

# McKEESPORT AREA SCHOOL DISTRICT

## FIVE-YEAR PLAN

Over the next five years, the McKeesport Area School District will continue to improve our educational programs, technology, management and school facilities. Listed below is the format in which the five-year plan was developed in each of the areas. The entire district staff and stakeholders were involved in the development of this plan.

### 2017-2022

#### DISTRICT EDUCATIONAL INITIATIVES

- Continue to align K-12 curriculum to the PA Standards and incorporate accountability by posting the completed project on the district website
- Improve student achievement and increase academic growth through PVAAS and Future Ready Index
- Improve and revise professional development opportunities for all staff in relation to our educational and organizational goals
- Explore a one to one device project and improve the access and integration of technology throughout the district curriculum and initiatives
- Ensure safety and security for all staff and students by creating an uninterrupted learning environment

#### DISTRICT ORGANIZATIONAL INITIATIVES

- Increase and improve communications among all district stakeholders
- Promote diversity within our staff and expand our teacher and student relationships through mentoring
- Develop a plan for improving and maintaining district facilities while ensuring sufficient resources to meet the academic needs of all students
- Ensure MASD is the best educational option and develop an aggressive plan to recruit charter school students back to the district
- Classroom instruction will be actively engaging, relevant, and aligned to necessary student outcomes
- Explore and exhaust non-traditional funding opportunities and projects to maximize educational resources for our students

### EDUCATION K-5

#### 2017-2018

- Develop and begin implementation of ELA Curriculum Grades 1-5
- Implementation of new framework for Family Engagement Activities (PreK-8th Grade)
- Continue monthly grade level team meetings (Data Analysis, Curriculum Review, Professional learning)
- Expand MTSS (Multi-Tiered System of Support) in Core ELA and Reading Enrichment/Intervention with research-based programming
- Modification to K-5 Assessment calendar
  - DIBELS Testing Math and Reading for all students K-5 three times per year
  - CDT ELA testing for all students grades 4th and 5th (Beginning and end of year)
  - GRADE Testing for 1st, 2nd, 3rd (Beginning and end of year)
- Explore additional/replacement assessments for 2018-19
- Monitor consistent implementation of curriculum and programming to unify the teaching approach of all teachers
- Implementation of updated science curriculum - physical, life, and earth space science using the newly purchased science materials
- Training for all Elementary staff on Trauma Informed Instructional Practices
- Continuation of Positive Behavior Intervention Support System
- Utilize a process for the math program review- select a math committee to select what content is needed for implementation
- Family Engagement Activities monthly
- Reevaluate class size K-5
- Discussion about concerns regarding the retention policy
- Review current schedule (Possibly identify a time to provide less/more splits for enrichment)
- Elementary input on next year's schedule/ professional development schedule
- Develop & Implement Career Readiness Plan

#### 2018-2019

- Additional Act 80 Days for Professional Development/Grade Level Planning (minimum 6 full days per year)
- Continue to implement new ELA content continue to review and make changes as dictated by the data and teacher input
- Continue monthly grade level team meetings (Data Analysis, Curriculum Review, Professional learning)
- Monitor consistent implementation of curriculum and programming to unify the teaching approach of all teachers
- Use test scores to make changes to ELA program to better meet the needs of all students
- Continue the process to take a look at the current math program and review to add content to better meet the updated requirements of PA Common Core
- Help teachers to develop SLO's that address grade level deficits
- Family Engagement Activities monthly
- Continue implementation of Career Readiness Plan
- Add additional/replacement assessments for ELA and Math
- Look for PD that drives data specific deficits
- Revise retention policy
- Building principals will lead a committee to review PBIS practices and survey to assess building needs

#### 2019-2020

- Act 80 Days for Professional Development/Grade Level Planning (minimum 6 full days per year)
- Continue to implement new ELA content continue to review and make changes as dictated by the data and teacher input
- Continue monthly grade level team meetings (Data Analysis, Curriculum Review, Professional learning)
- Monitor consistent implementation of curriculum and programming to unify the teaching approach of all teachers
- Evaluate the ELA revisions, ex. Foundations and the current reading selections



## EDUCATION K-5 *continued*

- Evaluate the math curriculum to ensure it is meeting the needs of all students
- Collectively review the current technology utilized in the classrooms
- PBIS team to further develop PBIS system using survey results
- Use test scores to make changes to ELA Program to better meet the needs of all students
- Family Engagement Activities monthly
- Continue implementation of Career Readiness Plan

### **2020-2021**

- Act 80 Days for Professional Development/Grade Level Planning (minimum 6 full days per year)
- Continue to implement new ELA content continue to review and make changes as dictated by the data and teacher input
- Continue monthly grade level team meetings (Data Analysis, Curriculum Review, Professional learning)
- Using PBIS data- expand on developing a process for consistent implementation
- Monitor consistent implementation of curriculum and programming to unify the teaching approach of all teachers
- Use test scores to make changes to ELA Program to better meet the needs of all students
- Family Engagement Activities monthly
- Update and revise the current Career Readiness Plan reflect any new employment opportunities for students
- Implement and revise as needed new math content
- Reevaluate the evaluation of our students ex. progress reports and/or report cards

### **2021-2022**

- Act 80 Days for Professional Development/Grade Level Planning (minimum 6 full days per year)
- Continue to implement new ELA content continue to review and make changes as dictated by the data and teacher input
- Continue monthly grade level team meetings (Data Analysis, Curriculum Review, Professional learning)

- Monitor consistent implementation of curriculum and programming to unify the teaching approach of all teachers
- Use test scores to make changes to ELA Program to better meet the needs of all students
- Family Engagement Activities monthly
- Continue implementation of Career Readiness Plan
- Monitor implementation/revisions for all math content/program
- Using the data from the assessments- update PD for all teachers of math
- Technology update w/ technology director to stay current with technology shifts

## EDUCATION 6-8

### **2017-2018**

- ALL content area Curriculum Maps on website
- Develop & begin implementing 3-5 year Curriculum Action Cycle (Implement Phase 1 maps on site & English)
- Implement & monitor new English Houghton Mifflin Harcourt series
- Begin devising a Curriculum & Professional Development Committee needs & goals
- Create Act 80 / In-Service Schedule with educational trainings & initiatives in mind
- Implement district-wide Act 80 EdCamp
- Send Teacher PD Interest Survey
- Focus on PSSA, Keystone, PSAT Data for Remediation needs & identify a "point person" for trainings
- Reassess/revise need for teams
- Research / Implement Smart Lab training opportunities
- Assess needs of Math Remediation – concern of students falling behind in curriculum
- Reassess CDT schedule (twice instead of three times)
- Pitt Engagement Study (5-year process)
- Research Online Math Curriculum Resources

### **2018-2019**

- Implement Curriculum & Professional Development Committee
- Update ALL content area website Curriculum Maps

- Implement Phase 2 (Math, Science, AP Courses) of Curriculum Action Cycle
- Monitor & collect data English
- Implement Math K-12 trainings
- Conduct Keystone group training & individual data meetings (Point Person)
- Research other benchmark assessments beside CDTs (possibly replace) &
- Develop a 5th-6th and an 8th-9th Comprehensive Transition Plan (goal of Step-Up Day)
- Add a new special to decrease rotation class size
- Reassess plan period usage (common planning, more planning, etc)
- Inventory all subject books to ensure enough
- Discuss solutions for large class size
- Research / Implement 3D Printer & STEM trainings
- Implement Middle School Career-Fair day
- Continue Pitt Engagement Study

### **2019-2020**

- Update ALL content area website Curriculum Maps
- Implement Phase 3 (Social Studies, PE & Health, First half Electives) of Curriculum Action cycle
- Monitor & collect data Math, Science & AP
- Add additional Math & Literacy Coaches
- Implement any new benchmark assessments
- Expand Foreign Language
- Reassess Extra-curricular needs
- Reassess / restructure committees
- Implement a healthy exercise program after school (students & faculty) as a prelude to 9th grade Health class

### **2020-2021**

- Update ALL content area website Curriculum Maps
- Implement Phase 4 (World Languages, Music & Art & Second half Electives) of the 3-5 year Curriculum Action cycle
- Assess data of any new benchmark assessments
- Monitor & collect data Social Studies, PE & Health, Some Electives
- Implement Student-to-Student Mentoring program



**2021-2022**

- We will continue working to reach our goals set forth in previous years while making the necessary revisions and changes on a yearly basis to best meet our needs of our school and communities

**EDUCATION 9-12**

**2017-2018**

- ALL content area Curriculum Maps on website
- Develop & begin implementing 3-5 year Curriculum Action Cycle (Implement Phase 1 maps on site & English)
- Implement & monitor new English Houghton Mifflin Harcourt series
- Begin devising a Curriculum & Professional Development Committee needs & goals
- Create Act 80 / In-Service Schedule with educational trainings & initiatives in mind
- Implement district-wide Act 80 EdCamp
- Send Teacher PD Interest Survey
- Focus on PSSA, Keystone, PSAT Data for Remediation needs & identify a "point person" for trainings
- Devise plan for AP curricular & instructional accountability
- Submit AP Curricula (from CollegeBoard)
- Implement Active Engagement Series PD Initiative
- Create "Badging" system (graduation incentive)
- Reassess / revise Senior Project
- Discuss possibility of 8 period day
- Reassess Science yearly class structure (move Bio to 10th – testing year)
- Reassess electives (add, eliminate, combine) (for ex. In English - move Writing Studio I to 10th – testing year & eliminate Writing Studio 2 if needed)
- Partner with Duquesne University & The Minerals, Metals, and Materials Society for STEM-based work (3-year process)
- Explore more Business/Computer Science elective opportunities

**2018-2019**

- Implement Curriculum & Professional Development Committee

- Update ALL content area website Curriculum Maps
- Implement Phase 2 (Math, Science, AP Courses) of Curriculum Action Cycle
- Monitor & collect data English
- Implement Math K-12 trainings
- Conduct Keystone group training & individual data meetings (Point Person)
- Research other benchmark assessments beside CDTs (possibly replace) &
- Develop a 5th-6th and an 8th-9th Comprehensive Transition Plan (goal of Step-Up Day)
- Implement plan for AP curricular & instructional accountability
- Meet with all Elective teachers about next year's goal of aligning elective curriculum to state standards – especially LITERACY standards.
- Rewrite Keystone Remediation & Writing Studio curricula
- Implement "Badging" system (graduation incentive)
- Research grants & funding for after-school programs and tutoring
- Partner with Duquesne University & The Minerals, Metals, and Materials Society for STEM-based work (2 years)

**2019-2020**

- Update ALL content area website Curriculum Maps
- Implement Phase 3 (Social Studies, PE & Health, First half Electives) of Curriculum Action cycle
- Monitor & collect data Math, Science & AP
- Add additional Math & Literacy Coaches
- Implement any new benchmark assessments
- Rewrite First Half of Elective classes' curriculum to reflect state standards – especially LITERACY standards.
- Implement new Keystone Remediation & Writing Studio curricula.
- Implement 8th-9th transition plan

**2020-2021**

- Update ALL content area website Curriculum Maps
- Implement Phase 4 (World Languages, Music & Art & Second half Electives) of the 3-5 year Curriculum Action cycle
- Assess data of any new benchmark assessments

- Monitor & collect data Social Studies, PE & Health, Some Electives
- Rewrite Second Half of Elective classes' curriculum to reflect state standards – especially LITERACY standards.

**2021-2022**

- We will continue working to reach our goals set forth in previous years while making the necessary revisions and changes on a yearly basis to best meet our needs of our school and communities

**SPECIAL EDUCATION**

**2017-2018**

- Identification and implementation of evidence-based Life Skills curriculum for K-12
- Establish an identified Inclusion Teacher at Both Elementary Schools
- Create a committee and identify a district wide universal screener for mental health concerns/issues amongst the student body
- Ensure compliance with Least Restrictive environment/regulations
- Create master schedules for All Elementary Teachers
- Review Outside Placements
- Establish a district wide curriculum for Emotional Support Students

**2018-2019**

- Identify parental needs and meet those needs through offered trainings
- Identify a committee to review/establish interventions in regards to graduation and dropout rates
- Develop Procedural Handbooks for Special Education and AEDY Referrals
- Create Supervision model for special education teachers and instructional assistants
- Develop a model for sharing information amongst regular and special education teachers.
- Review Outside Placements
- Develop grade 7 through grade 12 ELA, Math, and Science special education courses to be taught by special education teachers.



## SPECIAL EDUCATION *continued*

### 2019-2020

- Complete Facilitated Self-Assessment for Compliance Monitoring
- Prepare for Audit
- Identify Areas of program Strength and Weakness
- Develop plans for Corrective Action for Compliance Monitoring
- Greater identification and use of special education supports and services within each school building in an effort to reduce the need for more restrictive educational placements
- Expansion of Mathilda Theiss Programming
- Review Outside Placements
- Establish curricular teams in grades 7 through grade 12 ELA, Math, and Science special education courses to determine adapted curricular materials

### 2019-2021

- Review Suspension/expulsion data and develop alternatives.
- Collectively create a reduction goal in suspension numbers
- Retrain entire staff on de-escalation techniques
- Increase Work-Based Learning opportunities for students of transition age
- Create in-school opportunities for skill learning in work based activities
- Review Outside Placements
- Ensuring grade 7 through grade 12 ELA, Math, and Science special education teachers are teaching the curriculum with fidelity

### 2021-2022

- Review progress of Life Skills Curriculum
- Assess defined goals and utilize data to create new ones
- Create Staff Survey for Special Education to evaluate goals
- Create Parent Survey for Special Education to evaluate goals
- Review progress of Emotional Support Curriculum
- Review Outside Placements

- Continue to monitor grade 7 through grade 12 ELA, Math, and Science curriculums for needed changes

## BUSINESS OFFICE

### 2017-2018

- Work with administration to develop a strategic plan to re-enroll students lost to charter/online schools
- Survey and prepare to upgrade business office/payroll technology. i.e., payroll distribution
- Identify and plan for allocation of funds for repairs, such as improvements to buildings/field house
- Create a manual to establish reinforcement on budgeting and purchasing for principals/directors
- Explore possibilities of energy saving procedures to reduce utility expenditures
- Research the feasibility of a plan to sell M.A.S.D. delinquencies
- Seek new avenues of funding to replenish the capital reserve fund
- Evaluate and establish that the business office maintains clear communication while continuing to operate effectively and efficiently

### 2018-2019

- Implement a plan to re-enroll students lost to charter/online schools
- Begin negotiations with our transportation company and prepare the information to place this service out to bid
- Begin negotiations with the teachers' union for a new contract. The current contract ends August 31st, 2019
- Work with the McKeesport Area Education Foundation to raise monies for the possible upgrading of capital projects
- Continue to seek new avenues of funding to replenish the capital reserve fund
- Continue to explore possibilities of energy saving procedures
- Reinforce the uniformity in conjunction with the manual for budgeting and procedural purposes

- Maintain business office to ensure clear communication while continuing to operate effectively and efficiently

### 2019-2020

- Evaluate plan to re-enroll students lost to charter/online schools
- Continue to survey and prepare to upgrade business office/payroll technology
- Increase efforts to identify all sources of outside funding/grant possibilities
- Maintain continuity with budgeting and purchasing procedures
- Continue to identify and plan for allocation of funds for repairs, such as improvements to buildings/field house
- Continue to work with M.A.E. to raise monies for possible projects
- Maintain business office to ensure clear communication while continuing to operate effectively and efficiently

### 2019-2021

- Continue plan to re-enroll students lost to charter/online schools and ensure effectiveness
- Maintain continuity with budgeting and purchasing procedures
- Continue to identify and plan for allocation of funds for repairs, such as improvements to buildings/field house
- Continue to survey and prepare to upgrade business office/payroll technology
- Increase efforts to identify all sources of outside funding/grant possibilities
- Continue to work with M.A.E. to raise monies for possible projects
- Maintain business office to ensure clear communication while continuing to operate effectively and efficiently

### 2021-2022

- Continue plan to re-enroll students lost to charter/online schools and ensure effectiveness
- Maintain continuity with budgeting and purchasing procedures
- Continue to identify and plan for allocation of funds for repairs, such as improvements to buildings/field house

- Continue to survey and prepare to upgrade business office/payroll technology
- Increase efforts to identify all sources of outside funding/grant possibilities
- Continue to work with M.A.E. to raise monies for possible projects
- Maintain business office to ensure clear communication while continuing to operate effectively and efficiently

## MAINTENANCE

### 2017-2018

#### HIGH SCHOOL

- Whole house air conditioning
- Upgrade the heating system
- Upgrade to the fire alarm system and annunciator panel
- Two new roof sections
- All new clocks

#### FOUNDERS' HALL

- Front entrance at Administration needs concrete repairs

#### FRANCIS MCCLURE

- New camera system
- Upgrade building security and fire alarm systems
- Replace first floor lobby entrance floor
- Conduct roofing assessment (currently rubber and metal)

#### TWIN RIVERS

- Re-assess the entire HVAC System, Wind Turbines, Rain Water Harvest Tank, Moisture migrating through the concrete slabs in classrooms. All outstanding building issues that have not been addressed

#### STADIUM

- Renovate and/or replace the reserved concrete structure to include new seating, restrooms, concession stands, training rooms, locker rooms, film room, coaches offices, press box. Do an engineering assessment.

#### DISTRICT-WIDE

- Re-key the entire locking system in all buildings to eliminate an outstanding number of keys. I would like to see three to four keys operate all district locks.

- We need to construct a 20,000 square foot one story storage facility in order to properly store any usable furniture, school supplies, office supplies and custodial supplies needed daily or for future needs. The grass area across from the front of McClure would be a prime location. Four overhead garage doors and one – man door would meet our needs. The building must have water, electric and heat.

### 2018-2019

#### HIGH SCHOOL

- New lockers
- Security gates
- New entry and exit doors
- New top window header panels
- New bleachers in the gym and new basketball hoops
- New screens for all windows

#### FOUNDERS' HALL

- Replace the roof top air handler unit that services the second floor at Administration
- Replace the roof top air handler unit that services the first floor main office at Founders' Hall
- Renovate all student girl's and boy's restrooms

#### STADIUM

- Replace stadium track surface
- Re-surface the entire stadium parking lot

### 2019-2020

#### HIGH SCHOOL

- New appliances (water fountains, toilets, urinals, sinks)
- Resurface entire parking lot

#### FOUNDERS' HALL

- Re-surface entire parking lot
- Minor window replacement

## SAFETY AND SECURITY

### 2017-2018

- Review security procedures for each building
- Replace most outdated equipment districtwide

- Update Crisis Plans
- Institute District Wide Identification Badges
- Ensure Fidelity with the Raptor System for Visitors
- Review Procedures for AEDY Program District Wide

### 2018-2019

- Educate District Staff on School Wide Positive Behavior Support Plans
- Replace most outdated equipment districtwide
- Update Crisis Plans
- Ensure accurate reporting for safe schools' report
- Review data from Safe Schools Report and use data to make informed decisions
- Create goal for decreasing school related incidents

### 2019-2020

- Ensure Consistency in school wide rules/ Review Plans
- Replace most outdated equipment districtwide
- Update Crisis Plans
- Continue to review Outside Placement Students to evaluate their return to the district
- Continue to ensure compliance with Safety Drills
- Review Board Policies on Safety to ensure Appropriateness

### 2020-2021

- Develop a plan for increased community involvement
- Replace most outdated equipment districtwide
- Update Crisis Plans
- Identify if an increase in services is needed
- Review police presence in the schools

### 2021-2022

- Review Prevention, Intervention and Post-Ventation Plans/Make changes as necessary
- Replace most outdated equipment districtwide
- Update Crisis Plans
- Review key policies in the district





## **SAFETY AND SECURITY** *continued*

- Evaluate all Safety Plans and Make Updates as needed

## **TECHNOLOGY**

### **2017-2018**

- Update network switching Twin Rivers Elementary
- Update network switching Francis McClure Elementary
- Replace outdated Dell projectors at Twin Rivers Elementary
- Replace outdated projectors at South Hall
- Replace outdated projectors at Founders Hall
- Upgrade teacher computers at Francis McClure Elementary with internal solid state hard disks
- Complete migration to Microsoft OneDrive district wide to alleviate file storage concerns
- Replace two Dell Equallogic SAN (Storage Area Network) with Nimble CS3000 flash array
- Add second district firewall to increase security of our networks
- Increase network bandwidth to 450 Mbps from 100 Mbps to keep current with bandwidth needs
- Apple TV pilot program at South Hall to evaluate whether or not Apple tv is a lower cost alternative to Promethean IWB
- Create virtual reality space at South Hall
- Roll out Microsoft Teams as an extra teaching tool for our staff
- Provide targeted professional development to all staff, including technology staff in regards to Microsoft Office 365
- Evaluate potential of a one-to-one iPad initiative in K-5 space
- Increase wireless effectiveness and coverage at Founders Hall
- Increase wireless effectiveness and coverage at South Hall
- Evaluate each service agreement/ support contract listed in the technology budget.

### **2018-2019**

- Roll out 1:1 initiative in K-5 space
- Combine already owned equipment at South Hall to create a Maker Space classroom
- Evaluate student learning outcomes using software based tools
- Identify and replace aging Promethean boards at South Hall
- Identify and replace aging Promethean boards at Founders Hall
- Replace ESX hosts (virtual server) infrastructure
- Purchase classroom computers for Founders Hall
- Transition students from on premise file storage to Onedrive to facilitate access from any device with a network connection
- Plan monthly PD sessions for staff to increase technology awareness
- Implement technology initiatives identified with BrightBytes data survey
- Create and maintain Virtual Desktop Infrastructure. This initiative will reduce overall cost of replacing desktop computers and give staff/students access to their "personal" desktop anywhere they have internet access regardless of device. For instance, we can provide connection on an iPad to a Windows 10 desktop hosted in the cloud. Phase 1/2 will add VDI to general purpose labs at Francis McClure and Twin Rivers
- Planning phase for additional 1:1 rollout of Apple devices in the K-5 space
- Consider hiring an additional computer lab technician to assist in maintaining iPad
- Replace Core Network Component (Core Switching) at South Hall
- Replace computer hard drives with Solid State Drives at South Hall
- Construct RFP (Request for Proposal) in regards to District telephone services.

### **2019-2020**

- Evaluate effectiveness of current Technology Plan
- Purchase classroom computers for Elementary Buildings
- Evaluate technology staff and hire additional staff to offset planned or unplanned retirements
- Create course at South Hall for student run or student assisted help desk to

alleviate the growing number of tickets each year.

- Continue use of ERate Category 2 funding to increase network throughput
- Replace Core Network Component (Core Switching) at McClure
- Replace Core Network Component (Core Switching) at the Administration Building
- Phase 3 of VDI initiative to add VDI to general purpose labs at Founders Hall
- Replace teacher computer hard drives at Twin Rivers with Solid State Drives
- Replace teacher computer hard drives at Founders Hall with Solid State Drives
- Replace desktop computers at the administration building with Virtual Desktops.
- Continue 1:1 initiative in K-5 space. Lease with Apple ends this year, may purchase iPad for \$1.
- Create Maker Space to drive STEM instruction at Founders Hall
- Re-evaluate contract with AmCom in regards to print management (copiers)

### **2020-2021**

- Evaluate effectiveness of current Technology Plan
- Purchase classroom computers for South Hall
- Continue 1:1 initiative in the K-5 space
- Phase 4 of VDI initiative to virtualize desktops in general purpose labs at South Hall
- Replace promethean equipment as needed: All Buildings
- Replace Wireless Access Points at Francis McClure pending availability of ERate Category 2 funding
- Re-Evaluate current phone services to ensure district is getting the best service for each tax dollar spent.
- Create Maker Space at Twin Rivers
- Create Maker Space at McClure

### **2021-2022**

- Re-Evaluate 5-year plan and begin creation of updated plan
- Replace District Firewalls
- Replace district Storage Area Network appliance
- Given the current rate of technology development, we have limited projection for this year aside from replacing hardware