Faculty meetings throughout the year teachers will receive training on initiatives and resources such as Trauma-Informed Practices, LinkIt - an Online Data Warehouse Platform, AI in Education, Aimsweb Benchmarking and Progress Monitoring as well as Standard Response Protocol and Reunification Method trainings through the I Love You Guys Foundation. These are just a few of the sessions we have planned - and we're really looking forward to a successful academic year.
4. Lastly, I'm happy to report that we were awarded \$112,344 in grant funding for our LTSD Student Health Initiative through the PCCD. We submitted this grant application back in March. With this funding, the district plans to extend the Mental Health Intervention Counselor position, complete a Comprehensive Student Assistance and Behavioral Health Assessment in collaboration with the Center for Safe Schools, and strengthen and expand our School Assistance Program (SAP) and Trauma-Informed Team.

**Director of Special Education Report - Amie Talarico**

- Extended School Year ended August 8. Thank you to the teachers, paras, and drivers. Students at risk for regression were provided instruction for 5 weeks and we had consistent attendance this summer.
- The District submitted improvement plans for areas of correction for Cyclical Monitoring. The three areas are: participation of students with disabilities in PSSA/Keystones/PASA, Extended School Year, and special education enrollment (percentages of students in disability categories). The improvement plans were required for 2 of the 3 areas. The ESY corrections were largely administrative/paperwork processes in nature and did not require a plan. For PSSA/Keystones, administration will work with the assessment coordinators to ensure we have full participation with 11th graders. For special education enrollment, the



improvement plan includes reviewing and improving our pre-referral processes, also known as Child Study/MTSS.

- Newly hired paras attended an orientation session last week. We have one new vacancy to fill and it has been posted. Welcome and congratulations to Wersverlie Compere on her approval tonight.

**Maintenance and Transportation Supervisor Report - Tom Schofield**

- Thank you for approval of the chemical removal.
- Wellness Center updates. Painters coming Wednesday.
- HVAC updates
- Walkthrough at the high school is scheduled for August 28.
- Playground updates.

## **Questions or Concerns Chain of Communications**

Please refer to the following list to determine the chain of communications to utilize in any of the following areas.

The goal is to provide a seamless flow of information for all stakeholders.

### **If you have a question about...**

#### **Homework - Elementary - Kindergarten through Grade 6**

1st Level	2nd Level	3rd Level	4th Level
Teacher	Principal	Superintendent	Board

#### **Homework - Jr/Sr High School - Grades 7-12**

1st Level	2nd Level	3rd Level	4th Level	5th Level
Teacher	Guidance	Principal	Superintendent	Board

#### **Classroom Incident - Elementary - Kindergarten through Grade 6**

1st Level	2nd Level	3rd Level	4th Level
Teacher	Principal	Superintendent	Board

#### **Classroom Incident - Jr/Sr High School - Grades 7-12**

1st Level	2nd Level	3rd Level	4th Level
Teacher	Principal	Superintendent	Board

#### **Student Discipline - Elementary - Kindergarten through Grade 6**

1st Level	2nd Level	3rd Level	4th Level
Teacher	Principal	Superintendent	Board

#### **Student Discipline - Jr/Sr High School - Grades 7-12**

1st Level	2nd Level	3rd Level	4th Level
Teacher	Principal	Superintendent	Board

#### **Student Discipline - Bus**

1st Level	2nd Level	3rd Level	4th Level	5th Level
Driver	Principal	Director of Transportation	Superintendent	Board

**Bus Stops**

1st Level	2nd Level	3rd Level	4th Level
Driver	Director of Transportation	Superintendent	Board

**Student Scheduling**

1st Level	2nd Level
Guidance	Principal

**Curriculum, Title I**

1st Level	2nd Level	3rd Level	4th Level
Teacher	Director of Curriculum & Federal Programs	Principal	Superintendent

**Special Education**

1st Level	2nd Level	3rd Level
Teacher	Director of Special Education	Superintendent

**Medical**

1st Level	2nd Level	3rd Level
Nurse	Principal	Superintendent

**Building Use**

1st Level
Principal

**Breakfast / Lunch**

1st Level	2nd Level	3rd Level
Food Services Director	Business Manager	Superintendent

**Athletics**

1st Level	2nd Level	3rd Level	4th Level	5th Level
Coach	Athletic Director	Principal	Superintendent	Board

**Co-Curricular Activities**

1st Level	2nd Level	3rd Level
Advisor	Principal	Superintendent

**School Budget / Taxes**

1st Level	2nd Level	3rd Level
Business Manager	Superintendent	Board

**Board Policy**

1st Level	2nd Level
Superintendent	Board



Lackawanna Trail  
School District

# Comprehensive Annual Review August 2024

# Plan



Presented by: Matthew Rakauskas & Shannon Kuchak

## **What is a Comprehensive Plan?**

The Pennsylvania Department of Education mandates that all public school districts develop and implement a three year Comprehensive Plan to set goals, objectives, and action plans which prioritize the school district's needs.

## **Where can someone access Lackawanna Trail's Comprehensive Plan?**

Our Comprehensive Plan, along with other documents such as our Title I Plan, Special Education Plan, and Teacher Induction Plan are located on our webpage through the drop down menu - District Plans. Hard bound copies are also available in the district office upon request. This slideshow will be accessible on our website tomorrow.

## **How was the Lackawanna Trail Comprehensive Plan developed?**

A diverse group of stakeholders including representatives from the administration, faculty, support staff, board of directors, community, intermediate unit, parents, students, and higher education helped create the plan through a series of committee meetings. It was board approved in August of 2022 and approved by the Pennsylvania Department of Education in September of 2022.

## **How is the Comprehensive Plan implemented and evaluated?**

The Plan was first introduced to the faculty and staff at the beginning of the 2022-2023 academic year, communicated through our website and facebook page, and reported on at public board meetings. Most importantly, the faculty received staff development training on Act 80, In-Service, and extended faculty meetings. This will continue and expand this year. Progress toward our overarching objectives is documented later in this presentation.

## **What happens after the plan expires in June of 2025?**

Our administration will report on the success of meeting the goals and objectives of the plan as well as carrying out each action plan. In the Fall, we will begin the overlapping process of gathering new stakeholders and developing a new comprehensive plan, which will run from 2025-2028. Our administration has already begun discussing new potential goals and objectives.

**FAQ**

# OUR MISSION

The Mission of The Lackawanna Trail School District, in collaboration with our community, is to establish and support a safe and enriching learning environment where all students develop to their fullest potential. Our curricular and extracurricular programs promote a culture of inclusion, diversity, open-mindedness, and mutual respect for each other's ideas and backgrounds. Our students are empowered to develop into productive, responsible, respectful, civic-minded, critical thinking members of a global community who possess the skills to excel in a changing and interconnected world.



# Goal Setting: Positive Behavior Interventions and Supports (PBIS)



**Priority:** Creating a supportive and inclusive learning environment is a priority for the district. In an effort to provide distraction-free and academically-focused classrooms, the district will establish fair and equitable intervention programming for behavior infractions.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
<b>School climate and culture</b>	By 2025, all students in grades K-8 will receive direct instruction on school-wide behavior expectations at least once quarterly. Office discipline referrals and disciplinary actions will be reduced by 5% or more in each of the behavior focus areas.	<b>Positive Behavior Interventions and Supports (PBIS)</b>	By June of 2023 all students in grades K-8 will receive direct instruction on school-wide behavior expectations at least once annually. Students who are eligible for tier 1 and tier 2 interventions will be provided at least one tiered support in place of a traditional disciplinary action. Office discipline referrals and disciplinary actions will be reduced by 3% or more in each of the behavior focus areas.	By June of 2024 all students in grades K-8 will receive direct instruction on school-wide behavior expectations at least twice annually. Students who are eligible for tier 1 and tier 2 interventions will be provided more than one tiered support in place of a traditional disciplinary action. Office discipline referrals and disciplinary actions will be reduced by 5% or more in each of the behavior focus areas.	By 2025, all students in grades K-8 will receive direct instruction on school-wide behavior expectations at least once quarterly. Office discipline referrals and disciplinary actions will be reduced by 5% or more in each of the behavior focus areas.



Measurable Goal	Action Step	Status	Anticipated Completion Date	Notes
<b>Comprehensive Plan Timeline</b>			<b>2022</b>	
PBIS	A PBIS team will develop five specific school-wide behavior expectations for each grade and age level (i.e. early elementary, upper elementary, junior high) based on the existing ROAR acronym	Completed	10/30/2022	Behavioral expectations as they relate to all areas of academia have been established.
PBIS	Develop behavior expectation posters to be used in common areas such as hallways, cafeteria, restrooms, etc. (LTEC)	Completed	12/01/2022	These have been completed and are displayed in the hallways, outside restrooms, in the cafeteria, in the classrooms, and outside near the playground areas.
PBIS	Develop behavior expectation posters to be used in common areas such as hallways, cafeteria, restrooms, etc. (Jr. High)	In Progress		Mr. Opalka is taking the lead on this project.
PBIS	For each of the five expectations, a 20-30 minute lesson plan will be written	Completed	12/30/2022	All lesson plans returned 10/30/22
<b>Comprehensive Plan Timeline</b>			<b>2023</b>	
PBIS	Tier 2 and Tier 3 supports and related materials will be developed.	Completed	03/30/2023	Navigate 360 utilized for Tier 2 and Tier 3 interventions
PBIS	Classroom teachers will teach at least two school-wide behavior lessons by the end of the year.	Completed	06/15/2023	5 lesson plans completed during the 2023-2024 school year
PBIS	Students who are eligible for Tier 2 and Tier 3 supports will be provided at least one tiered intervention in place of a traditional disciplinary action (i.e. detention, loss of recess).	Completed	06/15/2023	Restorative Assignments used through Navigate 360 in place of traditional disciplinary actions; Also utilized along with suspensions, detentions, and loss of recess

Measurable Goal	Action Step	Status	Anticipated Completion Date	Notes
<b>Comprehensive Plan Timeline</b>			<b>2024</b>	
PBIS	Each hallway, cafeteria, and lavatory will have at least one behavior expectation poster posted in a highly visible area. (LTEC)	Completed	06/15/2024	Expectations have been completed and are displayed in all areas.
PBIS	Each hallway, cafeteria, and lavatory will have at least one behavior expectation poster posted in a highly visible area. (Jr. High)	In Progress		Mr. Opalka is taking the lead with this project at the Jr. High
			<b>2025</b>	
PBIS	Students who are eligible for Tier 2 and Tier 3 interventions will be identified	Completed	06/15/2025	Navigate 360 utilized regularly in 2023-2024; Will expand usage of this program during 2024-2025
PBIS	Teachers will teach at least two behavior expectation lessons per quarter	Completed	06/15/2025	JH: Taught all five in 2023-24; Will be a focus of opening week 2024-2025

# Goal Setting: Academic Focus, ELA & Math



**Priority:** Achievement in ELA and Math is a focus area for the district. All learners will be provided opportunities to achieve proficiency on state standardized assessments.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
<b>Mathematics</b>	By 2025, student performance on state standardized assessments in ELA and Math will reach or exceed the state average performance in achievement and/or growth. The district will ensure that 100% of students receive data-driven instruction that is supported by valid benchmarking assessments and tiered invention programming in reading and math for grades 3-9.	<b>Academic Focus - Math</b>	By July of 2023 grade level and subject areas that did not meet the state average performance for the 2021-2022 school year will show growth of at least 3% over the previous years' achievement or growth measures.	By July of 2024 grade level and subject areas that did not meet the state average performance for the 2021-2022 school year will show growth of at least 5% over the previous years' achievement or growth measures.	By 2025, student performance on state standardized assessments in ELA and Math will reach or exceed the state average performance in achievement and/or growth. The district will ensure that 100% of students receive data-driven instruction that is supported by valid benchmarking assessments and tiered invention programming in reading and math for grades 3-9.
<b>English Language Arts</b>	By 2025, student performance on state standardized assessments in ELA and Math will reach or exceed the state average performance in achievement and/or growth. The district will ensure that 100% of students receive data-driven instruction that is supported by valid benchmarking assessments and tiered invention programming in reading and math for grades 3-9.	<b>Academic Focus - ELA</b>	By July of 2023 grade level and subject areas that did not meet the state average performance for the 2021-2022 school year will show growth of at least 3% over the previous years' achievement or growth measures.	By July of 2024 grade level and subject areas that did not meet the state average performance for the 2021-2022 school year will show growth of at least 5% over the previous years' achievement or growth measures.	By 2025, student performance on state standardized assessments in ELA and Math will reach or exceed the state average performance in achievement and/or growth. The district will ensure that 100% of students receive data-driven instruction that is supported by valid benchmarking assessments and tiered invention programming in reading and math for grades 3-9.

<b>Comprehensive Plan Timeline</b>			<b>2023</b>	
<b>Measurable Goal</b>	<b>Action Step</b>	<b>Status</b>	<b>Anticipated Completion Date</b>	<b>Notes</b>
Academic Focus	Create a centralized warehouse for student data that is accessible to teachers, administrators and necessary support staff.	Completed	08/31/2023	LinkIt was utilized during 2023/24 School Year; Expand program usage during 2024-2025
Academic Focus	Determine cut scores for students to qualify for Tier 2 and Tier 3 supports based on the MTSS model.	Completed	02/15/2023	Determined using fall benchmarks - i.e. CDTs, Aimsweb; Winter Benchmarks administered January 2023
			<b>2025</b>	
Academic Focus	Begin implementing interventions that address the needs of students in Tier 2 and Tier 3 in ELA and Math, grades 3-9.	Completed	06/15/2025	3-6 Pride Time ELA; Big Ideas Math K-Geometry provides MTSS resources; Ongoing
Academic Focus	Establish data collection system.	Completed	06/30/2025	Linkit!; PD plan to expand usage in 2024-2025
Academic Focus	Identify existing benchmark assessments and determine appropriate benchmark assessment schedules for each building to be used for the duration of this plan.	Completed	09/01/2025	CDTs, AimsWeb. Foundations, Heggerty

# Goal Setting: School Safety



**Priority:** School safety is a priority for the district. We strive to provide a safe and supportive learning environment for all students and staff.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
<b>School Safety</b>	By June of 2025, 100% of the 2021 Pennsylvania State Police Risk and Vulnerability Assessment will be communicated, reviewed, and evaluated by the Safe Schools Committee. Fully implemented policies and recommendations will be evaluated for ongoing compliance. Policies and recommendations that were partially implemented or nonexistent in the 2021 report will be reduced by 20%.	<b>School Safety</b>	By June of 2023, 100% of the 2021 Pennsylvania State Police Risk and Vulnerability Assessment will be communicated, reviewed, and evaluated by the Safe School Committee. Fully implemented policies and recommendations will be evaluated for ongoing compliance as demonstrated by a Safe School Committee walkthrough assessment. Policies and recommendations that were partially implemented or nonexistent in the 2021 report will be reduced by 5%.	By June of 2024, 100% of the 2021 Pennsylvania State Police Risk and Vulnerability Assessment will be communicated, reviewed, and evaluated by the Safe School Committee. Fully implemented policies and recommendations will be evaluated for ongoing compliance as demonstrated by a Safe School Committee walkthrough assessment. Policies and recommendations that were partially implemented or nonexistent in the 2021 report will be reduced by 15%.	By June of 2025, 100% of the 2021 Pennsylvania State Police Risk and Vulnerability Assessment will be communicated, reviewed, and evaluated by the Safe Schools Committee. Fully implemented policies and recommendations will be evaluated for ongoing compliance. Policies and recommendations that were partially implemented or nonexistent in the 2021 report will be reduced by 20%.

<b>Comprehensive Plan Timeline</b>			<b>2022</b>	
<b>Measurable Goal</b>	<b>Action Step</b>	<b>Status</b>	<b>Anticipated Completion Date</b>	<b>Notes</b>
School Safety	Complete review, evaluation and communication of 2021 PSP Risk and Vulnerability Assessment	Completed	12/01/2022	Review and Evaluation completed, communication ongoing through safe schools and comprehensive plan updates
School Safety	Establish priority items and action plan to address recommendations	Completed	12/01/2022	Jr. Sr. High School, 7-8 team
			<b>2023</b>	
School Safety	Communicate action plan to school staff.	In Progress	08/28/2023	Staff Development session as part of opening in-service
School Safety	Create a walkthrough checklist to ensure policies and practices that were fully implemented in the 2021 Risk and Vulnerability Report remain in practice.	Completed	07/03/2023	Meeting between Director of Maintenance/Transportation and Superintendent
			<b>2025</b>	
School Safety	Review report recommendations with Safe Schools Committee	Completed	06/15/2025	Scheduled for 1/20/23
School Safety	Implement action plan to reduce the number of safety recommendations from the 2021 PSP Risk and Vulnerability Report.	Completed	06/15/2025	As per timeline and chart
School Safety	Complete Annual Risk and Vulnerability Assessment.	In progress	06/15/2025	Schedule Risk and Vulnerability Assessment for future cycle

# **Final Year Expectations & --- Communication with Faculty, Students, and Families**



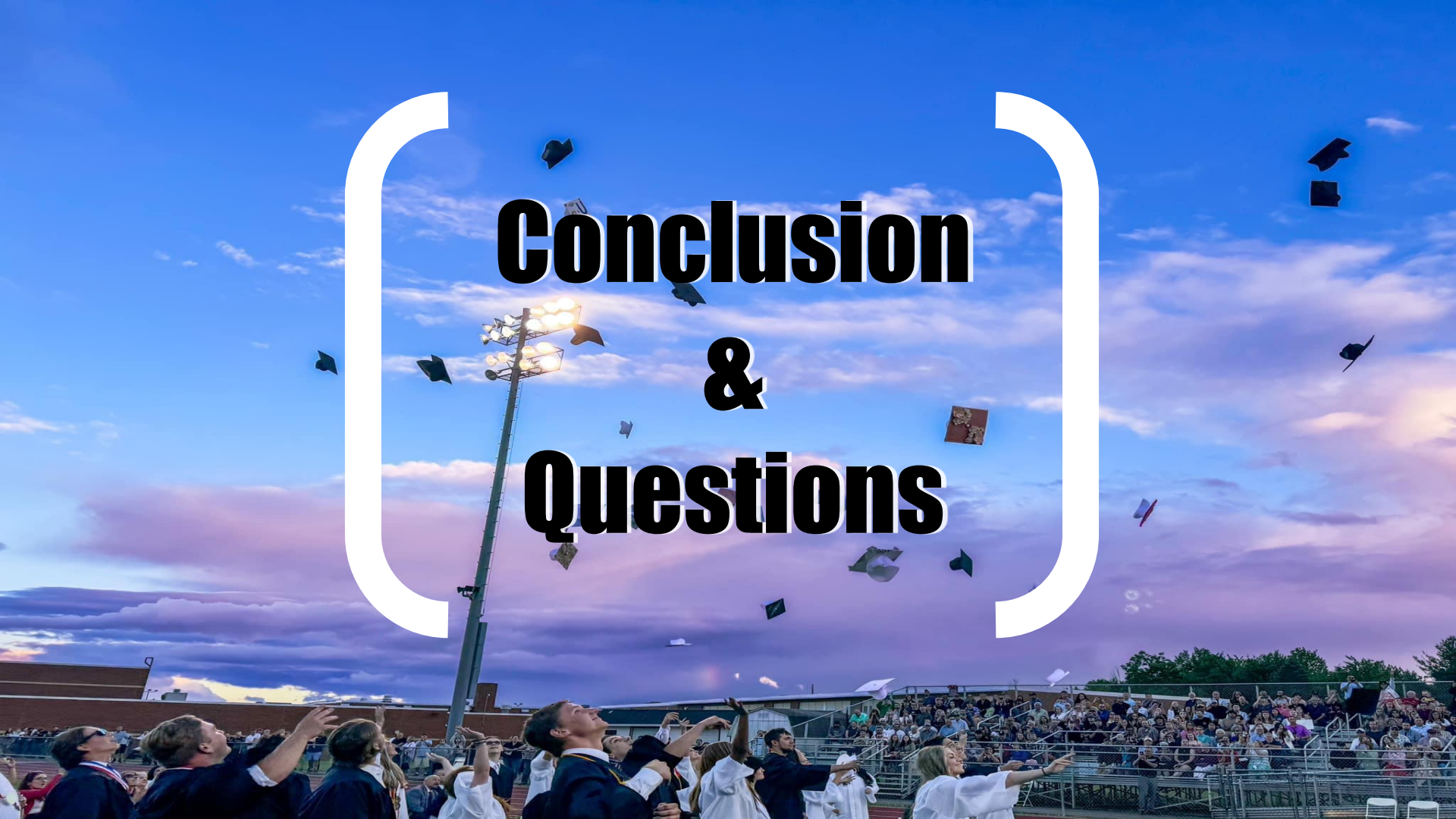
# Comprehensive Plan Cycle 2025 - 2028



The Administration Team will initiate the process of forming the Comprehensive Plan Committee for the 2025 - 2028 cycle. The timeline for the Committee's development of the district's next Comprehensive Plan is outlined below.

DATE	TOPIC
September 3rd - 13th	Formation of the Comprehensive Plan Committee
September 16th	First Committee meeting Overview previous Comprehensive Plan and development timeline
November 20th	Overview district's Core Beliefs, Values, Strengths, and Weaknesses Review Mission and Vision
December	Draft updated Mission and Vision Draft pages 1-6 of new Comprehensive Plan Data review
January 24th	Overview Goals Work on Action Plan
February 14th	Finalize Comprehensive Plan Create Public Presentation
March	Comprehensive Plan Public review Submit through FRCPP
June	Submit Comprehensive Plan for Board approval



A photograph of a graduation ceremony at dusk. Graduates in dark blue gowns and white stoles are in the foreground, many with their arms raised. The sky is a mix of blue and purple, with many black graduation caps flying through the air. A tall stadium light pole is visible on the left. The text 'Conclusion & Questions' is overlaid in the center in a large, bold, black font with a white outline, enclosed in a white rounded rectangular frame.

# Conclusion & Questions