

		Current Status
1. Effective Allocation of Resources to Provide High Quality Instruction		
	<p>Ensure appropriate monitoring of progress of all students in light of instructional changes in response to the Covid19 pandemic, including specifically identifying student groups that are at higher risk for academic loss. The Board will receive tri-semester reports outlining the findings and plans to address concerns. Use the data from Fall 2020 as the baseline. The first tri-mester report should include the tests being used for baseline information.</p>	

	<p>Keystone proficiency or better at the 11th grade cohort release date will be a minimum of 80%.</p>	<p>On hold for consideration in 2021-2022</p>
	<p>SAT, super-score, (students best overall score for each section) for the 12th grade cohort, will be higher than the average score for Chester County, state, and the United States. Further, the difference between the PASD super-score and the average super-score of an aspirational comparator group will shrink by 33% from the prior year.</p>	
	<p>Ensure the proper planning and implementation of special education services, including a systematic method to provide or outsource quality programming in a consistent manner, including:</p>	

	<p>Maintain a 95% satisfaction rate of parents, who respond to the survey given after the annual IEP meeting, indicating that they agree or strongly agree that their child(ren) had a positive transition between schools</p>	
	<p>Maintain a 95% satisfaction rate of parents, who respond to the survey given after the annual review, indicating they agree or strongly agree the programming their child is receiving is a quality program experience.</p>	
	<p>Pass state monitoring with no procedural violations.</p>	<p>On hold for consideration in 2021-2022</p>

	<p>The district will initiate the Student Attendance Improvement Plan (SAIP) process 100% of the time when a student incurs three or more unexcused absences after the receipt of an attendance warning letter. The SAIP plan will be implemented with fidelity with results tracked and reported.</p>	
	<p>Utilizing progress monitoring data and other relevant metrics, the district will identify and provide a remedy for 100% of students receiving special education services who are eligible for COVID Compensatory Services (CCS), which are services to address skill regression due to the 2019 school closure and non-typical operations.</p>	
	<p>Administration, with Board support, should identify and make progress on 2-3 key topics related to innovation in education. Initially, Administration plans to investigate:</p>	

	Formally share with the Board the training, hardware and software provided to the faculty to implement virtual / hybrid learning. Include additional "want" / "need" items requested by the faculty, staff and administration	
	Develop and implement a plan to reduce PDE identified Significant Disproportionality by 50% of SC 2018-2019 levels by June 2022	
	Develop a comprehensive plan to implement a new world language program to be voted on by the board during the 2019-2020 school year and to be implemented in 2020-2021.	On hold for consideration in 2021-2022
	Develop a plan to increase the the graduation and post-secondary opportunities for the District's ELL population.	

2. Operations and Financial Management	Goal	
	<p>The Director of Operations and Technology will identify three projects to be completed in the 2020-2021 school year that will positively impact the district facilities.</p> <p>Recommendations will be given to the Board at the December 7, 2020 Board Meeting</p>	<p>1) Repair the Barkley brickwork and resulting plaster damage. 2) Repair / Replace Concrete walkways and curbing at Barkley and the High School sidewalks. 3) Complete the replacement and cutover to the new District Security Camera system to enable a new level of security through the District both indoors and at external fields.</p>
	Finish the implementation of the online maintenance support system to better allow the District to see key performance indicators and improve customer satisfaction	
	The 2021-22 draft preliminary budget presented to the Board in January 2021 will be within the Act 1 Index plus estimated applicable exemptions.	

	By April 2021, a long-term – 10-year – budget forecast will be developed and shared with the Board and public. This budget forecast should be sustainable within the estimated future Act 1 indexes.	
	The 2020-21 budget will be managed within 1% of the final Board approved budget.	
	Identify and cultivate alternative revenue sources, including but not limited to, grants and community partnerships. Identify specific areas for grant procurement in a given year (science, arts, STEM, COVID relief) and report to the Board.	

3. Human Capital Management and Promote Employee Growth		
	<p>At the conclusion of the non-tenure process, employee retention rate will be reviewed and reported to the Board in February 2021. Interviews will be conducted with administration and non-tenured faculty to determine employee engagement and employment success. New employee retention will be greater than 80% over the course of 3 years.</p>	
	<p>A Succession Plan for top administration – Cabinet and Principals will be presented to the Board Finance/Personnel Committee by the March 2021 committee meeting.</p>	

	<p>Conduct staff satisfaction survey January 2021. Report results to the Board March 2021. The results, where applicable, will be compared to the 2019 results.</p>	
	<p>Phoenixville Area School District is enriched by its student diversity. The District believes that its staff should reflect the diversity of the students and residents who live in the District. To this end, the District will put in place practices which invite and bring qualified candidates through the hiring process to help the District move forward toward its goal of having a staff which is well qualified and also diverse and representative of the school community it serves. These practices will be shared with the Board.</p>	

4. Effective, Consistent Communication and Collaboration with Parents, Students and Community	Goal	
	Communication goals will be set pending the completion of the audit.	Communication goals will be set pending the completion of the audit.
	Increase the High School Career Study program participating employers by 20% and increase the number of students participating by 20% in the spring of 2022 from 2019 levels	On hold for consideration in 2021-2022

	<p>With Board direction and concurrence, create a communication tool to highlight district metrics and successes. Review and determine comparator groups by March, 2021, and publish communication tool for public access by June, 2021.</p>	
<p>5. Implement a Consistent Use of Data to Drive Change</p>		
	<p>This goal is imbedded in all of the above goals</p>	