

REYNOLDS SD

531 Reynolds Rd

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

The mission of the Reynolds School District is to provide an excellent education for all by all. The mission statement avers the concept that all students are to be provided an excellent education, by all employees of the district, so that they may succeed in college, career and technical studies, or move directly into the workforce. Reynolds SD recognizes that this mission statement is intended to reflect the educational needs for each student to be successful in the 21st Century.

VISION STATEMENT

The Pennsylvania State Standards of Assessment and Keystone Exams will serve as the foundation of the Reynolds School District's educational program with the achievement of said standards being the expected outcome. The Reynolds School District will use purposeful assessment driven instruction to provide an educational program that meets the various needs of students in order to continuously improve student achievement. Educating Reynolds School District students will be a shared responsibility among all stakeholders: students, parents, the Board of School Directors, administrators, teachers, support staff members, and members of the community. High quality professional development will provide administrators, teachers, and support staff members with the tools and knowledge required to enhance the District's ability to deliver a high quality instructional program.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Reynolds students embrace and encourage thinking critically about the world's problems. We strive to be practical and analytical so that we can go out into the world as lifelong learners to solve the problems of the 21st Century.

STAFF

Reynolds staff believe that all students have the potential to learn and succeed. They believe all students will learn best in a safe and welcoming environment. Reynolds staff believe that individuals differ significantly and they should help everyone to understand and respect those differences. They believe that everyone in a community of learners has the responsibility to be a lifelong learner.

ADMINISTRATION

Reynolds administration believe that all students have the potential to learn and succeed. They believe all students will learn best in a safe and welcoming environment. Reynolds administration believes that excellence can be achieved through partnerships of equality among home, school, and community. They believe that through exposure to academics, arts and humanities, and athletics, there is an opportunity for individuals to become knowledgeable, creative, and well-rounded.

PARENTS

Reynolds Parents believe that all students have the potential to learn and succeed. They believe that communication is the key for a successful partnership. They believe that all stakeholders need to have an equal stake in helping to create an environment for creating life long learners.

COMMUNITY

The Reynolds community believes in the collaborative effort between the school and the community to develop leaders who are committed to foster positive relationships between community, school, parents, staff, and students.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Raymond Omer	Administrator	Reynolds School District
Scott Shearer	Administrator	Reynolds Jr/Sr High Principal
Amy Leczner	Administrator	Reynolds Elementary Principal
Chris Osborne	Board Member	Reynolds School District
Heidi Smith	Parent	Reynolds Elementary
Brian Beighley	Staff Member	Reynolds Elementary
Brian Buchman	Administrator	Reynolds School District
Scott McCaskey	Administrator	Reynolds School District
Rhonda Williams	Board Member	Reynolds School District
Kristy Gibson	Parent	Reynolds Elementary
Jane Coburn	Staff Member	Reynolds Jr/Sr High School
Josh Mull	Staff Member	Reynolds Jr/Sr High School
Jennifer Blasko	Staff Member	Reynolds Elementary

Name	Position	Building/Group
Marty Taylor	Community Member	Parent
Robert Gentile	Community Member	Community Business Owner
Taryn Zitkovic	Staff Member	Reynolds Jr/Sr High School
Sylvia Bittner	Staff Member	Reynolds Elementary
Brad Miller	Community Member	Resident
Shannon Davis	Staff Member	Reynolds Jr/Sr High School
Brian Paoluccio	Board Member	Reynolds School District
Scott Weaver	Staff Member	Reynolds Jr/Sr High School
Lonnie Emmerick	Staff Member	Reynolds Jr/Sr High School
Kristen Morris	Staff Member	Reynolds Elementary

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Priority 4: Reynolds will use tools to help all students in the elementary and jr./sr. high school grow in their Math educational experience.	Essential Practices 4: Implement Data-Driven Human Capital Strategies
Priority 2: Reynolds will focus instruction on meeting the Math assessment goals at the elementary and jr./sr. high school.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction
Priority 3: Reynolds will use tools to help all students in the elementary and jr./sr. high school grow in their ELA educational experience.	School climate and culture
Priority 1: Reynolds will focus instruction on meeting the ELA assessment goals at the elementary and jr./sr. high school.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy
Common Assessments within Grade/Subject

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Academic Growth in Math

Reynolds will update Common Core aligned assessments by grade level and department in mathematics to monitor student achievement and student growth.

Academic Growth in ELA

Reynolds will update Common Core aligned assessments by grade level and department in English Language Arts to monitor student achievement and student growth.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Common Core Aligned Assessments within Grade/Subject

2022-08-01 - 2025-07-31

Principals

Data Results from Curriculum Based Assessments, CDT, PSSA and Keystones, Professional Development/ Assessment Investigation using Title IV funds

Anticipated Outcome

Teacher Learning Communities to find and use Common Core Aligned Assessments

Monitoring/Evaluation

Teacher Surveys, Professional Development Evaluations

Evidence-based Strategy

Curriculum Alignment and Effective Instructional Practices

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Curriculum Alignment

Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teachers and students.

Effective instructional practices

Maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school.

Curriculum Alignment

Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teacher and students.

Effective Instructional Practices

Reynolds will maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Data Analysis and Data Informed Instruction in ELA and Math

2022-08-01 - 2027-07-31

Principals

Curriculums, 180 Day Documents, PSSA results, Keystone results,

Anticipated Outcome

Curriculum is aligned to state assessments in all classes in all schools at Reynolds School District

Monitoring/Evaluation

PSSA and Keystone results

Evidence-based Strategy

Professional Development Staff Opportunities

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Effective instructional practices	Maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
District wide Professional Development in Curriculum, Data Analysis, PVAAS, and Educator Evaluation	2022-08-01 - 2027-07-31	Principals	Professional Development Programs, Use of Technology in District, Teacher Lead Professional Development / Title IV funds to be used

Anticipated Outcome

Staff will grow professionally in the areas of Data Analysis, Curriculum and Educator Evaluations

Monitoring/Evaluation

Teacher Surveys, Professional Development Evaluations, Course Completion Certifications

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teachers and students. (Curriculum Alignment)</p>	<p>Curriculum Alignment and Effective Instructional Practices</p>	<p>Data Analysis and Data Informed Instruction in ELA and Math</p>	<p>08/01/2022 - 07/31/2027</p>
<p>Maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective instructional practices)</p>			
<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teacher and students. (Curriculum Alignment)</p>			
<p>Reynolds will maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective Instructional Practices)</p>			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective instructional practices)	Professional Development Staff Opportunities	District wide Professional Development in Curriculum, Data Analysis, PVAAS, and Educator Evaluation	08/01/2022 - 07/31/2027

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Reynolds will update Common Core aligned assessments by grade level and department in mathematics to monitor student achievement and student growth. (Academic Growth in Math)	Common Assessments within Grade/Subject	Common Core Aligned Assessments within Grade/Subject	08/01/2022 - 07/31/2025
Reynolds will update Common Core aligned assessments by grade level and department in English Language Arts to monitor student achievement and student growth. (Academic Growth in ELA)			

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teachers and students. (Curriculum Alignment)</p>	<p>Curriculum Alignment and Effective Instructional Practices</p>	<p>Data Analysis and Data Informed Instruction in ELA and Math</p>	<p>08/01/2022 - 07/31/2027</p>
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<p>Reynolds will maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective Instructional Practices)</p>			

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 made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

School Board Minutes or Affirmation Statement

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

Chief School Administrator

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Evidence shows that over the course of the three year average, the fourth grade met Science growth standard.

Evidence shows that over the course of the three year average, the eighth grade met ELA, Math, and Science growth standard.

Evidence shows that over the course of the three year average, the sixth grade met Math growth standard.

All student groups met the interim goal for ELA in both Elementary and Jr./Sr. High school

All student groups demonstrated growth in ELA in the Jr./Sr. High school

Reynolds Elementary increased their ELA performance from the previous year in the following subgroup: students with disabilities

Reynolds Elementary met the interim goal for ELA with the Economically Disadvantaged subgroup

All student groups met the interim goal in Math at the Jr./Sr. high school

Challenges

Evidence shows that over the course of the three year average, fourth, fifth, and seventh grade performed below or well below the growth standard in ELA.

Evidence shows that over the course of the three year average, fourth, fifth, and seventh grade performed below or well below the growth standard in Math.

All student groups demonstrating growth in ELA in the Elementary

Meeting the goals for the ELA assessment in the elementary and jr./sr. high school

Showing growth in ELA with all the students and all the subgroups in the elementary and jr./sr. high school

Meeting the goals for the Math assessment in the elementary and jr./sr. high school

Showing growth in Math with all students and all the subgroups in the elementary and jr./sr. high school

Meeting the goals for the Science assessment in the elementary and jr./sr. high school

Strengths

Students in the following subgroups increased their performance from the previous year: students with disabilities at the elementary and jr./sr. high school.

Students in the following subgroups increased their performance from the previous year: economically disadvantaged and all students at the elementary.

All student groups met interim goals in Science and Biology in the elementary

All students subgroup demonstrated growth in science and biology at the elementary and jr./sr. high school

Economically Disadvantaged subgroup demonstrated growth in science and biology at the elementary

All students group met the 2030 statewide graduation goal.

Percent of students that scored advanced on industry based competency is double the state average

Economically Disadvantaged students increased the performance from the previous year in Math

Economically Disadvantaged students made the interim goal for ELA and Sci/Bio at the Elementary.

Challenges

Showing growth in Science with all students and all subgroups in the elementary and jr./sr. high school

Maintaining 4 year graduation statewide goal

Maintaining / Increasing student scores on Industry based competencies

Maintaining / Increasing rigorous courses of study for all students

Meeting the interim goals for economically disadvantaged students in ELA, Math and Science at the Elementary and Jr./Sr. High School.

Economically disadvantaged students making growth in ELA, Math, and Science at the Elementary and Jr./Sr. High School.

Special education subgroup making growth in ELA, Math, and Science at the Elementary and Jr./Sr. High School.

Supporting students and families needs

Creating partnerships with businesses and the community to meet the needs of the district

Engaging in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning

Strengths

Economically Disadvantaged students made growth in ELA at the Jr./Sr. High School

Increasing special education subgroup student performance from one year to the next in areas of Math and ELA at both the Elementary and Jr./Sr. High School.

Increasing the special education subgroup student performance from one year to the next in the area of Science at the Jr./Sr. High School.

Recruiting high quality leaders and teachers

Ensuring effective standards aligned curriculum is being taught in the district.

Using evidence based instructional strategies to ensure all students have access to rigorous standards aligned instruction.

Challenges

across the district

Most Notable Observations/Patterns

Challenges**Discussion Point****Priority for Planning**

Engaging in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district

Meeting the goals for the ELA assessment in the elementary and jr./sr. high school

Teachers will maintain a 178 day planned curriculum document to monitor progress towards meeting the goal for the ELA Assessment.

Showing growth in ELA with all the students and all the subgroups in the elementary and jr./sr. high school

Provide in-school, after-school, and/or on-line after school tutoring for students.

Meeting the goals for the Math assessment in the elementary and jr./sr. high school

Teachers will maintain a 178 day planned curriculum document to monitor progress towards meeting the goal for the Math Assessment.

Showing growth in Math with all students and all the subgroups in the elementary and jr./sr. high school

Provide in-school, after-school, and/or on-line after school tutoring for students.

Meeting the goals for the Science assessment in the elementary and jr./sr. high school

Showing growth in Science with all students and all subgroups in the elementary and jr./sr. high school

ADDENDUM B: ACTION PLAN

Action Plan: Common Assessments within Grade/Subject

Action Steps	Anticipated Start/Completion Date	
Common Core Aligned Assessments within Grade/Subject	08/01/2022 - 07/31/2025	
Monitoring/Evaluation	Anticipated Output	
Teacher Surveys, Professional Development Evaluations	Teacher Learning Communities to find and use Common Core Aligned Assessments	
Material/Resources/Supports Needed	PD Step	Comm Step
Data Results from Curriculum Based Assessments, CDT, PSSA and Keystones, Professional Development/ Assessment Investigation using Title IV funds	no	yes
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Action Plan: Curriculum Alignment and Effective Instructional Practices

Action Steps	Anticipated Start/Completion Date	
Data Analysis and Data Informed Instruction in ELA and Math	08/01/2022 - 07/31/2027	
Monitoring/Evaluation	Anticipated Output	
PSSA and Keystone results	Curriculum is aligned to state assessments in all classes in all schools at Reynolds School District	
Material/Resources/Supports Needed	PD Step	Comm Step
Curriculums, 180 Day Documents, PSSA results, Keystone results,	yes	yes

Action Plan: Professional Development Staff Opportunities

Action Steps	Anticipated Start/Completion Date		
District wide Professional Development in Curriculum, Data Analysis, PVAAS, and Educator Evaluation	08/01/2022 - 07/31/2027		
Monitoring/Evaluation	Anticipated Output		
Teacher Surveys, Professional Development Evaluations, Course Completion Certifications	Staff will grow professionally in the areas of Data Analysis, Curriculum and Educator Evaluations		
Material/Resources/Supports Needed	PD Step	Comm Step	
Professional Development Programs, Use of Technology in District, Teacher Lead Professional Development / Title IV funds to be used	yes	no	



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teachers and students. (Curriculum Alignment)</p>	<p>Curriculum Alignment and Effective Instructional Practices</p>	<p>Data Analysis and Data Informed Instruction in ELA and Math</p>	<p>08/01/2022 - 07/31/2027</p>
<p>Maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective instructional practices)</p>		<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teacher and students. (Curriculum Alignment)</p>	<p>Reynolds will maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective Instructional Practices)</p>
	<p>Professional Development Staff Opportunities</p>	<p>District wide Professional Development in Curriculum, Data Analysis, PVAAS, and Educator Evaluation</p>	<p>08/01/2022 - 07/31/2027</p>

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
PVAAS Data Analysis	Classroom Teachers, Educational Specialists, Special Education Teachers	Using PVAAS website, understanding reports from PVAAS website, understanding Teacher Specific Scores based on PSSA data on the PVAAS website

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
PD Evaluation Form, Certifications of Course Completion	08/01/2022 - 07/31/2025	School Administration

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3d: Using Assessment in Instruction	Teaching Diverse Learners in an Inclusive Setting
1d: Demonstrating Knowledge of Resources	

Professional Development Step	Audience	Topics of Prof. Dev
Educator Effectiveness and Danielson Model	Classroom Teachers, Educational Specialists, Special Education Teachers	Educator Effective Evaluation

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Certification of Completion of Course	08/01/2022 - 07/31/2025	School Administration

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4e: Growing and Developing Professionally

4d: Participating in a Professional Community

4a: Reflecting on Teaching

Professional Development Step	Audience	Topics of Prof. Dev
Language and Literacy for all Students	District Staff	Curriculum Alignment , Analyzing Gaps in Literacy for all Students

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Observation of Administration, Certificates of Completion, Staff Professional Development Evaluations	08/01/2022 - 07/31/2025	Reynolds Administrative Team

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1e: Designing Coherent Instruction

Language and Literacy Acquisition for All Students

1a: Demonstrating Knowledge of Content and Pedagogy

1d: Demonstrating Knowledge of Resources

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Reynolds will update Common Core aligned assessments by grade level and department in mathematics to monitor student achievement and student growth. (Academic Growth in Math)</p>	<p>Common Assessments within Grade/Subject</p>	<p>Common Core Aligned Assessments within Grade/Subject</p>	<p>2022-08-01 - 2025-07-31</p>
<p>Reynolds will update Common Core aligned assessments by grade level and department in English Language Arts to monitor student achievement and student growth. (Academic Growth in ELA)</p>			
<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teachers and students. (Curriculum Alignment)</p>	<p>Curriculum Alignment and Effective Instructional Practices</p>	<p>Data Analysis and Data Informed Instruction in ELA and Math</p>	<p>2022-08-01 - 2027-07-31</p>
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<p>Maintain the district system that fully ensures high quality curricular assessments (e.g. model curricula, learning progressions, units, lesson plans, and content resources) aligned with state standards and fully accessible to teacher and students. (Curriculum Alignment)</p>			
<p>Reynolds will maintain a system districtwide that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school. (Effective Instructional Practices)</p>			

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
District and State Assessment Data Results	District Staff	Data Results, Data Team Discussions based on results, Next Steps
Anticipated Timeframe	Frequency	Delivery Method
08/01/2022 - 07/31/2025	Multiple times per year	Presentation
Lead Person/Position	District Administrative Team	

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Comprehensive Plan Updates	updates on topics, upcoming meeting dates,	email, in-person meetings, and zoom/google meets meetings	Comprehensive Plan Committee	frequently during implementation

