

Pine-Richland School District Strategic Plan 2019 - 2023					
Short-Term Action Plan (2021-2022)	Progress and Implementation	Update Narrative or Dashboard-only	Expected Result & Performance Measure	EOY Target	Actual-to-Date
<b>Teaching and Learning: Refine and strengthen each element of the model for teaching and learning with a focus on integration.</b>					
Educational Model and Continuum (During COVID-19)		Narrative	PRSD and PDE Requirements	100%	100%
Transforming-the-Future Educational Models (Post COVID-19)		Narrative	Final Report and Model (2021-22)	100%	100%
IDPR Study Phase: Art		Narrative	Scheduled Meetings, Progress Towards Final Report	100%	14%
IDPR Study Phase: World Language		Narrative	Scheduled Meetings, Progress Towards Final Report	100%	14%
IDPR Study Phase: Special Education and MTSS		Narrative	Scheduled Meetings, Progress Towards Final Report	100%	15%
IDPR Implementation Phase: English		Narrative	Rec. Implementation	15%	12%
IDPR Implementation Phase: Library			Rec. Implementation	30%	27%
IDPR Implementation Phase: Music			Rec. Implementation	20%	10%
IDPR Implementation Phase: Math			Rec. Implementation	60%	63%
IDPR Implementation Phase: B & CS			Rec. Implementation	65%	69%
IDPR Implementation Phase: Gifted and/or HA			Rec. Implementation	65%	71%
IDPR Implementation Phase: Soc. St.			Rec. Implementation	60%	55%
IDPR Implementation: Science			Rec. Implementation	100%	100%
IDPR Implementation: Health/Physical Education			Rec. Implementation	100%	90%
Common Assessment / Collaborative Discussion			Dashboard	# Assessment Per Course	100%
<b>Teaching and Learning: Fully deploy the MTSS model at all three tiers for all students to address both intervention and enrichment (see also IDPR and RAMS Way).</b>					
MTSS: Monitor and Adjust K-12		Dashboard	MS Building-based Team and Referral Process MS Tiered Intervention Pilot	100% MS 75% MS	100% MS
<b>Teaching and Learning: Integrate relevant technology into the teaching and learning process with explicit attention given to digital citizenship and responsible use.</b>					
Student and Staff Device Purchase & Refresh Cycle Refinement		Dashboard	Image/Inventory/Deploy/Survey/Competency Check	100%	50%
<b>Student Progress and Engagement: Measure and respond to students holistic indicators (e.g. "graduate portrait": knowledge, skills, health/wellness, and personal qualities/characteristics).</b>					
Diversity, Equity and Inclusive Schools Framework		Narrative	Rec. Implementation	100%	100%
Nondiscrimination, Title IX and Related Policies		Narrative	Completed Framework	100%	100%
RAMS Way: Hybrid Model / K-12 Classrooms Extension		Dashboard	Completed Framework	100%	100%
Stress Management and Mindfulness Curriculum		Dashboard	Building-Based	90%	50%
<b>Student Progress and Engagement: Student and parent voice in evaluation and improvement of programming</b>					
Design End-of-Course Student-Parent Feedback Tool		Dashboard	Participant Satisfaction with the Instrument	95%	100%
Strengthen Internal Partnerships w/ Bi-Annual Review		Dashboard	Partner Satisfaction Survey	100%	100%
<b>Workforce Development and Engagement: Increase effectiveness of the PR Academy for all employee groups and expand opportunities for career progression and succession planning.</b>					
Monitor PR Academy for All Groups and Refine As Needed		Dashboard	Survey and Competency Check	90%	98.50%
<b>Workforce Development and Engagement: Refine learning and development for all employee groups integrated with the performance evaluation and feedback system.</b>					
Performance Feedback Consistency/Quality		Dashboard	Repeat Rep Sample Eval	95%	63%
Evaluate IPDP Development and Alignment w/ "Why" Focus		Dashboard	Base-1st Sem-2nd Sem	90%	
<b>Workforce Development and Engagement: Strengthen the alignment of external/internal partner service providers and enhance opportunities for integration and innovation in those services.</b>					
Refine External Key Partner Performance Measures		Dashboard	Completion; Select Metrics	100%	50%
Banking RFP		Dashboard	Selection of Financial Institution	100%	25%
<b>Finance and Operations: Refine long-range budget planning, debt management and capital funding model (building systems, capacity, technology infrastructure, and projects).</b>					
Budget Awareness / Future-Focused Financial Planning		Dashboard	Updated Plan; Approved 2022-2023 General Fund Budget	100%	50%
Capital Funding Plan / Debt Management		Dashboard	Updated Plan	100%	50%
Add SIS/FIS to Quarterly Key Partner Meetings with Measures		Dashboard	Grades; Attendance; Discipline; Payroll; HRIS; etc.	100%	50
<b>Finance and Operations: Sustainability and environmental footprint.</b>					
Sustainability Framework		Narrative	Consumption measures; HVAC Timeline and Plan	5% Lower/10% Higher	5%
<b>Pursuit of Excellence: Implement school-based action plans tied to accreditation programs or data analysis (e.g., Middle States, and Schools-to-Watch).</b>					
PRHS: Student Engagement Attendance/Tier 1 Instruction (MS)		Narrative (AOS)	Increase student attendance/Feedback to Staff - to improve engagement	10% Decrease from last	TBD
PRMS: MTSS Integration/Strengthen Academic Team/Developing the Building-Based Team/Revising Decision Tree (STW)			1 Sp.ed qualifying, 2. Teams enter intervention data, 3. Building team shares recommendations, 4. Core dept. mtg agendas have data for action, 5. Data from lesson plan checks	1. 90%, 2. 100%, 3. 100%, 4. 100%, 5. 100%	1. 0% 2. 33% 3. 25% 4. 60% 5. 88%
EHUE: Biome-based RAM Time Programming			Assessment Data (STAR data - % of students achieving benchmark) Intervention Tracking Form	Math 90%, Rdg 85%	Math 85%, Rdg 76%
HES: Reading and Math RAM Time			Assessment Data (STAR data - % of students achieving benchmark)	75-85%	Math 60%, Rdg 65%
RES: Reading and Math RAM Time			Assessment Data (STAR data - % of students achieving benchmark)	Math 90%, Rdg 85%	Math 88%, Rdg 79%
WES: Reading and Math RAM Time		Assessment Data (STAR data - % of students achieving benchmark)	Math 88%, Rdg 82%	Math 84%, Rdg 76%	
<b>Pursuit of Excellence: Refine and enhance the system of governance through school board training, evaluation, policy development and the strengthening of key communities.</b>					
Act 55 Training Plan Implementation		Dashboard	End-of-Program Survey	100%	TBD
Board Self-Evaluation		Dashboard	Completion	100%	100%
Batch Policy Review (000s, 600s & 700s)		Dashboard	AR Revision / Creation	100%	0%
School Visitations (IDPR, MTSS and RAMS Way)		Dashboard	Completion and Attendance	100%	100%
Key Community Partnership Attendance		Dashboard	Attendance	80%	TBD
Systematic and Integrated Communications		Dashboard	# and Open Rate	12	3
<b>Pursuit of Excellence: Utilize the Mid-Atlantic Alliance for Performance Excellence and Baldrige Performance Excellence programs for continuous improvement and organizational excellence</b>					
MAAPE Level 3 Feedback Report		Narrative (AOS)	Identify Two Areas of Focused Improvement	100%	TBD
<b>Pursuit of Excellence: Develop, refine and monitor a comprehensive system of performance measures to monitor results.</b>					
Finalize Performance Measure Scorecard		Narrative (AOS)	Annual Update	100%	100%