

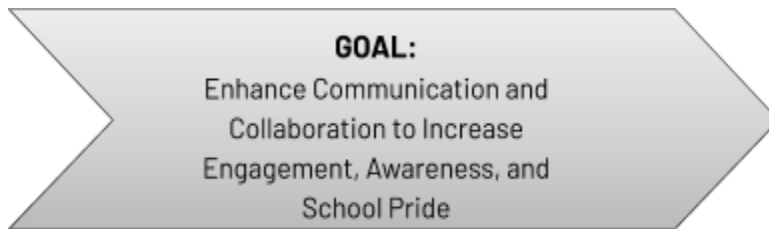


BRANDYWINE HEIGHTS AREA SCHOOL DISTRICT

Overarching GOAL:
 The Brandywine Heights Area School District's strategic plan has been designed to be fluid and dynamic. While these goals remain for the 2020-2021 school year, the District's primary focus will be to best ensure a safe and supportive learning environment during this global pandemic.

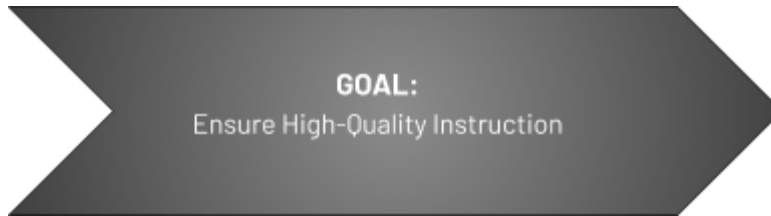
Task	Evidence	Status
Develop Hybrid and Virtual Plans for Education	<ul style="list-style-type: none"> ● Developed a half day Hybrid Education plan <ul style="list-style-type: none"> ○ Provided personalized professional development ○ Provided technology tools necessary to be successful ● Developed a Virtual Learning Education plan <ul style="list-style-type: none"> ○ Provided personalized professional development ○ Provided technology tools necessary to be successful ● Developed a full day Hybrid Education plan <ul style="list-style-type: none"> ○ Provided personalized professional development ○ Provided technology tools necessary to be successful ● Pursue multiple grant opportunities to help offset added expenditures of modified instructional practices 	In-Progress
Health and Safety Plan	<ul style="list-style-type: none"> ● Summer - Coordinated a 49 person committee to develop the back to school Health and Safety Plan. <ul style="list-style-type: none"> ○ Presented recommendations to the Board at a special School Board meeting (8.4.2020). ● Updated the Health and Safety plan as needed based on State changes and local School Board operating decisions ● November - Reconvened a 29 person Health and Safety Plan Review Committee. <ul style="list-style-type: none"> ○ Presented recommendations to the Board at a special School Board meeting (11.17.2020). 	In-Progress
Communication/Community Connections	<ul style="list-style-type: none"> ● Developed a <u>BHASD 2020 COVID-19 Plan</u> website to inform the community about building schedules, details on the health and safety plan, education plan ● Tracked Berks County, Zip Code and School District ● Parent communication via social media, weekly updates from Principals and School Messenger parent messages with 50+ messages 	In-Progress

	<ul style="list-style-type: none"> Partnered with Helping Harvest to offer monthly meals for community members at the Middle School 	
Food Service	<ul style="list-style-type: none"> Offered free meals to students while in Hybrid education with a weekly meal pick-up. Coordinated a daily and weekly meal pick up for families for free meals while in virtual learning Coordinated services without increase in staff 	In-Progress
Buildings and Grounds	<ul style="list-style-type: none"> Assist with the design and project management of the CRA and KCBA projects through the District. Evaluate and implement the cleaning and disinfections priorities as set forth in the Covid Health and Safety Plan. Evaluate staffing and wage levels. 	In-Progress



Objective: Ensure Effective and Consistent Communication		
Task	Evidence	Status
Evaluate marketing/PR position	<ul style="list-style-type: none"> • The plan is to try to manage these duties in-house with current staffing • Twitter postings reconfigured on the District website <ul style="list-style-type: none"> ◦ This allows for an “official” District Twitter account • Graphic design courses being explored for internal staff PD 	In-Progress
Objective: Strengthen Climate and Relationships		
Task	Evidence	Status
Center messaging on Core Values throughout the year	<ul style="list-style-type: none"> • To date, all schools have been fostering climates for developing core values through student programming. 	In-Progress
Develop a culture of acceptance	<ul style="list-style-type: none"> • Member and participation in the Berks County Equity Committee that was established to collectively address the continued commitment to equity, diversity, and inclusion. The countywide education workgroup meets quarterly to work together to support the goal of enhancing the environment for equity, diversity, and inclusion within our Berks County school communities. 	In-Progress
Develop student mentorship program for students interested in BCTC	<ul style="list-style-type: none"> • Due to the ongoing shifts in in-person/virtual instruction at BCTC, it would create an undue burden on current BCTC students to dedicate time to mentorship meetings. As the school district begins to transition 8th graders to 9th grade we are evaluating virtual and in-person transition services. 	In-Progress
Develop a strong transition program between HS and MS (including athletics and music program)	<ul style="list-style-type: none"> • While teachers and staff can introduce themselves to classes, and create initial positive relationships and interactions, the physical creation of person to person transition will continue to be explored as we resume in-person instruction. 	In-Progress
Objective: Increase Engagement and Participation		
Task	Evidence	Status
Increase collaboration between HS and MS athletics	<ul style="list-style-type: none"> • While coaches, assistants, and staff can introduce themselves to teams, and create initial positive relationships and interactions, the physical creation of person to person transition will continue to be explored as we resume in-person instruction. 	In-Progress
Increase collaboration between HS and MS music department	<ul style="list-style-type: none"> • While teachers and staff can introduce themselves to classes, and create initial positive relationships and interactions, the physical creation of person to person transition will continue to be explored as 	In-Progress

	we resume in-person instruction.	
Improve communication about Pupil Services' resources	<ul style="list-style-type: none"> • Pupil Services information/resource brochures developed and available in each of the school buildings. At this time all meetings are held virtually, therefore cards are not yet distributed at meetings. The cards are given to all students who newly register into the district through the enrollment process • Websites continue to be updated to include supports and resources • Parent workshops organized by Pupil Services to share resources available 	In-Progress
Parent/Community resource night with community service provider (Service Access Management)	<ul style="list-style-type: none"> • Due to specific attendance concerns with individual families all schools are working directly with individual families struggling with attendance. 	In-Progress



Objective: Advance Instructional Practices

Task	Evidence	Status
Implement standardized timeline for entering grades	<ul style="list-style-type: none"> Standardized timeline for entering grades has been established and included in the updated Staff Handbook. 	Completed
Review expectations for parent/student communication (call home, progress reports, etc.)	<ul style="list-style-type: none"> Communication expectations were developed and included in the updated Staff Handbook. 	Completed
Evaluate ES/IS Technology Education push-in model	<ul style="list-style-type: none"> After evaluation, we are not looking to integrate technology education at the ES/IS levels. For now, the Technology special will continue to ensure students have solid foundational skills. 	Completed
Evaluate ES Technology Coach position	<ul style="list-style-type: none"> At this time, a determination has been made to allocate any available funds toward intervention teachers prior to an instructional coach position at the ES. 	Completed
Investigate Alternate Observation Tools (Danielson - Formal Observations)	<ul style="list-style-type: none"> Investigation of three different options has been conducted. <ul style="list-style-type: none"> Demonstration of tools and comparison of pricing is included in investigation. One more meeting to review the recommended product has been scheduled. A cost/benefit determination will then need to be made. 	In-Progress
Evaluate homework expectations	<ul style="list-style-type: none"> Homework expectations have been reviewed with staff at faculty meetings and has been included in the updated Staff Handbook. 	In-Progress

Objective: Enhance Educational Opportunities

Task	Evidence	Status
Evaluate MS encore special offerings	<ul style="list-style-type: none"> An investigation of a programmatic shift to include greater world language offerings and mass customized instructional options is currently underway. This plan is slated for completion in the Spring. 	In-Progress
Enhance gifted program	<ul style="list-style-type: none"> Professional development opportunities to review course content K - 12, curriculum expectations, and state requirements is being developed. Collaboration with PDE Gifted Coordinator to obtain information regarding exemplar programs throughout the state for teachers to coordinate opportunities to communicate with their gifted colleagues. 	In-Progress

Develop plans to enhance early childhood programming	<ul style="list-style-type: none"> While in Hybrid & Hybrid 2.0 models of education, Kindergarten students are seen daily for ½ day instruction. This goal will be further developed when we return to full-day instruction and restrictions are lifted to allow for collaboration between BHASD and local pre-K/daycares. 	In-Progress
Increase 8th grade exposure to HS curricular opportunities	<ul style="list-style-type: none"> HS clubs and activities (BBN, Art, Telecom) have been in contact with MS students and teachers to highlight what they do in their programming and to increase visibility prior to the scheduling period. 	In-Progress
Evaluate and implement ES 'What I Need' time	<ul style="list-style-type: none"> On hold until the schedule returns to normal. 	In-Progress
Evaluate and implement HS 'What I Need' time	<ul style="list-style-type: none"> Continuing to look into instructional time and what areas of the schedule could be modified. New graduation/credit requirements will impact portions of instructional time. 	In-Progress

Objective: Increase Student Choice

Task	Evidence	Status
Finalize graduation requirements for 2021-2022 implementation	<ul style="list-style-type: none"> Graduation requirements were approved in December, have been communicated to families, and are included in the 2021-2022 High School Program of Studies. Board policy (217) has also been revised. 	Complete
Finalize Keystone Pathways	<ul style="list-style-type: none"> Act 136 was signed by Gov. Wolf in November - delaying Keystone Pathways as a graduation requirement until the class of 2023+. The District has planned for, and finalized, an implementation and tracking plan for these Keystone Pathways. 	Complete
Implement the District-wide grading scale	<ul style="list-style-type: none"> Standardized policy for a consistent grading scale has been established, board approved, communicated, and included in the updated Staff Handbook. 	Complete
Evaluate the use of Keystone exams in lieu of final exam	<ul style="list-style-type: none"> BHASD is in support of utilizing the Keystone exams in lieu of final exams. We are currently working on the logistics for implementation. 	In-Progress
Develop HS online course requirement (media literacy, financial literacy, career readiness)	<ul style="list-style-type: none"> Career & Financial Planning - Course description, outline and structure were written and developed using Edgenuity's platform and included as a requirement for graduation beginning with the class of 2023. <ul style="list-style-type: none"> Next step - Board approval Freshman Seminar - Course description, outline and structure were written and developed using Edgenuity's platform and included as a requirement for graduation beginning with the class of 2025. <ul style="list-style-type: none"> Next step - Board approval 	In-Progress



Objective: Develop Conducive Learning Environments

Task	Evidence:	Status
Addition/Renovation of ES	<ul style="list-style-type: none"> Timeline for completion has been established and on target. 	In-Progress
Improve/Renovate HS facilities	<ul style="list-style-type: none"> The final scope of this project will be part of Phase 2 of the project with KCBA. Projected start date is May 2022. 	In-Progress
Improve/Renovate IS/MS facilities	<ul style="list-style-type: none"> Beginning in November of 2020, the School Board of Directors voted to work with KCBA Architects for the upcoming projects. Three meetings have occurred to date with KCBA and two presentations to the School Board have also occurred. The scope of the project will focus on common areas, Library, Cafeteria, Auditorium, and Stadium upgrades. The project is slated to begin in May 2021 with a completion date targeted for November 2021. 	In-Progress

Objective: Promote Physical & Mental Health and Wellness

Task	Evidence:	Status
Develop and provide threat assessment training	<ul style="list-style-type: none"> Threat assessment team has been established and includes all members as documented in Act 18 Student Threat Assessment Training will be attended by the remaining members of the team this Spring 	In-Progress
Evaluate and implement mentorship program (student/adult) for students with mental health needs	<ul style="list-style-type: none"> Utilizing SAP referrals as a guide, HS students can be referred to either counseling support, or assigned an adult teacher mentor to serve as a point of contact Adult to peer mentorship programs currently being evaluated 	In-Progress
Increase social emotional learning opportunities K-12	<ul style="list-style-type: none"> School Counselors have developed resource pages for students to access and staff to utilize as resources. The District obtained a grant to utilize the ACT- TESSARA Program to gauge student mental health needs and assist with transitions of students between buildings. Training will occur in the Spring for a roll-out to students in Grades 3 and 8 for the Spring. Pupil Services will be presenting SEL workshops to parents and teachers. 	In-Progress
Evaluate Responsive Classroom at ES	<ul style="list-style-type: none"> Grade Level Team Leaders and Ms. Kelly attended Responsive Classroom Training last Spring. Information learned will be shared building-wide when we anticipate returning to a normal schedule. 	In-Progress
Improve lunch menu offerings and options	<ul style="list-style-type: none"> Due to the Pandemic, this goal has been placed on hold, as the safe and sanitary delivery of meals was a more pressing concern. 	In-Progress

Objective: Improve Equitable Learning Environment		
Task	Evidence:	Status
Evaluate and implement more equitable experiences	<ul style="list-style-type: none"> ● 85 WiFi hotspots made available for students without internet at home ● Morning meeting instituted K-3 ● Personalized/Hybrid instructional models implemented ● Participate in Berks County Equity Committee ● Implement parent/community workshops and meetings focusing on the following topics: homework strategies, study skills, reading, mathematics, etc. ● Athletics - female wrestling, bocce: Due to COVID 19 concerns from coaches and interested female participants, the decision was made to use this time to further develop the program for full implementation during the 2021-2022 winter season. <p>Bocce is currently practicing and exploring competition models including virtual competitions at this time.</p>	In-Progress



Objective: Advance Innovative use of Technology

Task	Evidence:	Status
Transition student information system (SIS)	<ul style="list-style-type: none"> We are now fully hosted in PowerSchool’s cloud environment While the transition is complete, we are still working on rebuilding eSchool integrations with our 3rd party vendors 	In-Progress
Evaluate second internet service provider	<ul style="list-style-type: none"> A second internet service provider (ISP) request for proposal (RFP) has been conducted and an ISP selected Services have been purchased and implemented 	Completed
Evaluate a redundant connection between the ES and HS	<ul style="list-style-type: none"> The second ISP was the priority this year - This goal will be reevaluated next school year for implementation during the 2022-2023 school year. 	In-Progress
Investigate Workflow Automation Tools	<ul style="list-style-type: none"> Several resources were investigated and a recommended product has been selected. A cost/benefit determination will need to be made. 	In-Progress

Objective: Recruit and Retain Highly Qualified Employees

Task	Evidence:	Status
Evaluate recruitment/advertisement process	<ul style="list-style-type: none"> Increased social media use for job advertisement process (Indeed, LinkedIn, Twitter, Facebook) 	In-Progress
Evaluate and implement HR management software	<ul style="list-style-type: none"> Investigation of Frontline Central as a possible HR Management solution. 	In-Progress
Standardize teacher handbook across District	<ul style="list-style-type: none"> The Staff Handbook was revamped for the beginning of the 20-21 School Year 	Completed

Objective: Improve Schedule Efficiencies

Task	Evidence:	Status
District does not currently have 2020-21 goals for improving schedule efficiencies.		

Objective: Bolster Financial Stability of District

Task	Evidence:	Status
Review food service management contract	<ul style="list-style-type: none"> Team will meet in early Spring with SOS to discuss services contract 	In-Progress

Evaluate transportation contract	<ul style="list-style-type: none"> • A new five year contract was Board approved on June 15, 2020 with Brandywine Transportation beginning July 1, 2020 and ending June 30, 2025. 	Completed
Evaluate paraprofessional services contract	<ul style="list-style-type: none"> • Team will meet in early Spring with SOS to discuss services contract 	In-Progress