

**PENNSBURY SD**

134 Yardley Ave

Comprehensive Plan | 2023 - 2026

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**MISSION STATEMENT**

By working together, we will face any challenge so Pennsbury can take its place among the best school districts in Pennsylvania and the nation.

**VISION STATEMENT**

Promoting Academic Success and Resiliency in All Students

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

As students, we embrace courage, perseverance, and individuality as they are essential building blocks in order to achieve success.

### **STAFF**

As teachers we foster an environment that promotes acceptance, growth, accountability, collaboration, and perseverance. Pennsbury educators create opportunities for ALL students to achieve success.

### **ADMINISTRATION**

As administrators, we honor the mission and vision of the district and lead by valuing all students and our school community.

### **PARENTS**

As parents, we encourage our children to support an inclusive learning environment for all students to succeed.

### **COMMUNITY**

As a community we seek to create a culture where diversity is honored through compassion and curiosity that inspires the growth and development of the Pennsbury community which is predicated on respect, belonging, and active engagement.

### **OTHER (OPTIONAL)**

As paraprofessionals, we use teamwork to build confidence and acceptance in all students.

## STEERING COMMITTEE

Name	Position	Building/Group
Chip Taylor	Board Member	Pennsbury School District
Lois Lambing	Board Member	Pennsbury School District
Jeannine Delwiche	Board Member	Pennsbury School District
Lisa Follman	Administrator	Pennsbury School District
Terri Salvucci	Administrator	Pennsbury School District
Travis Bloom	Administrator	Pennsbury School District
Reggie Meadows	Administrator	Pennsbury School District
Chris Becker	Administrator	Pennsbury School District
Cherrissa Gibson	Administrator	Pennsbury School District
Teri Ricci	Administrator	Pennsbury School District
Michele Spack	Administrator	Pennsbury School District
Chris Berdnick	Administrator	Pennsbury School District
Jen Neill	Administrator	Pennsbury School District

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Donna Minnigh	Administrator	Pennsbury School District
Laurie Ruffing	Administrator	Pennsbury School District
Kelly Slota	Staff Member	Pennsbury School District
Terri Boileau	Staff Member	Pennsbury School District
Patrick Bailey	Staff Member	Pennsbury School District
Krista Milewski	Staff Member	Pennsbury School District
Linda Heasley	Staff Member	Pennsbury School District
Megan Abriola	Staff Member	Pennsbury School District
Mary Ellen Lane	Community Member	N/A
Anita Quinn	Staff Member	Pennsbury School District
Marilyn Huret	Community Member	N/A
Bonnie Abrams	Staff Member	Pennsbury School District
Melissa Lockett	Parent	N/A
Christian Schwartz	Community Member	N/A
Justin Brown	Student	N/A

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Doug Campbell	Staff Member	Pennsbury School District
Joe Hartigan	Parent	N/A
Jennifer Murr-Palsgrove	Parent	N/A
Gary Lord	Community Member	N/A
Christine Mudrick	Parent	N/A
Patricia Lake	Staff Member	Pennsbury School District
Ali Zaki	Student	N/A
Marie Carlson	Staff Member	Pennsbury School District
Cherie Kooker	Parent	N/A
Linda Plews	Parent	N/A
Ruby Ogolo	Student	N/A
James Strouss	Staff Member	Pennsbury School District
Stephanie Wood	Parent	N/A
Suzanne Sabo	Community Member	N/A
Jennifer Jones	Staff Member	Pennsbury School District

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Linda Greenberg	Parent	N/A
Madyson Robbins	Student	N/A
Maryann Daley	Staff Member	Pennsbury School District
Wayne Demore	Staff Member	Pennsbury School District
Lynde Wren	Staff Member	Pennsbury School District
Debbie Falkowski	Staff Member	Pennsbury School District

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## ESTABLISHED PRIORITIES

### Priority Statement

### Outcome Category

If we focus on sustainability and fiscal responsibility then our facilities and systems will meet the needs of our learners and community.

School climate and culture

School Safety

If we focus on developing and sustaining systems that ensure safety and belonging then all members of the Pennsbury community will feel valued, connected, and able to contribute.

Essential Practices 1: Focus on Continuous Improvement of Instruction

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If we seek to place the joy of learning at the heart of our work then our schools, classrooms, and the broader Pennsbury Community will develop a lifelong love of learning and success beyond graduation.

Essential Practices 5: Allocate Resources Strategically and Equitably

Post-secondary transition to school, military, or work

Essential Practices 5: Allocate Resources Strategically and

**Priority Statement**

**Outcome Category**

Equitably

**ACTION PLAN AND STEPS**

**Evidence-based Strategy**

Strengthen 5 year curriculum plan

**Measurable Goals**

**Goal Nickname**

**Measurable Goal Statement (Smart Goal)**

Curriculum, Instruction,  
and Assessment

By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready.

**Action Step**

**Anticipated  
Start/Completion**

**Lead  
Person/Position**

**Materials/Resources/Supports Needed**

Strengthen existing 5-year plan for curriculum renewal encompassing explicit instruction in character, culture, and wellness competencies ensuring continuous improvement.

2023-07-01 -  
2026-06-30

Teaching and  
Learning  
Team

Curriculum Renewal Manual, Framework  
for Character, Culture and Wellness  
Curriculum Maps and Units

Audit of curriculum materials to ensure alignment with district initiatives and state mandates (Chapter 49)

2023-07-01 -  
2026-06-30

Teaching and  
Learning

Curriculum Renewal Manual, Framework  
for Character, Culture and Wellness



Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Team	Curriculum Maps and Units Culturally Responsive Curriculum
Build the capacity of educators to incorporate blended learning into their instructional practices.	2023-07-01 - 2026-06-30	Teaching and Learning Team	The Complete Guide to Blended Learning, Catlin R. Tucker. The 12 Elements of Student Engagement and Ownership, The Field Guide, Marcia Kish.
Design and implement a balanced assessment plan in an effort to provide optimal assessment opportunities and preserve instructional time.	2023-07-01 - 2026-06-30	Teaching and Learning Team; Assessment Committee	Assessment Calendar, Consistent protocol for data analysis
Design a flexible student centered instructional framework to be implemented K-12 in order to promote differentiation, personalization, collaboration, engagement and student agency.	2023-07-01 - 2026-06-30	Teaching and Learning Team	Curriculum Renewal Manual, Curriculum Maps and Units, K-12 student centered instructional framework

**Anticipated Outcome**

Over the course of the 3 years in this Comprehensive Plan and into the subsequent plan, we will develop curriculum, assessments, and instruction that will be more authentic, culturally relevant, accessible, equitable, collaborative, and meet the social-emotional needs of our learners.

## Monitoring/Evaluation

Updates will be provided through Education Committee and to the greater board intermittently.

### Evidence-based Strategy

Personalized Learning

### Measurable Goals

#### Goal Nickname

#### Measurable Goal Statement (Smart Goal)

Curriculum, Instruction,  
and Assessment

By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready.

#### Action Step

#### Anticipated Start/Completion

#### Lead Person/Position

#### Materials/Resources/Supports Needed

Identify and implement a personalized learning framework

2023-07-01 -  
2026-06-30

Teaching and  
Learning Team

Curriculum Renewal Manual, Curriculum Maps and Units, Development of the personalized learning framework, Participation in Think Tank Programming

Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.

2023-07-01 -  
2026-06-30

Director of  
Data,  
Assessment,

Data Protocols

Action Step	Anticipated Start/Completion	Lead Person/Position and Accountability	Materials/Resources/Supports Needed

Anticipated Outcome
Improved student achievement as a result of increased use of data to personalize learning for all learners.

Monitoring/Evaluation
Communication through Education Committee.

Evidence-based Strategy
College and Career Readiness

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
College and Career Readiness	By the end of the 2025-2026 school year we will develop and strengthen our curriculum, instructional design and assessment opportunities focusing on college and career readiness.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop a comprehensive plan for grades 3-12 that exposes students to college and career opportunities that provide personalized pathways for students.	2023-07-01 - 2026-06-30	Teaching and Learning Team	Pre-ACT/PSAT, Naviance, Pre-AP curricular materials, Infuse more opportunities at the Elementary and MS Levels
Enhance online programming to provide students with opportunities for asynchronous and flexible learning.	2023-07-01 - 2026-06-30	Teaching and Learning Team	Online learning handbook, Development of additional online courses.
Explore opportunities to partner with local colleges and universities to expand our dual enrollment programming.	2023-07-01 - 2026-06-30	Assistant Superintendent of Curriculum and Instruction	Alignment of PHS courses to college/university courses, Curriculum Maps and Units

**Anticipated Outcome**

Increased readiness for college and careers as evidenced by acceptance rates, success on dual enrollment courses.

**Monitoring/Evaluation**

Presentations to the Education Committee intermittently.

**Evidence-based Strategy**

MTSS and PBIS

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

MTSS and SWPBIS

By the end of the 2025-2026 school year we will strengthen our MTSS program so that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices.

### Action Step

### Anticipated Start/Completion

### Lead Person/Position

### Materials/Resources/Supports Needed

Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.

2023-07-01 -  
2026-06-30

Director of Data,  
Assessment, and  
Accountability

Data Protocols

Ensure that Tier 1 Supports are implemented district-wide including the implementation of universal design for learning.

2023-07-01 -  
2026-06-30

Teaching and  
Learning Team

PSD Curriculum Best Practices Guide,  
Curriculum Maps and Units

Identify and implement appropriate tier 2 and 3 interventions.

2023-07-01 -  
2026-06-30

Teaching and  
Learning Team

Progress monitoring tools, The application of  
consistent universal screeners

Enhancement and expansion of PBIS programming district wide.

2023-07-01 -  
2026-06-30

Teaching and  
Learning Team

Pattan Positive Behavior Support Network,  
Financial support for schools to participate in  
the PA PBS Implementers Forum

### Anticipated Outcome

Increased strengthening of core instruction and our systems that support the multi-tiered needs of all learners both academically and

behaviorally.

### Monitoring/Evaluation

Updates to the Education Committee as appropriate.

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### Evidence-based Strategy

Needs Assessments

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Sense of Belonging	By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Conduct Needs Assessment & Analyze Results to Drive Improvement Survey all stakeholders to ascertain needs analysis. Community, students, staff roundtables (qualitative data). Implement K-12 universal screeners for PBIS. Administer annual student climate and engagement survey in all schools. Analyze data from universal screeners to determine needs to be addressed through tiered interventions of PBIS. Establish standing communications and meetings to share climate and	2023-07-01 - 2026-06-30	Director of Student Services, School and Community Engagement	Community Survey, Elementary Behavior Screener SRSS-IE Behavioral Screeners @ Secondary (BESS)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
culture data with stakeholders.			
Implement Character, Culture & Wellness Framework. Develop lessons to explicitly teach the skills and competencies in the framework. Identify and adopt PK-12 SEL materials. Identify a period or time where the lessons can be delivered with fidelity to all students. Embed the skills and competencies in the existing curriculum across all content areas. Building the CCW Framework into the District's Curriculum Revision Cycle Establish a Character Culture & Wellness Curriculum Coordinator to be responsible for ongoing curriculum development and revision.	2023-07-01 - 2024-06-30	Director of Student Services & Community Engagement; Director of Human Resources, PD & Equity	Focus Group sessions during the summer. Ed Leave time for Equity Liaisons and CCW Coordinator as need to develop lessons. Trade books and other media to deliver the developed lessons.
Increase access to school programs, supports and services to meet the needs of all learners. Examine physical space to ensure access for all students, (inclusive playgrounds, buildings, sensory rooms/spaces, etc.) Expand and strengthen home-school partnerships through District and Building Equity Teams, Parent Academy offerings, removal of language barriers, and proactive access to supports and resources.	2023-07-01 - 2026-06-30	Teaching and Learning, Cabinet Team	
Increase positive student-student interactions and teacher-student interactions. Implement Restorative Practices K-12. Implement Responsive Classroom K-5 Expand the fidelity of PBIS implementation across all schools. Utilize Responsive Classroom K - 5 at all elementary schools Develop peer-mentorships at secondary level through the Check and Connect Mentor Program. Evaluate, analyze and improve Nest and Opportunity Periods at the secondary schools. Expand and	-	Director of Student Services & Community Engagement; Director of Human	Experts/trainers/presenters. Interactional Institute for Restorative Practices. Responsive Classroom. Trauma Informed Care

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
strengthen home-school partnerships through District and Building Equity Teams, Parent Academy offerings, removal of language barriers, and proactive access to supports and resources.		Resources, PD & Equity	

**Anticipated Outcome**

Through programs such as Check and Connect, Responsive Classroom and Nest the district will create, develop and strengthen systems that promote a positive school climate where students feel valued.

**Monitoring/Evaluation**

Updated provided through Education Committee and Board of Directors.

**Evidence-based Strategy**

Safety and Security

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)
Safety and Security	By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe.



Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Assess internal sense of safety (with student groups & within staff groups). Do students feel safe among their peer groups? Do staff feel safe among colleagues?	2023-07-01 - 2026-06-30	Building principals, Student Services, Central Admin	Development of the survey tool
Emergency Preparedness PD for ALL staff and students on our ALICE protocol, Standard Response protocol, CSTAG protocol, Risk Assessments protocol. PD for all staff, students, and community members. Code of Conduct (Restorative Practices).	2023-07-01 - 2026-06-30	Director of Student Services, School & Community Engagement	
Evaluate Mental Health Supports and Develop a plan for proactive and comprehensive support. New position K-12 Supervisor of Counseling. New position Character Culture & Wellness Curriculum Coordinator . Social Workers/Counselors (THRIVE). Therapeutic Counselors (Tier III intervention).	2023-07-01 - 2026-06-30	Director of Student Services, School & Community Engagement; Supervisor of Counseling	

**Anticipated Outcome**  
 By creating a safer environment, students will be able to learn, to make richer human connections, and to reach their full potential.

**Monitoring/Evaluation**  
 Updates provided to the Education Committee and Board of Directors.

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## Evidence-based Strategy

Unified High School Campus

## Measurable Goals

### Goal Nickname

### Measurable Goal Statement (Smart Goal)

Unified High School  
Campus

By the end of the 2025-2026 school year we will develop (and implement) plans for a unified high school campus so that all high schools students have equitable access to high quality facilities.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Assemble a committee of stakeholders.	2023-10-01 - 2023-12-30	Superintendent	Construction manager
Develop a Public Relations Plan.	2023-01-01 - 2024-06-30	Public Relations Director	Education program and benefits, Outside consultant
RFP for Architect and Construction Manager, subsequent design of high school.	2024-01-01 - 2025-06-30	CFO/Director of Facilities	

## Anticipated Outcome

Specifications, bids, bid awards, construction, close out.

## Monitoring/Evaluation

Monthly Facilities Committee meetings.

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### Evidence-based Strategy

Comprehensive athletics and arts plan

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Comprehensive Athletics and Arts Plan	By the end of the 2025-2026 school year we will develop a comprehensive athletics and arts plan so that all high school students have equitable access to high quality programs and facilities.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Committee of stakeholders.	2023-09-01 - 2023-12-30	Superintendent	Construction Manager
Approve Phase 3 of the stadium project.	2024-01-01 - 2024-09-30	CFO/Director of Facilities	Construction Manager
Design of high school with performing arts venue and sustainable measures.	2024-07-01 - 2025-06-30	CFO/Director of Facilities	Architect, Construction Manager

### Anticipated Outcome

Specifications, bids, bid awards, construction, close out.

### Monitoring/Evaluation

Monthly Facilities Committee meetings.

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### Evidence-based Strategy

Annual Capital Plan Review

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
20 Year Capital Plan	By the end of the 2025-2026 school year we will maintain and fund a 20 year capital plan that is fiscally responsible so that Pennsbury can develop and maintain high quality facilities while being fiscally responsible to the community

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Annual Capital Plan Review.	2023-09-01 - 2024-03-30	CFO	Facilities Committee, Architect/Engineer
Annual Capital Borrowing.	2024-04-01 - 2024-06-30	CFO	Finance Committee, Municipal Advisor, Bond Counsel

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Operating Budget incorporation of debt service.	2023-09-01 - 2024-06-30	CFO	Finance Committee, Municipal Advisor
Prioritizing projects by need.	2023-09-01 - 2023-12-30	Director of Facilities	Architect, Director of Facilities
Earmarking money to support the plan.	2023-09-01 - 2024-06-30	CFO	Board Support, CFO
Educating stakeholders and the community on the needs and to garner support.	2024-07-01 - 2026-06-30	Supervisor of Public Relations	consulting sustainability committee

**Anticipated Outcome**  
 Contract bids and awards, permits and inspections.

**Monitoring/Evaluation**  
 Bond rating, monthly Finance and Facilities Committee meetings.



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Strengthen 5 year curriculum plan	Strengthen existing 5-year plan for curriculum renewal encompassing explicit instruction in character, culture, and wellness competencies ensuring continuous improvement.	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Strengthen 5 year curriculum plan	Audit of curriculum materials to ensure alignment with district initiatives and state mandates (Chapter 49)	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Strengthen 5 year curriculum plan	Build the capacity of educators to incorporate blended learning into their instructional practices.	07/01/2023 - 06/30/2026



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Strengthen 5 year curriculum plan	Design a flexible student centered instructional framework to be implemented K-12 in order to promote differentiation, personalization, collaboration, engagement and student agency.	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Personalized Learning	Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.	07/01/2023 - 06/30/2022

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our curriculum, instructional design and assessment opportunities focusing on college and career readiness. (College and Career Readiness)	College and Career Readiness	Enhance online programming to provide students with opportunities for asynchronous and flexible learning.	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will strengthen our MTSS program so that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices. (MTSS and SWPBIS)	MTSS and PBIS	Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will strengthen our MTSS program so that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices. (MTSS and SWPBIS)	MTSS and PBIS	Ensure that Tier 1 Supports are implemented district-wide including the implementation of universal design for learning.	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will strengthen our MTSS program so that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices. (MTSS and SWPBIS)	MTSS and PBIS	Identify and implement appropriate tier 2 and 3 interventions.	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)</p>	<p>Needs Assessments</p>	<p>Conduct Needs Assessment &amp; Analyze Results to Drive Improvement            Survey all stakeholders to ascertain needs analysis.            Community, students, staff roundtables (qualitative data).            Implement K-12 universal screeners for PBIS. Administer annual student climate and engagement survey in all schools. Analyze</p>	<p>07/01/2023            -            06/30/2026</p>

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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data from universal screeners to determine needs to be addressed through tiered interventions of PBIS. Establish standing communications and meetings to share climate and culture data with stakeholders.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)</p>	<p>Needs Assessments</p>	<p>Implement Character, Culture &amp; Wellness Framework. Develop lessons to explicitly teach the skills and competencies in the framework. Identify and adopt PK-12 SEL materials. Identify a period or time where the lessons can be delivered with fidelity to all students. Embed the skills and competencies in the existing curriculum across all content areas.</p>	<p>07/01/2023 - 06/30/2024</p>

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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Building the CCW Framework into the District's Curriculum Revision Cycle  
Establish a Character Culture & Wellness Curriculum  
Coordinator to be responsible for ongoing curriculum development and revision.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)	Needs Assessments	Increase positive student-student interactions and teacher-student interactions. Implement Restorative Practices K-12. Implement Responsive Classroom K-5 Expand the fidelity of PBIS implementation across all schools. Utilize Responsive Classroom K - 5 at all elementary schools Develop peer-mentorships at secondary level through the	01/01/0001 - 01/01/0001

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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Check and Connect Mentor Program. Evaluate, analyze and improve Nest and Opportunity Periods at the secondary schools. Expand and strengthen home-school partnerships through District and Building Equity Teams, Parent Academy offerings, removal of language barriers, and proactive access to supports and resources.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)	Safety and Security	Emergency Preparedness PD for ALL staff and students on our ALICE protocol, Standard Response protocol, CSTAG protocol, Risk Assessments protocol. PD for all staff, students, and community members. Code of Conduct (Restorative Practices).	07/01/2023 - 06/30/2026

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)</p>	<p>Safety and Security</p>	<p>Evaluate Mental Health Supports and Develop a plan for proactive and comprehensive support. New position K-12 Supervisor of Counseling. New position Character Culture &amp; Wellness Curriculum Coordinator . Social Workers/Counselors (THRIVE). Therapeutic Counselors (Tier III intervention).</p>	<p>07/01/2023 - 06/30/2026</p>

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our curriculum, instructional design and assessment opportunities focusing on college and career readiness. (College and Career Readiness)	College and Career Readiness	Enhance online programming to provide students with opportunities for asynchronous and flexible learning.	07/01/2023 - 06/30/2026

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## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)</p>	<p>Needs Assessments</p>	<p>Conduct Needs Assessment &amp; Analyze Results to Drive Improvement Survey all stakeholders to ascertain needs analysis. Community, students, staff roundtables (qualitative data). Implement K-12 universal screeners for PBIS. Administer annual student climate and engagement survey in all schools. Analyze</p>	<p>07/01/2023 - 06/30/2026</p>



**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

---

data from universal screeners to determine needs to be addressed through tiered interventions of PBIS. Establish standing communications and meetings to share climate and culture data with stakeholders.

---

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)	Needs Assessments	Implement Character, Culture & Wellness Framework. Develop lessons to explicitly teach the skills and competencies in the framework. Identify and adopt PK-12 SEL materials. Identify a period or time where the lessons can be delivered with fidelity to all students. Embed the skills and competencies in the existing curriculum across all content areas.	07/01/2023 - 06/30/2024

**Measurable Goals**

**Action Plan  
Name**

**Communication  
Step**

**Anticipated  
Timeline**

---

Building the CCW Framework into the District's Curriculum Revision Cycle  
Establish a Character Culture & Wellness Curriculum Coordinator to be responsible for ongoing curriculum development and revision.

---

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)	Safety and Security	Emergency Preparedness PD for ALL staff and students on our ALICE protocol, Standard Response protocol, CSTAG protocol, Risk Assessments protocol. PD for all staff, students, and community members. Code of Conduct (Restorative Practices).	07/01/2023 - 06/30/2026

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)</p>	<p>Safety and Security</p>	<p>Evaluate Mental Health Supports and Develop a plan for proactive and comprehensive support. New position K-12 Supervisor of Counseling. New position Character Culture &amp; Wellness Curriculum Coordinator . Social Workers/Counselors (THRIVE). Therapeutic Counselors (Tier III intervention).</p>	<p>07/01/2023 - 06/30/2026</p>

## COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop (and implement) plans for a unified high school campus so that all high schools students have equitable access to high quality facilities. (Unified High School Campus)	Unified High School Campus	Assemble a committee of stakeholders.	10/01/2023 - 12/30/2023

## **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.

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

---

Chief School Administrator

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

Using data to make decisions about programmatic improvement.

Refining instruction to support a more personalized educational experience.

Using a comprehensive systems approach to align decision-making with student needs, available resources, and student data.

Highly qualified staff.

Consistent performance K-12 - High school percentage is the highest when compared across grade levels.

Skills-based learning , aligned to standards can be individualized to support the needs of students.

Structured literacy is embedded in Pre-3 to provide a solid foundation.

Establish and maintain a focused system for continuous improvement and ensure organizational coherence.

Ensure effective, standards-aligned curriculum and assessment.

### Challenges

Our math performance is not as strong when compared to our performance in ELA and Science.

We continue to see disproportionality in underrepresented groups.

The percentage of students participating in rigorous coursework due to institutional barriers.

The percentage of students earning an industry-based credential.

Matching interventions to the need of students and delivering them with fidelity.

Using data to drive instruction.

Responding to the diverse needs of students.

Consistent funding for capital projects including desire for sustainability.

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



## Strengths

Tiered approach (MTSS) to provide interventions.

Action plan to improve programming and delivery of the curriculum - Scheduling, and instructional strategies.

Tiered approach (MTSS) to provide interventions.

Variety of highly rigorous course work is available to students.

Strong science and STEM program district-wide.

Aligned to STEELS.

Technology is fully integrated to support instruction.

An action plan is being developed to review data and identify root causes.

Partnership with Rutgers to address disproportionality.

New articulation agreement with our local community college to expand opportunities for students.

Action plan in place to provide additional focus and support for CTE.

Investigating CTE opportunities in our home school.

Developed an equity policy.

## Challenges

Coordinate and monitor supports aligned with students' and families' needs.

Partner with local businesses, community organizations, and other agencies to meet the needs of the district.

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers.

Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities.

Matching interventions to the need of students and delivering them with fidelity.

Using data to drive instruction.

Responding to the diverse needs of students.

Equitable access for all students.

Math/reading barriers that prohibit access to more challenging coursework.

Building broad stakeholder understanding of equity literacy.

Data governance - accurately tracking careering.

### Strengths

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Providing financial resources to support our equity efforts.

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### Challenges

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Reviewing data on a regular basis.

Educating stakeholders to use and understand data.

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### Most Notable Observations/Patterns

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We are striving to build on prior success and continue to strengthen organizational coherence. Each of our priorities are interrelated and build off of one another.

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<b>Challenges</b>	<b>Discussion Point</b>	<b>Priority for Planning</b>
Consistent funding for capital projects including desire for sustainability.	Having a sustainability plan is not just fiscally responsible, but also one that supports the community's well being inside and outside of our schools.	✓
Responding to the diverse needs of students.	Strengthening the climate and culture of our schools continues to be a focus to ensure that all members feel safe, welcome, and valued.	✓
Using data to drive instruction.	We want to ensure that our systems (curriculum, assessment, Multi-Tiered Supports) are strengthened and align to ensure that all students have the opportunity to achieve at high levels.	✓

## ADDENDUM B: ACTION PLAN

### Action Plan: Strengthen 5 year curriculum plan

Action Steps	Anticipated Start/Completion Date
Strengthen existing 5-year plan for curriculum renewal encompassing explicit instruction in character, culture, and wellness competencies ensuring continuous improvement.	07/01/2023 - 06/30/2026

Monitoring/Evaluation	Anticipated Output
Updates will be provided through Education Committee and to the greater board intermittently.	Over the course of the 3 years in this Comprehensive Plan and into the subsequent plan, we will develop curriculum, assessments, and instruction that will be more authentic, culturally relevant, accessible, equitable, collaborative, and meet the social-emotional needs of our learners.

Material/Resources/Supports Needed	PD Step	Comm Step
Curriculum Renewal Manual, Framework for Character, Culture and Wellness Curriculum Maps and Units	yes	no

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**Action Steps****Anticipated Start/Completion Date**

Audit of curriculum materials to ensure alignment with district initiatives and state mandates (Chapter 49)

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates will be provided through Education Committee and to the greater board intermittently.

Over the course of the 3 years in this Comprehensive Plan and into the subsequent plan, we will develop curriculum, assessments, and instruction that will be more authentic, culturally relevant, accessible, equitable, collaborative, and meet the social-emotional needs of our learners.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Curriculum Renewal Manual, Framework for Character, Culture and Wellness Curriculum Maps and Units Culturally Responsive Curriculum

yes

no



**Action Steps****Anticipated Start/Completion Date**

Build the capacity of educators to incorporate blended learning into their instructional practices.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates will be provided through Education Committee and to the greater board intermittently.

Over the course of the 3 years in this Comprehensive Plan and into the subsequent plan, we will develop curriculum, assessments, and instruction that will be more authentic, culturally relevant, accessible, equitable, collaborative, and meet the social-emotional needs of our learners.

**Material/Resources/Supports Needed**

**PD Step**      **Comm Step**

The Complete Guide to Blended Learning, Catlin R. Tucker. The 12 Elements of Student Engagement and Ownership, The Field Guide, Marcia Kish.

yes      no



**Action Steps****Anticipated Start/Completion Date**

Design and implement a balanced assessment plan in an effort to provide optimal assessment opportunities and preserve instructional time.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates will be provided through Education Committee and to the greater board intermittently.

Over the course of the 3 years in this Comprehensive Plan and into the subsequent plan, we will develop curriculum, assessments, and instruction that will be more authentic, culturally relevant, accessible, equitable, collaborative, and meet the social-emotional needs of our learners.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Assessment Calendar, Consistent protocol for data analysis

no

no



**Action Steps****Anticipated Start/Completion Date**

Design a flexible student centered instructional framework to be implemented K-12 in order to promote differentiation, personalization, collaboration, engagement and student agency.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates will be provided through Education Committee and to the greater board intermittently.

Over the course of the 3 years in this Comprehensive Plan and into the subsequent plan, we will develop curriculum, assessments, and instruction that will be more authentic, culturally relevant, accessible, equitable, collaborative, and meet the social-emotional needs of our learners.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Curriculum Renewal Manual, Curriculum Maps and Units, K-12 student centered instructional framework

yes

no

**Action Plan: Personalized Learning**



<b>Action Steps</b>	<b>Anticipated Start/Completion Date</b>		
Identify and implement a personalized learning framework	07/01/2023 - 06/30/2026		
<b>Monitoring/Evaluation</b>	<b>Anticipated Output</b>		
Communication through Education Committee.	Improved student achievement as a result of increased use of data to personalize learning for all learners.		
<b>Material/Resources/Supports Needed</b>	<b>PD Step</b>	<b>Comm Step</b>	
Curriculum Renewal Manual, Curriculum Maps and Units, Development of the personalized learning framework, Participation in Think Tank Programming	no	no	



**Action Steps****Anticipated Start/Completion Date**

Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.

07/01/2023 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**

Communication through Education Committee.

Improved student achievement as a result of increased use of data to personalize learning for all learners.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Data Protocols

yes

**Action Plan: College and Career Readiness**

**Action Steps****Anticipated Start/Completion Date**

Develop a comprehensive plan for grades 3-12 that exposes students to college and career opportunities that provide personalized pathways for students.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Presentations to the Education Committee intermittently.

Increased readiness for college and careers as evidenced by acceptance rates, success on dual enrollment courses.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Pre-ACT/PSAT, Naviance, Pre-AP curricular materials, Infuse more opportunities at the Elementary and MS Levels

no

no



**Action Steps****Anticipated Start/Completion Date**

Enhance online programming to provide students with opportunities for asynchronous and flexible learning.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Presentations to the Education Committee intermittently.

Increased readiness for college and careers as evidenced by acceptance rates, success on dual enrollment courses.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Online learning handbook, Development of additional online courses.

yes

yes



**Action Steps****Anticipated Start/Completion Date**

Explore opportunities to partner with local colleges and universities to expand our dual enrollment programming.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Presentations to the Education Committee intermittently.

Increased readiness for college and careers as evidenced by acceptance rates, success on dual enrollment courses.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Alignment of PHS courses to college/university courses, Curriculum Maps and Units

no

no

**Action Plan: MTSS and PBIS**

**Action Steps****Anticipated Start/Completion Date**

Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates to the Education Committee as appropriate.

Increased strengthening of core instruction and our systems that support the multi-tiered needs of all learners both academically and behaviorally.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Data Protocols

yes

no



**Action Steps****Anticipated Start/Completion Date**

Ensure that Tier 1 Supports are implemented district-wide including the implementation of universal design for learning.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates to the Education Committee as appropriate.

Increased strengthening of core instruction and our systems that support the multi-tiered needs of all learners both academically and behaviorally.

**Material/Resources/Supports Needed****PD Step****Comm Step**

PSD Curriculum Best Practices Guide, Curriculum Maps and Units

yes

no



**Action Steps****Anticipated Start/Completion Date**

Identify and implement appropriate tier 2 and 3 interventions.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates to the Education Committee as appropriate.

Increased strengthening of core instruction and our systems that support the multi-tiered needs of all learners both academically and behaviorally.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Progress monitoring tools, The application of consistent universal screeners

yes

no





**Action Steps****Anticipated Start/Completion Date**

Enhancement and expansion of PBIS programming district wide.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates to the Education Committee as appropriate.

Increased strengthening of core instruction and our systems that support the multi-tiered needs of all learners both academically and behaviorally.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Pattan Positive Behavior Support Network, Financial support for schools to participate in the PA PBS Implementers Forum

no

no

**Action Plan: Needs Assessments**

**Action Steps****Anticipated Start/Completion Date**

Conduct Needs Assessment & Analyze Results to Drive Improvement Survey all stakeholders to ascertain needs analysis. Community, students, staff roundtables (qualitative data). Implement K-12 universal screeners for PBIS. Administer annual student climate and engagement survey in all schools. Analyze data from universal screeners to determine needs to be addressed through tiered interventions of PBIS. Establish standing communications and meetings to share climate and culture data with stakeholders.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updated provided through Education Committee and Board of Directors.

Through programs such as Check and Connect, Responsive Classroom and Nest the district will create, develop and strengthen systems that promote a positive school climate where students feel valued.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Community Survey, Elementary Behavior Screener SRSS-IE Behavioral Screeners @ Secondary (BESS)

yes

yes



**Action Steps****Anticipated Start/Completion Date**

Implement Character, Culture & Wellness Framework. Develop lessons to explicitly teach the skills and competencies in the framework. Identify and adopt PK-12 SEL materials. Identify a period or time where the lessons can be delivered with fidelity to all students. Embed the skills and competencies in the existing curriculum across all content areas. Building the CCW Framework into the District's Curriculum Revision Cycle Establish a Character Culture & Wellness Curriculum Coordinator to be responsible for ongoing curriculum development and revision.

07/01/2023 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**

Updated provided through Education Committee and Board of Directors.

Through programs such as Check and Connect, Responsive Classroom and Nest the district will create, develop and strengthen systems that promote a positive school climate where students feel valued.

**Material/Resources/Supports Needed**

**PD Step**    **Comm Step**

Focus Group sessions during the summer. Ed Leave time for Equity Liaisons and CCW Coordinator as need to develop lessons. Trade books and other media to deliver the developed lessons.

yes    yes



**Action Steps****Anticipated Start/Completion Date**

Increase access to school programs, supports and services to meet the needs of all learners. Examine physical space to ensure access for all students, (inclusive playgrounds, buildings, sensory rooms/spaces, etc.) Expand and strengthen home-school partnerships through District and Building Equity Teams, Parent Academy offerings, removal of language barriers, and proactive access to supports and resources.

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updated provided through Education Committee and Board of Directors.

Through programs such as Check and Connect, Responsive Classroom and Nest the district will create, develop and strengthen systems that promote a positive school climate where students feel valued.

**Material/Resources/Supports Needed****PD Step****Comm Step**

no

no



Action Steps	Anticipated Start/Completion Date
<p>Increase positive student-student interactions and teacher-student interactions. Implement Restorative Practices K-12. Implement Responsive Classroom K-5 Expand the fidelity of PBIS implementation across all schools. Utilize Responsive Classroom K - 5 at all elementary schools Develop peer-mentorships at secondary level through the Check and Connect Mentor Program. Evaluate, analyze and improve Nest and Opportunity Periods at the secondary schools. Expand and strengthen home-school partnerships through District and Building Equity Teams, Parent Academy offerings, removal of language barriers, and proactive access to supports and resources.</p>	<p>01/01/0001 - 01/01/0001</p>

Monitoring/Evaluation	Anticipated Output
<p>Updated provided through Education Committee and Board of Directors.</p>	<p>Through programs such as Check and Connect, Responsive Classroom and Nest the district will create, develop and strengthen systems that promote a positive school climate where students feel valued.</p>

Material/Resources/Supports Needed	PD Step	Comm Step
<p>Experts/trainers/presenters. Interactional Institute for Restorative Practices. Responsive Classroom. Trauma Informed Care</p>	<p>yes</p>	<p>no</p>

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## Action Plan: Safety and Security

### Action Steps

### Anticipated Start/Completion Date

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Assess internal sense of safety (with student groups & within staff groups). Do students feel safe among their peer groups? Do staff feel safe among colleagues?

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07/01/2023 - 06/30/2026

### Monitoring/Evaluation

### Anticipated Output

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Updates provided to the Education Committee and Board of Directors.

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By creating a safer environment, students will be able to learn, to make richer human connections, and to reach their full potential.

### Material/Resources/Supports Needed

### PD Step

### Comm Step

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Development of the survey tool

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no

no

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**Action Steps****Anticipated Start/Completion Date**

Emergency Preparedness PD for ALL staff and students on our ALICE protocol, Standard Response protocol, CSTAG protocol, Risk Assessments protocol. PD for all staff, students, and community members. Code of Conduct (Restorative Practices).

07/01/2023 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Updates provided to the Education Committee and Board of Directors.

By creating a safer environment, students will be able to learn, to make richer human connections, and to reach their full potential.

**Material/Resources/Supports Needed****PD Step****Comm Step**

yes

yes



**Action Steps**

**Anticipated Start/Completion Date**

Evaluate Mental Health Supports and Develop a plan for proactive and comprehensive support. New position K-12 Supervisor of Counseling. New position Character Culture & Wellness Curriculum Coordinator . Social Workers/Counselors (THRIVE). Therapeutic Counselors (Tier III intervention).

07/01/2023 - 06/30/2026

**Monitoring/Evaluation**

**Anticipated Output**

Updates provided to the Education Committee and Board of Directors.

By creating a safer environment, students will be able to learn, to make richer human connections, and to reach their full potential.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

yes

yes

**Action Plan: Unified High School Campus**



**Action Steps****Anticipated Start/Completion Date**

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Assemble a committee of stakeholders.

10/01/2023 - 12/30/2023

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**Monitoring/Evaluation****Anticipated Output**

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Monthly Facilities Committee meetings.

Specifications, bids, bid awards, construction, close out.

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**Material/Resources/Supports Needed****PD Step****Comm Step**

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Construction manager

no

yes

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**Action Steps****Anticipated Start/Completion Date**

Develop a Public Relations Plan.

01/01/2023 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**

Monthly Facilities Committee meetings.

Specifications, bids, bid awards, construction, close out.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Education program and benefits, Outside consultant

no

no



**Action Steps**

**Anticipated Start/Completion Date**

RFP for Architect and Construction Manager, subsequent design of high school.

01/01/2024 - 06/30/2025

**Monitoring/Evaluation**

**Anticipated Output**

Monthly Facilities Committee meetings.

Specifications, bids, bid awards, construction, close out.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

no

no

**Action Plan: Comprehensive athletics and arts plan**

**Action Steps****Anticipated Start/Completion Date**

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Committee of stakeholders.

09/01/2023 - 12/30/2023

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**Monitoring/Evaluation****Anticipated Output**

---

Monthly Facilities Committee meetings.

Specifications, bids, bid awards, construction, close out.

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**Material/Resources/Supports Needed****PD Step****Comm Step**

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Construction Manager

no

no

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**Action Steps****Anticipated Start/Completion Date**

Approve Phase 3 of the stadium project.

01/01/2024 - 09/30/2024

**Monitoring/Evaluation****Anticipated Output**

Monthly Facilities Committee meetings.

Specifications, bids, bid awards, construction, close out.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Construction Manager

no

no



**Action Steps**

**Anticipated Start/Completion Date**

Design of high school with performing arts venue and sustainable measures.

07/01/2024 - 06/30/2025

**Monitoring/Evaluation**

**Anticipated Output**

Monthly Facilities Committee meetings.

Specifications, bids, bid awards, construction, close out.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Architect, Construction Manager

no

no

**Action Plan: Annual Capital Plan Review**

**Action Steps****Anticipated Start/Completion Date**

Annual Capital Plan Review.

09/01/2023 - 03/30/2024

**Monitoring/Evaluation****Anticipated Output**Bond rating, monthly Finance and Facilities  
Committee meetings.

Contract bids and awards, permits and inspections.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Facilities Committee, Architect/Engineer

no

no



**Action Steps****Anticipated Start/Completion Date**

Annual Capital Borrowing.

04/01/2024 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**Bond rating, monthly Finance and Facilities  
Committee meetings.

Contract bids and awards, permits and inspections.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Finance Committee, Municipal Advisor, Bond Counsel

no

no





**Action Steps****Anticipated Start/Completion Date**

Operating Budget incorporation of debt service.

09/01/2023 - 06/30/2024

**Monitoring/Evaluation****Anticipated Output**Bond rating, monthly Finance and Facilities  
Committee meetings.

Contract bids and awards, permits and inspections.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Finance Committee, Municipal Advisor

no

no

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**Action Steps****Anticipated Start/Completion Date**

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Prioritizing projects by need.

09/01/2023 - 12/30/2023

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**Monitoring/Evaluation****Anticipated Output**

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Bond rating, monthly Finance and Facilities  
Committee meetings.

Contract bids and awards, permits and inspections.

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**Material/Resources/Supports Needed****PD Step****Comm Step**

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Architect, Director of Facilities

no

no

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**Action Steps****Anticipated Start/Completion Date**

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Earmarking money to support the plan.

09/01/2023 - 06/30/2024

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**Monitoring/Evaluation****Anticipated Output**

---

Bond rating, monthly Finance and Facilities  
Committee meetings.

Contract bids and awards, permits and inspections.

---

**Material/Resources/Supports Needed****PD Step****Comm Step**

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Board Support, CFO

no

no

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**Action Steps****Anticipated Start/Completion Date**

Educating stakeholders and the community on the needs and to garner support.

07/01/2024 - 06/30/2026

**Monitoring/Evaluation****Anticipated Output**

Bond rating, monthly Finance and Facilities Committee meetings.

Contract bids and awards, permits and inspections.

**Material/Resources/Supports Needed****PD Step****Comm Step**

consulting sustainability committee

no

no



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)</p>	<p>Strengthen 5 year curriculum plan</p>	<p>Strengthen existing 5-year plan for curriculum renewal encompassing explicit instruction in character, culture, and wellness competencies ensuring continuous improvement.</p>	<p>07/01/2023 - 06/30/2026</p>
<p>By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)</p>	<p>Strengthen 5 year curriculum plan</p>	<p>Audit of curriculum materials to ensure alignment with district initiatives and state mandates (Chapter 49)</p>	<p>07/01/2023 - 06/30/2026</p>
<p>By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning</p>	<p>Strengthen 5 year</p>	<p>Build the capacity of educators to</p>	<p>07/01/2023 -</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	curriculum plan	incorporate blended learning into their instructional practices.	06/30/2026
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Strengthen 5 year curriculum plan	Design a flexible student centered instructional framework to be implemented K-12 in order to promote differentiation, personalization, collaboration, engagement and student agency.	07/01/2023 - 06/30/2026
By the end of the 2025-2026 school year, we will have developed and strengthened our curriculum, instructional design, and assessment opportunities so that learning will be more authentic, culturally relevant, accessible, equitable, collaborative, meet the social-emotional needs of all learners and ensure that all students are college and career ready. (Curriculum, Instruction, and Assessment)	Personalized Learning	Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.	07/01/2023 - 06/30/2022

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our curriculum, instructional design and assessment opportunities focusing on college and career readiness. (College and Career Readiness)	College and Career Readiness	Enhance online programming to provide students with opportunities for asynchronous and flexible learning.	07/01/2023 - 06/30/2026
By the end of the 2025-2026 school year we will strengthen our MTSS program so that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices. (MTSS and SWPBIS)	MTSS and PBIS	Develop data protocols to ensure that professional and administrative staff have a clear pathway to drive student success.	07/01/2023 - 06/30/2026
By the end of the 2025-2026 school year we will strengthen our MTSS program so that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices. (MTSS and SWPBIS)	MTSS and PBIS	Ensure that Tier 1 Supports are implemented district-wide including the implementation of universal design for learning.	07/01/2023 - 06/30/2026
By the end of the 2025-2026 school year we will strengthen our MTSS program so	MTSS and	Identify and	07/01/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
that all schools are utilizing a tiered intervention system and incorporating SWPBIS practices. (MTSS and SWPBIS)	PBIS	implement appropriate tier 2 and 3 interventions.	- 06/30/2026
By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)	Needs Assessments	Conduct Needs Assessment & Analyze Results to Drive Improvement Survey all stakeholders to ascertain needs analysis. Community, students, staff roundtables (qualitative data). Implement K-12 universal screeners for PBIS. Administer annual student climate and engagement survey in all schools. Analyze data from universal screeners to determine needs	07/01/2023 - 06/30/2026



Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		to be addressed through tiered interventions of PBIS. Establish standing communications and meetings to share climate and culture data with stakeholders.	
By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)	Needs Assessments	Implement Character, Culture & Wellness Framework. Develop lessons to explicitly teach the skills and competencies in the framework. Identify and adopt PK-12 SEL materials. Identify a period or time where the lessons can be delivered with	07/01/2023 - 06/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		fidelity to all students. Embed the skills and competencies in the existing curriculum across all content areas. Building the CCW Framework into the District's Curriculum Revision Cycle Establish a Character Culture & Wellness Curriculum Coordinator to be responsible for ongoing curriculum development and revision.	
By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)	Needs Assessments	Increase positive student-student interactions and teacher-student interactions.	01/01/0001 - 01/01/0001

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

Implement Restorative Practices K-12.  
Implement Responsive Classroom K-5  
Expand the fidelity of PBIS implementation across all schools.  
Utilize Responsive Classroom K - 5 at all elementary schools  
Develop peer-mentorships at secondary level through the Check and Connect Mentor Program.  
Evaluate, analyze and improve Nest and Opportunity Periods at the secondary schools.  
Expand and strengthen home-

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		school partnerships through District and Building Equity Teams, Parent Academy offerings, removal of language barriers, and proactive access to supports and resources.	
By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)	Safety and Security	Emergency Preparedness PD for ALL staff and students on our ALICE protocol, Standard Response protocol, CSTAG protocol, Risk Assessments protocol. PD for all staff, students, and community members. Code of Conduct (Restorative	07/01/2023 - 06/30/2026

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)</p>	<p>Safety and Security</p>	<p>Practices).            Evaluate Mental Health Supports and Develop a plan for proactive and comprehensive support. New position K-12 Supervisor of Counseling. New position Character Culture &amp; Wellness Curriculum Coordinator . Social Workers/Counselors (THRIVE).            Therapeutic Counselors (Tier III intervention).</p>	<p>07/01/2023            -            06/30/2026</p>

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## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Chapter 49 Practices Trainings	K-12 Educators	Professional Ethics and Standards Framework and Competencies, Culturally Relevant and Sustaining Education Framework and Competencies, Trauma Informed Care

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Educators will provide feedback to professional learning as well as integrate instructional components into lesson plans and will be observable via the Supervision and Observation model in Pennsbury SD.	08/15/2023 - 06/30/2026	Teaching and Learning Team

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
2a: Creating an Environment of Respect and Rapport 1e: Designing Coherent Instruction 1c: Setting Instructional Outcomes 3c: Engaging Students in Learning 1d: Demonstrating Knowledge of Resources 3e: Demonstrating Flexibility and Responsiveness 1f: Designing Student Assessments 1a: Demonstrating Knowledge of Content and Pedagogy 2b: Establishing a Culture for Learning	Professional Ethics Common Ground: Culturally Relevant Sustaining Education At Least 1-hour of Trauma-informed Care Training for All Staff

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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4f: Showing Professionalism

1a: Demonstrating Knowledge of Content and Pedagogy

2b: Establishing a Culture for Learning

1b: Demonstrating Knowledge of Students

2a: Creating an Environment of Respect and Rapport

1d: Demonstrating Knowledge of Resources

2b: Establishing a Culture for Learning

1b: Demonstrating Knowledge of Students

3c: Engaging Students in Learning

1a: Demonstrating Knowledge of Content and Pedagogy

2a: Creating an Environment of Respect and Rapport

1e: Designing Coherent Instruction

1d: Demonstrating Knowledge of Resources

1c: Setting Instructional Outcomes

3e: Demonstrating Flexibility and Responsiveness

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Structured Literacy	We will be differentiating our Structured Literacy trainings to support a variety of educators as we have already been focused on elements of structured literacy prior to this implementation window. We are aware of the 5 certified required folks and will leveraging a combination of external and internal professional development experiences based on the needs of educators	The structured literacy framework including phonics/phonemic awareness, writing components, etc.
<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Educators will provide feedback on sessions as well as expectations for leveraging strategies in their lesson plans and explicit instruction, as observed through the Pennsbury Supervision and Observation process.	08/15/2023 - 06/30/2026	Teaching and Learning Team



**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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1e: Designing Coherent Instruction

Structured Literacy

1c: Setting Instructional Outcomes

Structured Literacy

1b: Demonstrating Knowledge of Students

3d: Using Assessment in Instruction

1a: Demonstrating Knowledge of Content and Pedagogy

3c: Engaging Students in Learning

1f: Designing Student Assessments

1d: Demonstrating Knowledge of Resources

1f: Designing Student Assessments

1d: Demonstrating Knowledge of Resources

1e: Designing Coherent Instruction

1b: Demonstrating Knowledge of Students

3c: Engaging Students in Learning

2a: Creating an Environment of Respect and Rapport

1a: Demonstrating Knowledge of Content and Pedagogy

3d: Using Assessment in Instruction

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Professional Development Step	Audience	Topics of Prof. Dev
Personalized and Blended Learning	All K-12 Educators	Elements of blended learning, such as student choice, voice, and effective technology usage.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Aside from teacher feedback on individual sessions, elements incorporated into lesson plans and observed via the Pennsbury Supervision and Observation practices.	08/15/2023 - 06/30/2026	Teaching and Learning Tesam

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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2b: Establishing a Culture for Learning

1d: Demonstrating Knowledge of Resources

1f: Designing Student Assessments

1e: Designing Coherent Instruction

1a: Demonstrating Knowledge of Content and Pedagogy

3c: Engaging Students in Learning

1c: Setting Instructional Outcomes

1c: Setting Instructional Outcomes

1d: Demonstrating Knowledge of Resources

1a: Demonstrating Knowledge of Content and Pedagogy

3c: Engaging Students in Learning

2a: Creating an Environment of Respect and Rapport

1e: Designing Coherent Instruction

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Professional Development Step	Audience	Topics of Prof. Dev
Data Informed Instruction	K-12 Educators	Formative Assessment, use of District developed data protocols, instructional decision making

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Aside from feedback provided during the session, effective use of data protocols in discussing learners in data team meetings as well as observed through Pennsbury Supervision and Observation model	08/15/2023 - 06/30/2026	Teaching and Learning Team

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3d: Using Assessment in Instruction	
1c: Setting Instructional Outcomes	
1b: Demonstrating Knowledge of Students	

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Professional Development Step	Audience	Topics of Prof. Dev
Universal Design for Learning	K-12 Educators	Firm goals, flexible means of instruction, multiple means of representation, action/expression, and engagement. Student voice and choice.

**Evidence of Learning****Anticipated Timeframe****Lead Person/Position**

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Observation and walkthroughs and implementation of UDL in lesson design.

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08/15/2023 - 06/30/2026

Teaching & Learning Team

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**Danielson Framework Component Met in this Plan:****This Step meets the Requirements of State Required Trainings:**

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1c: Setting Instructional Outcomes

Teaching Diverse Learners in Inclusive Settings

3c: Engaging Students in Learning

1e: Designing Coherent Instruction

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our curriculum, instructional design and assessment opportunities focusing on college and career readiness. (College and Career Readiness)	College and Career Readiness	Enhance online programming to provide students with opportunities for asynchronous and flexible learning.	2023-07-01 - 2026-06-30
By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)	Needs Assessments	Conduct Needs Assessment & Analyze Results to Drive Improvement Survey all stakeholders to ascertain needs analysis. Community, students, staff roundtables (qualitative data). Implement K-12 universal screeners	2023-07-01 - 2026-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		<p>for PBIS. Administer annual student climate and engagement survey in all schools. Analyze data from universal screeners to determine needs to be addressed through tiered interventions of PBIS. Establish standing communications and meetings to share climate and culture data with stakeholders.</p>	
<p>By the end of the 2025-2026 school year we will develop and strengthen systems that develop a greater sense of belonging so that all members of the Pennsbury community feel seen, heard, and valued. (Sense of Belonging)</p>	<p>Needs Assessments</p>	<p>Implement Character, Culture &amp; Wellness Framework. Develop lessons to explicitly teach the skills and</p>	<p>2023-07-01 - 2024-06-30</p>

**Measurable Goals**

**Action Plan Name**

**Communication Step**

**Anticipated Timeline**

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competencies in the framework. Identify and adopt PK-12 SEL materials. Identify a period or time where the lessons can be delivered with fidelity to all students. Embed the skills and competencies in the existing curriculum across all content areas. Building the CCW Framework into the District's Curriculum Revision Cycle. Establish a Character Culture & Wellness Curriculum Coordinator to be responsible for ongoing curriculum



Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)	Safety and Security	development and revision. Emergency Preparedness PD for ALL staff and students on our ALICE protocol, Standard Response protocol, CSTAG protocol, Risk Assessments protocol. PD for all staff, students, and community members. Code of Conduct (Restorative Practices).	2023-07-01 - 2026-06-30
By the end of the 2025-2026 school year we will develop and strengthen our safety and security systems so that all members of the Pennsbury community feel physically and emotionally safe. (Safety and Security)	Safety and Security	Evaluate Mental Health Supports and Develop a plan for proactive and comprehensive support. New	2023-07-01 - 2026-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		position K-12 Supervisor of Counseling. New position Character Culture & Wellness Curriculum Coordinator . Social Workers/Counselors (THRIVE). Therapeutic Counselors (Tier III intervention).	
By the end of the 2025-2026 school year we will develop (and implement) plans for a unified high school campus so that all high schools students have equitable access to high quality facilities. (Unified High School Campus)	Unified High School Campus	Assemble a committee of stakeholders.	2023-10-01 - 2023-12-30

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## COMMUNICATIONS PLAN

<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Flexible Learning Opportunities	Parents and Families	Ensure that parents and families are aware of the online programming available to learners that are asynchronous and flexible to support their goals to graduation.

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
07/01/2023 - 06/30/2026	Occasionally	Email Newsletter

<b>Lead Person/Position</b>
Teaching and Learning Team

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Character, Culture, and Wellness Framework	Families and Community	CCW Framework shared on the District Curriculum Website.

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
07/01/2023 - 08/30/2026	One time	Email Posting on district website

**Lead Person/Position**

Director of Student Services & Community Engagement; Director of Human Resources, PD & Equity

**Communication Step**

**Audience**

**Topics/Message of Communication**

Mental Health Supports

Students, families, and community

Provide a District warehouse/website for families and stakeholders to access mental health and wellness resources.

**Anticipated Timeframe**

**Frequency**

**Delivery Method**

07/01/2023 - 06/30/2024

One time

Posting on district website

**Lead Person/Position**

Director of Student Services, School & Community Engagement; Supervisor of Counseling

**Communication Step****Audience****Topics/Message of Communication**

Unified High School Committee

Reach out to all Community, Board,  
Social Media, Local Media, District  
StaffDevelop plans for unified high school campus  
and comprehensive athletics and arts plan**Anticipated Timeframe****Frequency****Delivery Method**

09/01/2023 - 12/30/2023

A few times to jump start the  
committeeEmail  
Newsletter  
Posting on district website**Lead Person/Position**

Superintendent, CFO, Supervisor of Public Relations



## **ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

**Communication Step**

**Topics of Message**

**Mode**

**Audience**

**Anticipated Timeline**

