

Reading School District Comprehensive Plan Overview

2021-2024

Area of Strength

Coordinate fiscal resources from local, state, and federal programs to achieve the district's goals and priorities. *(Strategic Plan Area: Operational Sustainability)*

Areas of Challenge

Support schools in implementing **evidence-based instructional strategies and programs** to ensure all students have access to rigorous standards-aligned instruction. *(Strategic Plan Area: Academics)*

- Develop and implement a consistent PreK-12 instructional framework outlining research-proven practices shown to be effective with students in urban environments.
- Implement the newly-adopted, evidence-based math program and support teachers through professional development and coaching.
- Continue to implement the recently-adopted, evidence-based English language arts program and support teachers through professional development and coaching.
- Prepare for the implementation of the new PA Science Standards through the curriculum review cycle and professional development.
- Restructure grading and assessment practices to align with current research.
- Continue to expand opportunities for students to engage in college and career readiness activities such as: college visits, internships, work study, dual enrollment, etc.
- Increase opportunities for students to engage in curriculum-related field trips and experiential learning.
- Refine high school career pathways, virtual academy, and credit recovery programming.

Build the capacity of central office and school administrators as instructional leaders to **effectively monitor, supervise and support high-quality teaching and learning**. *(Strategic Plan Area: Academics)*

- Professional development to develop the capacity of school district leaders in planning for effective cycles of school improvement, monitoring of instruction, supporting teachers in the domains of Danielson's Framework for Effective Teaching.
- Revise current assessment and data-analysis protocols.
- Monitor the implementation of the instructional framework through on-going walk-throughs and observations.
- Implement administrator evaluations using PDE's Framework for Leadership.



Coordinate and monitor supports aligned with students' and families' needs. *(Strategic Plan Area: Safe and Supportive Schools, Partnerships)*

- Create proactive systems to support student behaviors and mental health by implementing social-emotional learning programs, restorative practices, and positive behavioral interventions and supports.
- Offer more parent/family education programs district-wide, including ESL classes, Opening Doors, literacy programs, etc.
- Refine current systems of support for students and families including, utilization of social workers, school counselors, parent engagement facilitators/POAs.
- Expand community partnerships to address a wider range of students' and families' needs.
- Expand training opportunities for individuals with limited English proficiency to obtain full-time employment in the District.

Engage in **meaningful two-way communication with stakeholders** to sustain shared responsibility for students learning across the district. *(Strategic Plan Areas: Communications, Partnerships)*

- Improve systems for parents to monitor their children's progress in school.
- Train parents on the use of our various communication platforms such as: Home Access Center, Class Dojo, Remind, social media, e-mail and Blackboard.
- Engage stakeholders in more regular listening sessions to gather feedback and data to inform decision-making.
- Provide more opportunities for parents to engage in activities that inform them of their rights and responsibilities and empower them to be advocates for their children and become partners in their success.
- Improve internal systems of communication.
- Train staff on how to engage parents in more effective parent-teacher conferences.

Recruit and retain fully-credentialed, experienced, and high-quality leaders and teachers. *(Strategic Plan Area: Operational Sustainability)*

- Continue to refine onboarding and retention protocols for new staff, including induction, mentoring, professional development, etc.
- Expand the "Grow Your Own" initiative to: 1. Provide high school students more opportunities to work in classrooms district-wide; 2. Encourage paraprofessionals to become credentialed teachers; 3. Expand opportunities for teachers to become administrators