



# Reading School District 2015 – 2020 Strategic Plan Summary

---

## SAFE SCHOOLS

### GOAL:

- All students and staff report a safe, comfortable learning environment.

### TARGETS:

- The reduction in school discipline referrals between 2015 and 2020
- The reduction in school discipline incidents between 2015 and 2020
- The reduction in serious school discipline incidents between 2015 and 2020
- Reading School District teachers and students are at or above the national average for feeling safe at school (currently 88 percent nationwide)
- Parent Outreach Assistants to assist in creating a welcoming, safe and orderly climate in every school

## ACADEMICS

### GOAL:

- To implement a common curriculum, based on high standards and evidence-based pedagogy, across the District that closes the achievement gap throughout our schools and student populations while adequately preparing students for college and career opportunities.

### TARGETS:

- Percent attendance/participation (the target is 100 percent)
- Percent of graduation or promotion grade
- Percent of third grade students reading at grade level
- Percent of high school students taking AP or advanced courses
- Percent of students scoring three or higher on AP courses
- Percent of students scoring proficient or advanced on state assessments
- Percent of closing of the student achievement gap (over six years)
- Percent of closing the achievement gap for historically underperforming students (over six years)
- ELLs will make .6 gain in their overall English proficiency, as measured by the WIDA ACCESS for ELLs assessment, annually.
- Percent of students who reach proficiency in English (defined as a score greater than or equal to a 4.5 overall proficiency level on the WIDA ACCESS for ELLs assessment) will increase annually.
- ELLs will meet the annual achievement targets in English Language Arts and Math.
- Provide tiered systems of interventions and supports prior to referral for special education
- Revise identification and evaluation process to ensure efficiency and effectiveness
- Provision of a continuum of services for students across all grade levels including appropriate curriculum and instruction to meet individual needs
- Establish system wide special education procedures for all aspects of special education service delivery
- Cultural Competency and Culturally Responsive Teaching PD
- Data monitoring to ensure equity in instruction, assessment, outcomes, discipline, opportunities, and resource allocations

## COMMUNICATIONS/ENGAGEMENT

### GOAL:

- We deliver effective and timely communication and information to all District stakeholders and we effectively tell our story of success. Our community now knows how much the District contributes to it.

### TARGETS:

- Social media metrics
- Website metrics
- Percent of open rates on our emails
- Media/Publicity
- Communication Survey results
- Net Promoter Score for parents, teachers and students

## FINANCE/OPERATIONAL EFFECTIVENESS

### GOAL:

We fund and support a quality education and fair employment practices, while ensuring the long-term sustainability of the District. We produce a balanced budget with accurate and timely reporting to our varied agencies. We provide leadership, in our areas of expertise, to other departments.

### TARGETS:

- Number of/percent of reports submitted to regulatory agencies on time
- Number of/percent of the departments effectively managing their budgets
- Number of findings/comments identified by our auditors
- Number of deficiencies and material weaknesses reported by our auditors
- District performance to budget
- Equity in recruitment, hiring and retention of faculty and staff
- 

## PARTNERSHIPS

### GOAL:

- We collaborate with key stakeholder-partners to advance/promote academic excellence for all students enrolled in Reading School District's nineteen schools.

### TARGETS:

- Dollars of value contributed/delivered from partners (that we can calculate)
- Dollars of local, non-tax revenue from partners
- Outcomes delivered from partners
- Parental Engagement Score from our School Climate Survey
- Number of parents involved in school activities
- Number of volunteers entering our system
- Number of students engaged in school activities
- Improvement toward established goals for academic achievement by 2020