

CAMP HILL SD

418 South 24th St

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

The Camp Hill learning community is committed to providing all students with foundational skills, knowledge and opportunities for lifelong success.

VISION STATEMENT

Educational Excellence, Community Strength, Student Success

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Learning is a lifelong process. Learning is a collaborative process and a shared responsibility of our learning community - students, families, staff and community. Students' learning experiences will be grounded in the rigorous study of literacy skills and deep understandings applied across disciplines. Learning experiences will equip all students to become effective communicators, independent learners, critical thinkers and innovators who are capable of solving complex problems. Our learning community will foster understanding, empathy and respect for every individual. Our learning community will foster responsible and active citizenship. Our learning community will continually review the educational program to meet student needs. Our learning community will maintain high standards and expectations for all members. Our learning community will retain and recruit high quality professionals to achieve our mission. An informed and involved community strengthens the school system.

STAFF

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ADMINISTRATION

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PARENTS

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COMMUNITY

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STEERING COMMITTEE

Name	Position	Building/Group
Daniel Serfass	Administrator	Camp Hill School District
Jeff Ammerman	Administrator	Camp Hill School District
Autumn Reely	Administrator	Camp Hill School District
Tracey Quigley-Jones	Administrator	Camp Hill School District
Brian Lownsbery	Administrator	Camp Hill School District
Eileen Czarnecki	Administrator	Hoover Elementary
Sandra Fauser	Administrator	Eisenhower Elementary
Leslee DeLong	Administrator	Camp Hill Middle School
Mark Ziegler	Administrator	Camp Hill High School
Nick Snider	Administrator	Camp Hill Middle/High School
Scott Bonner	Staff Member	Camp Hill High School
Tanae Crandall	Staff Member	Eisenhower Elementary
Tim Crane	Staff Member	Camp Hill High School

Name	Position	Building/Group
Tonya Ivey	Staff Member	Camp Hill High School
Erik Novak	Staff Member	Camp Hill Middle School
Ashley Poorman	Staff Member	Camp Hill School District
Danielle Schreader	Staff Member	Camp Hill School District
Quinn Smith	Staff Member	Eisenhower Elementary
Megan Wert	Staff Member	Camp Hill School District
Randall Gale	Board Member	Camp Hill School District
Melanie Gurgiolo	Board Member	Camp Hill School District
Lisa Reeves	Parent	Camp Hill High School
Joe Capers	Community Member	Camp Hill School District

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
The district will continue to partner with local businesses, community organizations, and other agencies to enhance opportunities for academic success and to advance college and career readiness for all students.	Career Standards Benchmark
The district will continue to develop the MTSS framework in each building to further create tools, systems, and structures to ensure effective, standards-aligned instructional programs that are evidence-based, differentiated, individualized, and informed by data-based planning and reflection.	Essential Practices 3: Provide Student-Centered Support Systems
The district will create a professional learning committee in accordance with governing regulations and best practices.	Professional learning

ACTION PLAN AND STEPS

Evidence-based Strategy
Quality Professional Learning

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Enhance Professional Learning System	CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student

Goal Nickname	Measurable Goal Statement (Smart Goal)			
achievement and growth, (2) comprehensive, and (3) implemented with fidelity.				
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed	
Develop an inclusive professional growth committee as required by PA State Code.	2022-06-16 - 2022-09-01	Superintendent	Interest survey and professional learning needs assessment.	
Create an intentional professional development plan for paraprofessionals, faculty, and administration to improve efficacy of curriculum, instruction and assessment and enhance student achievement and growth.	2022-07-01 - 2024-06-30	Director of Special Education and Student Services	CAIU, PaTTAN, PDE workshops, conferences, and results from needs assessment for paraprofessionals.	
Create a professional development plan that utilizes various resources including the CAIU, PATTAN, data from the Measurable Results Assessment and the results of faculty/staff needs assessment.	2022-07-01 - 2024-06-30	Superintendent	CAIU, PaTTAN, PDE workshops, conferences, feedback from other local districts.	
Anticipated Outcome				
Quality professional learning that meets the needs of all staff.				
Monitoring/Evaluation				
Yearly feedback from staff through informal and formal measures.				

Evidence-based Strategy

Early Warning Interventions and Monitoring System

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Strengthen Student Support Systems

CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Review building-level data to enhance learning for all students. Continue to enhance MTSS, PBIS and LION PRIDE processes. Consider the changing student population demographics so all students succeed. Continue to find the means and methods that engage all students within the classroom and through extra-curricular activities and to ensure a culture of belonging.	2022-01-13 - 2024-06-30	Superintendent	Student information system, SWIS data, Future Ready Index, building-level data, CAIU consultants.
Implement a five-year curriculum review cycle for all content areas to continue to improve the rigor and relevancy of instruction.	2022-07-01 - 2024-06-30	Superintendent	Refreshed curriculum review cycle, teacher input, assessment data review, feedback from steering

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
			committee.
Research, identify and implement research-based interventions, remediation and enrichment for academic and behavioral needs across tiers one through three. Consider the impact of COVID such as learning loss/unfinished learning and mental health needs.	2022-08-01 - 2024-06-30	Building principals	CAIU MTSS support team, PDE SAS, PaTTAN, department leaders, MTSS professional development, SWIS data, building-level data.

Anticipated Outcome

Monitoring/Evaluation

Evidence-based Strategy

Career Portfolios

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Advance Student College and Career (Life) Readiness	CHSD will establish a system that fully ensures the use of data and K-12 career education and work standards to effectively allocate and align instructional priorities in preparing our students for life. Career awareness and exploration opportunities will include community engagement, student leadership development, dual

Goal Nickname**Measurable Goal Statement (Smart Goal)**

enrollment, work experiences, job shadowing, internships, career days, Junior Achievement, and other career and technical education offerings.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Expand and enhance career development awareness and exploration courses, offerings, experiences and programming for students.	2022-01-13 - 2024-06-30	K-12 Career Counselor	PA Ready Index, Naviance, SEL program, K-12 career education and work standards, career/life ready skills development, CTC, community partnerships, PBIS, Junior Achievement, internships, job shadowing, work study.
Promote career and technical education through increased exposure to CPACTC programming and Lion Academy CTE course pathways.	2022-04-04 - 2024-06-30	K-12 Career Counselor	
Continue to promote authentic and application learning opportunities for students, both in classrooms and in the workplace.	- 2024-06-30	Building principals	

Anticipated Outcome**Monitoring/Evaluation**

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)</p>	<p>Quality Professional Learning</p>	<p>Create a professional development plan that utilizes various resources including the CAIU, PATTAN, data from the Measurable Results Assessment and the results of faculty/staff needs assessment.</p>	<p>07/01/2022 - 06/30/2024</p>

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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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<p>CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)</p>	<p>Early Warning Interventions and Monitoring System</p>	<p>Review building-level data to enhance learning for all students. Continue to enhance MTSS, PBIS and LION PRIDE processes. Consider the changing student population demographics so all students succeed. Continue to find the means and methods that engage all students within the classroom and through extra-curricular</p>	<p>01/13/2022 - 06/30/2024</p>

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

activities and to
ensure a culture
of belonging.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)	Early Warning Interventions and Monitoring System	Implement a five-year curriculum review cycle for all content areas to continue to improve the rigor and relevancy of instruction.	07/01/2022 - 06/30/2024

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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)	Quality	Develop an	06/16/2022
	Professional	inclusive	-
	Learning	professional growth committee as required by PA State Code.	09/01/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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Measurable Goals

**Action Plan
Name**

**Communication
Step**

**Anticipated
Timeline**

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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

School Board Minutes or Affirmation Statement

2022-06-13

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

Chief School Administrator

Daniel D. Serfass

2022-07-05

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Attendance data indicates that we are meeting or exceeding statewide goals in grades K-12.

All student groups met or exceeded ELA performance statewide goals for 2030 in grades K-12.

96% graduation rate exceeds state standards.

In grades K-5, alignment of curriculum and pacing, reading support provides interventions in tier 2 and 3 (MTSS).

In grades 6-8, CDT data in ELA is used to place students in intervention reading groups (MTSS).

Collin's Writing prompts are used grades K-12.

9th grade CDT used to form instruction and prepare for keystone literature exam.

Using a variety of data sources to form instruction and enhance achievement and growth.

In grades K-5, alignment of curriculum and pacing, math support provides interventions in tier 2 and 3 (MTSS).

Challenges

Continue to work towards meeting the statewide 2030 goals for growth and achievement in math in grades 3-8.

Percentage of proficiency on ELA and math state assessments of economically disadvantaged students in grades 6-8.

Continue to show growth from high-achieving students on state standardized assessments in ELA and math.

Growing kids who are already performing advanced on state assessments will improve our overall growth scores in grades 3-8.

As our demographics change we need to continue to focus instruction and interventions for economically disadvantaged students.

Continue to identify areas of learning loss/unfinished learning and provide summer instruction/interventions.

Continue to review curriculum instruction and assessment to meet all diverse learners' needs.

Growing kids who are already performing advanced on state assessments will improve our overall growth scores in grades 3-8.

Strengths

In grades 6-8, CDT data in math is used to place students in intervention math groups (MTSS).

Students show continuous growth grades 4-9.

Advancing Science in grades 4-5 and bi-annual STEM days K-8.

STEM courses for all students in grades 6-12.

Internship experiences relative to STEM fields and programs at CPACTC.

Offer many opportunities for students K-12 to explore and experience career interests.

Significant growth in number of students participating in CTC programs.

Upward trend of students entering into employment following graduation.

Continue to provide PSAT to all students.

Mitigating food insecurities (Earl Besch Food Pantry)

District employs two certified English Language Development teachers.

Challenges

As our demographics change we need to continue to focus instruction and interventions for economically disadvantaged students.

Continue to identify areas of learning loss/unfinished learning and provide summer instruction/interventions.

Continue to review curriculum instruction and assessment to meet all diverse learners' needs.

Inclusion of next gen standards in science curriculum.

Inclusion of application courses in science curriculum.

Continuing to support student determination in career pathways.

Continuing to develop employability skills.

Continuing to develop industry partners.

Enhancing social and emotional skill development for students with disabilities.

Professional development for all teachers related to English Language Learners. Building leadership capacity among ELL teachers.

Strengths

English Language Development teachers develop strong connections with students.

The district works hard to effectively and purposefully allocate funds and human capital to the highest impact programs.

CHSD consistently recruits and retains fully credentialed, experienced, and high-quality staff.

CHSD maintains a vision and culture of high expectations for success for all students, educators, and families.

Challenges

Improving performance of students entering grades 6-12 with limited English proficiency.

Identifying and mitigating impediments to learning such as cultural and social challenges. English Learners group is transient population based on enrollment data.

Look at needed skills for transition for students with disabilities. Connecting skill development beginning at an early age.

Establish a professional learning committee to support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals and priorities.

District will continue to develop the MTSS framework in each building to further create tools, systems, and structures to ensure effective, standards-aligned instructional programs that are evidence-based, differentiated, individualized, and informed by data-based planning and reflection.

The district will continue to partner with local businesses, community organizations, and other agencies to enhance opportunities for academic success and to advance college and career readiness for all students.

Most Notable Observations/Patterns

Selected challenges that are more global in nature. The items not checked fall under those selected.

Challenges	Discussion Point	Priority for Planning
As our demographics change we need to continue to focus instruction and interventions for economically disadvantaged students.	Included in the development of the MTSS framework.	
Continue to identify areas of learning loss/unfinished learning and provide summer instruction/interventions.	Included in the development of the MTSS framework.	
Continue to review curriculum instruction and assessment to meet all diverse learners' needs.	Included in the development of the MTSS framework.	
Professional development for all teachers related to English Language Learners. Building leadership capacity among ELL teachers.		
Establish a professional learning committee to support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals and priorities.	To include staff members to determine professional learning needs and promote shared leadership among professional staff.	
District will continue to develop the MTSS framework in each building to further		Continuous improvement K-12 in

Challenges

create tools, systems, and structures to ensure effective, standards-aligned instructional programs that are evidence-based, differentiated, individualized, and informed by data-based planning and reflection.

The district will continue to partner with local businesses, community organizations, and other agencies to enhance opportunities for academic success and to advance college and career readiness for all students.

Discussion Point

developing MTSS to best meet all students' learning needs.

District is working to develop social and emotional learning and student leadership throughout K-12 curriculum.

Priority for Planning

ADDENDUM B: ACTION PLAN

Action Plan: Quality Professional Learning

Action Steps	Anticipated Start/Completion Date	
Develop an inclusive professional growth committee as required by PA State Code.	06/16/2022 - 09/01/2022	
Monitoring/Evaluation	Anticipated Output	
Yearly feedback from staff through informal and formal measures.	Quality professional learning that meets the needs of all staff.	
Material/Resources/Supports Needed	PD Step	Comm Step
Interest survey and professional learning needs assessment.	no	yes

Action Steps**Anticipated Start/Completion Date**

Create an intentional professional development plan for paraprofessionals, faculty, and administration to improve efficacy of curriculum, instruction and assessment and enhance student achievement and growth.

07/01/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output**

Yearly feedback from staff through informal and formal measures.

Quality professional learning that meets the needs of all staff.

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

CAIU, PaTTAN, PDE workshops, conferences, and results from needs assessment for paraprofessionals.

yes

yes



Action Steps**Anticipated Start/Completion Date**

Create a professional development plan that utilizes various resources including the CAIU, PATTAN, data from the Measurable Results Assessment and the results of faculty/staff needs assessment.

07/01/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output**

Yearly feedback from staff through informal and formal measures.

Quality professional learning that meets the needs of all staff.

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

CAIU, PaTTAN, PDE workshops, conferences, feedback from other local districts.

yes

yes

Action Plan: Early Warning Interventions and Monitoring System

Action Steps**Anticipated Start/Completion Date**

Review building-level data to enhance learning for all students. Continue to enhance MTSS, PBIS and LION PRIDE processes. Consider the changing student population demographics so all students succeed. Continue to find the means and methods that engage all students within the classroom and through extra-curricular activities and to ensure a culture of belonging.

01/13/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Student information system, SWIS data, Future Ready Index, building-level data, CAIU consultants.

yes

yes



Action Steps**Anticipated Start/Completion Date**

Implement a five-year curriculum review cycle for all content areas to continue to improve the rigor and relevancy of instruction.

07/01/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

Refreshed curriculum review cycle, teacher input, assessment data review, feedback from steering committee.

yes

yes



Action Steps**Anticipated Start/Completion Date**

Research, identify and implement research-based interventions, remediation and enrichment for academic and behavioral needs across tiers one through three. Consider the impact of COVID such as learning loss/unfinished learning and mental health needs.

08/01/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

CAIU MTSS support team, PDE SAS, PaTTAN, department leaders, MTSS professional development, SWIS data, building-level data.

yes

yes

Action Plan: Career Portfolios

Action Steps**Anticipated Start/Completion Date**

Expand and enhance career development awareness and exploration courses, offerings, experiences and programming for students.

01/13/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed**

PD Step **Comm Step**

PA Ready Index, Naviance, SEL program, K-12 career education and work standards, career/life ready skills development, CTC, community partnerships, PBIS, Junior Achievement, internships, job shadowing, work study.

yes yes



Action Steps**Anticipated Start/Completion Date**

Promote career and technical education through increased exposure to CPACTC programming and Lion Academy CTE course pathways.

04/04/2022 - 06/30/2024

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed****PD Step****Comm Step**

no

yes



Action Steps

Anticipated Start/Completion Date

Continue to promote authentic and application learning opportunities for students, both in classrooms and in the workplace.

01/01/0001 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Material/Resources/Supports Needed

PD Step

Comm Step

yes

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)</p>	<p>Quality Professional Learning</p>	<p>Create a professional development plan that utilizes various resources including the CAIU, PATTAN, data from the Measurable Results Assessment and the results of faculty/staff needs assessment.</p>	<p>07/01/2022 - 06/30/2024</p>
<p>CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)</p>	<p>Quality Professional Learning</p>	<p>Create an intentional professional development plan for paraprofessionals, faculty, and</p>	<p>07/01/2022 - 06/30/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		administration to improve efficacy of curriculum, instruction and assessment and enhance student achievement and growth.	
CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)	Early Warning Interventions and Monitoring System	Review building-level data to enhance learning for all students. Continue to enhance MTSS, PBIS and LION PRIDE processes. Consider the changing student population demographics so all students succeed. Continue to find the means and methods that	01/13/2022 - 06/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		engage all students within the classroom and through extra-curricular activities and to ensure a culture of belonging.	
CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)	Early Warning Interventions and Monitoring System	Implement a five-year curriculum review cycle for all content areas to continue to improve the rigor and relevancy of instruction.	07/01/2022 - 06/30/2024
CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)	Early Warning Interventions and Monitoring System	Research, identify and implement research-based interventions, remediation and enrichment for academic and behavioral needs	08/01/2022 - 06/30/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		<p>across tiers one through three. Consider the impact of COVID such as learning loss/unfinished learning and mental health needs.</p>	
<p>CHSD will establish a system that fully ensures the use of data and K-12 career education and work standards to effectively allocate and align instructional priorities in preparing our students for life. Career awareness and exploration opportunities will include community engagement, student leadership development, dual enrollment, work experiences, job shadowing, internships, career days, Junior Achievement, and other career and technical education offerings. (Advance Student College and Career (Life) Readiness)</p>	<p>Career Portfolios</p>	<p>Expand and enhance career development awareness and exploration courses, offerings, experiences and programming for students.</p>	<p>01/13/2022 - 06/30/2024</p>
<p>CHSD will establish a system that fully ensures the use of data and K-12 career education and work standards to effectively allocate and align instructional priorities in preparing our students for life. Career awareness and exploration opportunities will include community engagement, student leadership development, dual enrollment, work experiences, job shadowing, internships, career days, Junior Achievement, and other career and technical education offerings. (Advance Student College and Career</p>	<p>Career Portfolios</p>	<p>Continue to promote authentic and application learning opportunities for students, both in</p>	<p>01/01/0001 - 06/30/2024</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
(Life) Readiness)		classrooms and in the workplace.	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Create and implement a Professional Growth Committee	Staff	MTSS, Mandated trainings, best practices, technology, other topics identified in needs assessment

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Staff will implement learning in their work with students which will be evidenced in classroom observations.	08/27/2022 - 06/30/2024	Leadership team

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4e: Growing and Developing Professionally

4e: Growing and Developing Professionally

4e: Growing and Developing Professionally

Professional Development Step	Audience	Topics of Prof. Dev
Creation of an Intentional PD Plan for Paraprofessionals	Paraprofessionals and support staff	Best Practices, state mandated trainings, topics identified in the needs assessment

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Staff will implement learning when working with students, evidenced by classroom observations.	08/25/2022 - 06/30/2024	Director of Special Education

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally 4e: Growing and Developing Professionally 4e: Growing and Developing Professionally	Teaching Diverse Learners in an Inclusive Setting Teaching Diverse Learners in an Inclusive Setting Teaching Diverse Learners in an Inclusive Setting

Professional Development Step	Audience	Topics of Prof. Dev
MTSS and Intervention Training	Staff	MTSS Framework, Intervention and enrichment strategies K - 12

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Successful implementation of MTSS and interventions	08/26/2022 - 06/30/2024	Building Principals

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
4e: Growing and Developing Professionally	
4e: Growing and Developing Professionally	

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Review and writing	Staff	Curriculum writing, instructional best practices

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Tier 1 curriculum will be fully updated and implemented	07/01/2022 - 06/30/2024	Building Principals

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1c: Setting Instructional Outcomes

1f: Designing Student Assessments

1e: Designing Coherent Instruction

1a: Demonstrating Knowledge of Content and Pedagogy



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)</p>	<p>Quality Professional Learning</p>	<p>Develop an inclusive professional growth committee as required by PA State Code.</p>	<p>2022-06-16 - 2022-09-01</p>
<p>CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)</p>	<p>Quality Professional Learning</p>	<p>Create a professional development plan that utilizes various resources including the CAIU, PATTAN, data from the Measurable Results Assessment and the results of faculty/staff needs assessment.</p>	<p>2022-07-01 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>CHSD will establish a professional development system that fully ensures the consistent implementation of effective instructional practices supported by professional development that is: (1) focused on student achievement and growth, (2) comprehensive, and (3) implemented with fidelity. (Enhance Professional Learning System)</p>	<p>Quality Professional Learning</p>	<p>Create an intentional professional development plan for paraprofessionals, faculty, and administration to improve efficacy of curriculum, instruction and assessment and enhance student achievement and growth.</p>	<p>2022-07-01 - 2024-06-30</p>
<p>CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)</p>	<p>Early Warning Interventions and Monitoring System</p>	<p>Review building-level data to enhance learning for all students. Continue to enhance MTSS, PBIS and LION PRIDE processes. Consider the changing student</p>	<p>2022-01-13 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		<p>population demographics so all students succeed.</p> <p>Continue to find the means and methods that engage all students within the classroom and through extra-curricular activities and to ensure a culture of belonging.</p>	
<p>CHSD will enhance a system that fully ensures that all students succeed. Students who are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)</p>	<p>Early Warning Interventions and Monitoring System</p>	<p>Implement a five-year curriculum review cycle for all content areas to continue to improve the rigor and relevancy of instruction.</p>	<p>2022-07-01 - 2024-06-30</p>
<p>CHSD will enhance a system that fully ensures that all students succeed. Students who</p>	<p>Early</p>	<p>Research, identify</p>	<p>2022-08-</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>are academically and/or behaviorally at risk are identified early and supported by a process that provides interventions based upon student needs and includes procedures for monitoring effectiveness. (Strengthen Student Support Systems)</p>	<p>Warning Interventions and Monitoring System</p>	<p>and implement research-based interventions, remediation and enrichment for academic and behavioral needs across tiers one through three. Consider the impact of COVID such as learning loss/unfinished learning and mental health needs.</p>	<p>01 - 2024-06-30</p>
<p>CHSD will establish a system that fully ensures the use of data and K-12 career education and work standards to effectively allocate and align instructional priorities in preparing our students for life. Career awareness and exploration opportunities will include community engagement, student leadership development, dual enrollment, work experiences, job shadowing, internships, career days, Junior Achievement, and other career and technical education offerings. (Advance Student College and Career (Life) Readiness)</p>	<p>Career Portfolios</p>	<p>Expand and enhance career development awareness and exploration courses, offerings, experiences and programming for students.</p>	<p>2022-01-13 - 2024-06-30</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>CHSD will establish a system that fully ensures the use of data and K-12 career education and work standards to effectively allocate and align instructional priorities in preparing our students for life. Career awareness and exploration opportunities will include community engagement, student leadership development, dual enrollment, work experiences, job shadowing, internships, career days, Junior Achievement, and other career and technical education offerings. (Advance Student College and Career (Life) Readiness)</p>	<p>Career Portfolios</p>	<p>Promote career and technical education through increased exposure to CPACTC programming and Lion Academy CTE course pathways.</p>	<p>2022-04-04 - 2024-06-30</p>
<p>CHSD will establish a system that fully ensures the use of data and K-12 career education and work standards to effectively allocate and align instructional priorities in preparing our students for life. Career awareness and exploration opportunities will include community engagement, student leadership development, dual enrollment, work experiences, job shadowing, internships, career days, Junior Achievement, and other career and technical education offerings. (Advance Student College and Career (Life) Readiness)</p>	<p>Career Portfolios</p>	<p>Continue to promote authentic and application learning opportunities for students, both in classrooms and in the workplace.</p>	<p>- 2024-06-30</p>

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Establish Professional Growth Committee	Staff	Professional growth needs and activities

Anticipated Timeframe	Frequency	Delivery Method
07/01/2022 - 06/30/2024	once to establish members then as needed	Email

Lead Person/Position
Superintendent

Communication Step	Audience	Topics/Message of Communication
Communication with local businesses	Community, local businesses, Lion Foundation, local colleges and universities, Chamber of Commerce, CAIU	Possible internship locations, career exploration opportunities, dual enrollment

Anticipated Timeframe**Frequency****Delivery Method**

07/01/2022 - 06/30/2024

ongoing

Email
Letter
Other
Presentation

Lead Person/Position

K-12 Career Counselor



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Present the Camp Hill Comprehensive Plan at public meetings of the School Board Community Engagement Committee, Curriculum Committee, Work Session and Board voting session. Provide quarterly updates to each committee and the full board to include in-person and remote viewing options for community members.	Articulate the three goals of the District's Comprehensive Plan and their sub-goals as well as a status/updates of the action plan.	In-person and Zoom Board committee and full board meetings. These meeting will be recorded as well and posted on the District website.	Camp Hill community and board members.	(1) Initial presentations- March 2022- June 2022 (2) Quarterly updates school years 2022-2023 and 2023-2024.
Post the full District's Comprehensive Plan on the District website and post quarterly updates.	Full Comprehensive Plan and associated updates.	School District Website	Community members and all District employees.	June 2022 (completed) through school year 2023-2024.

