

LEBANON SHS

1000 S 8th St

ATSI Title 1 School Plan | 2023 - 2024

VISION FOR LEARNING

Lebanon High School will provide an educational experience that will optimize success for all students. Lebanon High School graduates will rely on their strong sense of character, enabling them to make ethical decisions in a dynamic world.

STEERING COMMITTEE

Name	Position	Building/Group
William Giovino	Principal	Lebanon High School
Amber Abreu	Director of ELD	Lebanon School District
Jess Evans	Director of Special Education	Lebanon School District
David Bentz	Assistant Principal	Lebanon High School
Robert Nordall	Assistant Principal	Lebanon High School
Sheena Minaya	Parent	Lebanon School District
Debra Ohl	ELD English Language Arts Teacher	Lebanon High School
Amanda Rhinier	Principal	Lebanon High School
Nicole Malinoski	District Level Leaders	Lebanon School District
Tara Maya	Teacher	Lebanon High School
Dan Speraw	Teacher	Lebanon High School
Amber Strother	Teacher	Lebanon High School
Tim Speraw	Other	Lebanon High School

Name	Position	Building/Group
Steph Hock	Education Specialist	Lebanon High School
Rachael Haverstick	Education Specialist	IU13
Laura Lent	Education Specialist	IU13
Ana Marquez Pauleus	Other	Lebanon High School
DanaLee Frey	Education Specialist	Lebanon High School
Alicia Cymbalski	Teacher	Lebanon High School
Tiffany Dejesus	Parent	Lebanon High School
David Sanchez Toribio	Student	Lebanon High School
Liyeli Taveras Espinal	Student	Lebanon High School
Yari Vega	Student	Lebanon High School
Yerlianis Rivera	Student	Lebanon High School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Lebanon High School will develop and implement a collaboration schedule that focuses on adapted activities, lessons and/or best teaching strategies to improve student achievement.	Essential Practices 2: Empower Leadership
Lebanon High School will implement College and Career Academies in order to provide a team approach to implementing MTSS strategies for all students to improve the academic success of students as defined by Act 158.	Essential Practices 2: Empower Leadership
Lebanon High School will implement a MTSS plan for academics, behavior, and social-emotional learning, focusing on Tier 1 for the 2023 - 2024 School Year.	Essential Practices 3: Provide Student-Centered Support Systems

ACTION PLAN AND STEPS

Evidence-based Strategy	
Professional Learning Communities	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
PLC Time	2023-06-15 - 2023-07-31	Mr. Bentz, Asst Principal	Review of the master schedule to determine possibly common planning time. Duty schedules Coverage schedule Seminar Rotation
Critical Friends Group	2023-08-21 - 2023-08-24	CFG Coaches LHS Administration	CFG Coaches Professional Learning Time in August
ELD and Special Education Teaching Strategies with 9/10th Core Teachers	2023-07-17 - 2024-03-08	Dr. Nordall, Asst Principal Mrs. Abreue, Director of Student Services (ELD) Jess Evans Director of Student Services (Special Education)	Professional Learning Time Collaboration Schedule
PLC Data Review	2023-08-28 - 2024-05-31	LHS Administration	Walkthrough forms

Anticipated Outcome

LHS 9th and 10th Grade Core staff will be provided time to meet as Professional Learning Communities Critical Friends Group trainers will meet with each PLC to develop norms and expectations for each PLC group (9th and 10th Grade) ELD and Special Education Teacher Leaders will provide ongoing professional learning for staff members in 9th and 10th grade. The focus of the professional learning will be adaptive activities, lesson planning, and best teaching strategies for focused populations.

Monitoring/Evaluation

Completion of Collaboration schedule (combination of common planning time & after school collaboration) CFG Coaches will report completion of Norms and Expectations for each PLC group. ELD and Special Education Teacher Leaders will monitor the progress of

Professional Learning with LHS Administration. Professional Learning Evaluation reflections in Frontline. Administrative Walkthroughs by LHS and District Admin with 9th and 10th Grade staff members.

Evidence-based Strategy			
Career Academy Planning			
Measurable Goals			
Goal Nickname	Measurable Goal Statement (Smart Goal)		
Career Academies	By June 2024, Lebanon High School will develop and implement College and Career Academies that create a team teaching approach to develop and provide a multi-tiered system of support for all students to improve academic success as established by Pennsylvania’s Act 158 for graduation requirements.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Assign staff and resources for each academy	2023-05-15 - 2023-07-31	Dr. Nordall, Asst Principal	Staffing Model Staff choices for academies
Curriculum and Course Selection	2023-07-01 - 2024-01-31	Dr. Nordall, Asst Principal	Local Advisory Committee Occupational Advisory Committee Time with Department Leaders Curriculum Council Review Scheduling updates
Profile of a Graduate	2023-07-01 -	Dr. Nicole Malinoski, Asst	Professional Learning Coordination of meeting times with

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2024-03-29	Superintendent for Secondary Teaching and Learning	all groups
College and Career Academy Student Success Team	2023-07-01 - 2024-01-31	Mrs. Amanda Rhinier, Asst Principal of Lebanon High School	MTSS Team IU13 TAC Team assistance
Communication Plan	2024-01-02 - 2024-05-31	Dr. Nordall, Asst Principal	LHS Website Smore Newsletter

Anticipated Outcome

All core and support staff members will be assigned to the Career Academy. LHS Course selection guide will be updated to reflect Programs of Study for all students in their Career Academies. Recommend courses to the Curriculum Council for approval Develop a Profile of a Graduate Academy Leaders will work with the MTSS Leadership Team to develop a Student Success process that focuses on student data review and interventions. Academy Leaders will create a Student Success Team for each academy and schedule collaboration meetings to meet the needs of students referred to the teams. Develop and implement a communication and branding plan for each academy. Staff will develop a Monthly Focus Newsletter for parents focused on their Academy. A calendar of topics will be established for monthly topics, as well as ongoing needs based on the academies (i.e. safety information).

Monitoring/Evaluation

Staff members assigned to their appropriate academies. Updated Course Selection Guide Approval by the Curriculum Council and School Board for new courses that relate to our Program of Study (does this involve LAC & OAC) Completion of a Profile of a Graduate Clear expectations for the Student Success team developed by the collaboration of the MTSS and Academy leadership teams. Schedules of Student Success teams, documentation of students who are benefiting from the Student Success team. Each Academy has a communication plan to share with parents and students. Each Academy has a branding plan to promote student learning and achievement.

Each Academy has a monthly newsletter prepared for parents, as well as review of contact information of parents as students enter their academy.

Evidence-based Strategy
MTSS

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
MTSS	By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Social Emotional Learning PD	2023-08-23 - 2023-08-23	Mrs. Abreu, Director of Student Services (ELD)	Thom Stecher and Associates
Tier 1 Strategies Implementation	2023-08-22 - 2024-03-08	Mrs. Rhinier, Asst Principal	IU13 Consultants LFS Trainers PBL Berks IU (Sara George)
Development and	2023-07-01 -	Mrs. Rhinier, Asst Principal	IU13 TAC Team / MTSS Academic Support

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Implementation of Cedar Norms	2024-05-15		Professional Development Trade Time
Algebra 1 Curriculum Design	2023-07-01 - 2024-03-30	Dr. Malinoski, Asst to the Superintendent for Secondary Teaching and Learning	IU13 Consultant for Mathematics Professional Development Time Curricular Resources

Anticipated Outcome
All LHS staff will have professional learning with Thom Stecher - K-12 SEL Connection Teams (6.5 hours, Thom and Associates) All staff will be provided ongoing professional learning to enhance their toolbox for social emotional and instructional strategies. All 9th and 10th grade tested subjects will implement a co-teaching model. Develop Cedar Norms for all staff members. Professional Learning of Cedar Norms for all staff members. Observation of Cedar Norms with timely feedback. All staff members to fully implement Cedar Norms by the end of the school year in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.

Monitoring/Evaluation
Successful completion of Professional Learning from Them Stecher and Associates. Completion of Professional Development plans. Observations of new strategies. Completion of Cedar Norms during Summer Trade Time Professional Learning during August Inservice Time Informal Observation of LHS Staff by administrative groups 100% of staff have successfully implemented Cedar Norms in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Professional Learning Communities	Critical Friends Group	08/21/2023 - 08/24/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, Lebanon High School will develop and implement College and Career Academies that create a team teaching approach to develop and provide a multi-tiered system of support for all students to improve academic success as established by Pennsylvania’s Act 158 for graduation requirements. (Career Academies)	Career Academy Planning	Profile of a Graduate	07/01/2023 - 03/29/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, Lebanon High School will develop and implement College and Career Academies that create a team teaching approach to develop and provide a multi-tiered system of support for all students to improve academic success as established by Pennsylvania’s Act 158 for graduation requirements. (Career Academies)	Career Academy Planning	College and Career Academy Student Success Team	07/01/2023 - 01/31/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Social Emotional Learning PD	08/23/2023 - 08/23/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Tier 1 Strategies Implementation	08/22/2023 - 03/08/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Development and Implementation of Cedar Norms	07/01/2023 - 05/15/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Algebra 1 Curriculum Design	07/01/2023 - 03/30/2024

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

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

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Align curriculum, assessments, and instruction to the PA Standards

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school.

Continuously monitor implementation of the school improvement plan and adjust as needed.

Lebanon High School received one of the Advancing PA Smart Grants for \$500,000 for the 2021-2022 and 2022-2023 school years.

Lebanon High School improved career standards benchmark performance to 99.7%.

Lebanon High School is moving towards the Career Academy model to make instruction more relevant to a student's career choice.

Improvements in proficiency rates in Literature.

Improvements in proficiency rates in Biology.

Challenges

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.

Foster a culture of high expectations for success for all students, educators, families, and community members

Implement a multi-tiered system of supports for academics and behavior.

Implement a multi-tiered system of supports for academics and behavior.

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

Establishing High Expectations for all stakeholders.

Proficient or Advanced on Pennsylvania State Assessments in Literature.

Proficient or Advanced on Pennsylvania State Assessments in Algebra.

Proficient or Advanced on Pennsylvania State Assessments in

Strengths

Meeting Biology Growth Expectations (PVAAS) for English Learners and Students with Disabilities.

Meeting Algebra 1 Growth Expectations (PVAAS) for English Learners

English Learners met or exceeded the PVAAS Algebra, and Biology Growth standards.

Students with Disabilities reported an increase in Four-Year Cohort Graduation performance based on the previous year.

Students with Disabilities exceeded the PVAAS Biology Growth standards.

English 9 teachers have a common prep period to plan lessons.

English 9 and 10 teachers have a common collaboration time every two weeks to discuss data, curriculum, and teaching strategies

Algebra 1 teachers are provided a common planning period to review student data and teaching strategies.

Algebra 1 teachers are provided a common collaboration period to review student data and teaching strategies with an LHS Administrator.

Challenges

Biology.

Regular Attendance

Four-Year Cohort High School Graduation Rate

English Learner and Students with Disabilities did not meet the Achievement standards in Literature, Algebra, or Biology.

English Learners are graduating at a rate of 21.4% less than our School's All Student Group 4-year cohort graduation rate.

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.

Implement a multi-tiered system of supports for academics and behavior.

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.

Implement a multi-tiered system of supports for academics and behavior.

Re-writing curriculum by collaborating with Lebanon Middle School.

Use systematic, collaborative planning processes to ensure

Strengths

Lebanon High School received one of the Advancing PA Smart Grants for \$500,000 for the 2021-2022 and 2022-2023 school years.

Biology Teachers have a common collaboration every two weeks to plan lessons, review data and discuss teaching strategies.

Challenges

instruction is coordinated, aligned, and evidence-based.

Foster a culture of high expectations for success of all students, educators, families, and community members.

Implement a multi-tiered system of supports for academics and behavior.

Most Notable Observations/Patterns

As a committee, we understand the need to improve our systems to ensure all stakeholders are active members of our school community. Thus, we are looking to strength our to previous improvement areas by fostering a culture of high expectations for all.

Challenges

Discussion Point

Priority for Planning

Four-Year Cohort High School
Graduation Rate

Implement a multi-tiered
system of supports for
academics and behavior.

Challenges	Discussion Point	Priority for Planning
Implement a multi-tiered system of supports for academics and behavior.		
Partner with local businesses, community organizations, and other agencies, to meet the needs of the school.		
Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based.	Lebanon HS has created collaboration time at the end of the school day, as well as have staff members trained in Critical Friends Group protocols. We will be focusing our collaboration on instructional strategies and data to improve academic success of all students.	✓
Foster a culture of high expectations for success for all students, educators, families, and community members	Lebanon HS has been working towards re-designing the HS experience by implementing Career Academies. The movement to academies will allow staff members to work with students and families for multiple years, while also engaging students in community-based education.	✓
Implement a multi-tiered system of supports for academics and behavior.	Lebanon HS has spent the past three years implementing PBIS to reduce office referrals. Lebanon HS will expand on the PBIS implementation by focusing on Tier 1 strategies for both Academic and Behavior. Lebanon HS will implement Tier 2 and Tier 3 strategies over the following two years.	✓

ADDENDUM B: ACTION PLAN

Action Plan: Professional Learning Communities

Action Steps	Anticipated Start/Completion Date
PLC Time	06/15/2023 - 07/31/2023
Monitoring/Evaluation	Anticipated Output
Completion of Collaboration schedule (combination of common planning time & after school collaboration) CFG Coaches will report completion of Norms and Expectations for each PLC group. ELD and Special Education Teacher Leaders will monitor the progress of Professional Learning with LHS Administration. Professional Learning Evaluation reflections in Frontline. Administrative Walkthroughs by LHS and District Admin with 9th and 10th Grade staff members.	LHS 9th and 10th Grade Core staff will be provided time to meet as Professional Learning Communities Critical Friends Group trainers will meet with each PLC to develop norms and expectations for each PLC group (9th and 10th Grade) ELD and Special Education Teacher Leaders will provide ongoing professional learning for staff members in 9th and 10th grade. The focus of the professional learning will be adaptive activities, lesson planning, and best teaching strategies for focused populations.
Material/Resources/Supports Needed	PD Step
Review of the master schedule to determine possibly common planning time. Duty schedules Coverage schedule Seminar Rotation	no

Action Steps	Anticipated Start/Completion Date
Critical Friends Group	08/21/2023 - 08/24/2023
Monitoring/Evaluation	Anticipated Output
<p>Completion of Collaboration schedule (combination of common planning time & after school collaboration) CFG Coaches will report completion of Norms and Expectations for each PLC group. ELD and Special Education Teacher Leaders will monitor the progress of Professional Learning with LHS Administration. Professional Learning Evaluation reflections in Frontline. Administrative Walkthroughs by LHS and District Admin with 9th and 10th Grade staff members.</p>	<p>LHS 9th and 10th Grade Core staff will be provided time to meet as Professional Learning Communities Critical Friends Group trainers will meet with each PLC to develop norms and expectations for each PLC group (9th and 10th Grade) ELD and Special Education Teacher Leaders will provide ongoing professional learning for staff members in 9th and 10th grade. The focus of the professional learning will be adaptive activities, lesson planning, and best teaching strategies for focused populations.</p>
Material/Resources/Supports Needed	PD Step
CFG Coaches Professional Learning Time in August	yes

Action Steps	Anticipated Start/Completion Date
ELD and Special Education Teaching Strategies with 9/10th Core Teachers	07/17/2023 - 03/08/2024
Monitoring/Evaluation	Anticipated Output
<p>Completion of Collaboration schedule (combination of common planning time & after school collaboration)</p> <p>CFG Coaches will report completion of Norms and Expectations for each PLC group. ELD and Special Education Teacher Leaders will monitor the progress of Professional Learning with LHS Administration. Professional Learning Evaluation reflections in Frontline. Administrative Walkthroughs by LHS and District Admin with 9th and 10th Grade staff members.</p>	<p>LHS 9th and 10th Grade Core staff will be provided time to meet as Professional Learning Communities Critical Friends Group trainers will meet with each PLC to develop norms and expectations for each PLC group (9th and 10th Grade) ELD and Special Education Teacher Leaders will provide ongoing professional learning for staff members in 9th and 10th grade. The focus of the professional learning will be adaptive activities, lesson planning, and best teaching strategies for focused populations.</p>
Material/Resources/Supports Needed	PD Step
Professional Learning Time Collaboration Schedule	no

Action Steps	Anticipated Start/Completion Date
PLC Data Review	08/28/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Completion of Collaboration schedule (combination of common planning time & after school collaboration) CFG Coaches will report completion of Norms and Expectations for each PLC group. ELD and Special Education Teacher Leaders will monitor the progress of Professional Learning with LHS Administration. Professional Learning Evaluation reflections in Frontline. Administrative Walkthroughs by LHS and District Admin with 9th and 10th Grade staff members.	LHS 9th and 10th Grade Core staff will be provided time to meet as Professional Learning Communities Critical Friends Group trainers will meet with each PLC to develop norms and expectations for each PLC group (9th and 10th Grade) ELD and Special Education Teacher Leaders will provide ongoing professional learning for staff members in 9th and 10th grade. The focus of the professional learning will be adaptive activities, lesson planning, and best teaching strategies for focused populations.

Material/Resources/Supports Needed	PD Step
Walkthrough forms	no

Action Plan: Career Academy Planning

Action Steps	Anticipated Start/Completion Date
Assign staff and resources for each academy	05/15/2023 - 07/31/2023
Monitoring/Evaluation	Anticipated Output
<p>Staff members assigned to their appropriate academies. Updated Course Selection Guide Approval by the Curriculum Council and School Board for new courses that relate to our Program of Study (does this involve LAC & OAC) Completion of a Profile of a Graduate Clear expectations for the Student Success team developed by the collaboration of the MTSS and Academy leadership teams. Schedules of Student Success teams, documentation of students who are benefiting from the Student Success team. Each Academy has a communication plan to share with parents and students. Each Academy has a branding plan to promote student learning and achievement. Each Academy has a monthly newsletter prepared for parents, as well as review of contact information of parents as students enter their academy.</p>	<p>All core and support staff members will be assigned to the Career Academy. LHS Course selection guide will be updated to reflect Programs of Study for all students in their Career Academies. Recommend courses to the Curriculum Council for approval Develop a Profile of a Graduate Academy Leaders will work with the MTSS Leadership Team to develop a Student Success process that focuses on student data review and interventions. Academy Leaders will create a Student Success Team for each academy and schedule collaboration meetings to meet the needs of students referred to the teams. Develop and implement a communication and branding plan for each academy. Staff will develop a Monthly Focus Newsletter for parents focused on their Academy. A calendar of topics will be established for monthly topics, as well as ongoing needs based on the academies (i.e. safety information).</p>
Material/Resources/Supports Needed	PD Step
Staffing Model Staff choices for academies	no

Action Steps	Anticipated Start/Completion Date
Curriculum and Course Selection	07/01/2023 - 01/31/2024
Monitoring/Evaluation	Anticipated Output
<p>Staff members assigned to their appropriate academies. Updated Course Selection Guide Approval by the Curriculum Council and School Board for new courses that relate to our Program of Study (does this involve LAC & OAC) Completion of a Profile of a Graduate Clear expectations for the Student Success team developed by the collaboration of the MTSS and Academy leadership teams. Schedules of Student Success teams, documentation of students who are benefiting from the Student Success team. Each Academy has a communication plan to share with parents and students. Each Academy has a branding plan to promote student learning and achievement. Each Academy has a monthly newsletter prepared for parents, as well as review of contact information of parents as students enter their academy.</p>	<p>All core and support staff members will be assigned to the Career Academy. LHS Course selection guide will be updated to reflect Programs of Study for all students in their Career Academies. Recommend courses to the Curriculum Council for approval Develop a Profile of a Graduate Academy Leaders will work with the MTSS Leadership Team to develop a Student Success process that focuses on student data review and interventions. Academy Leaders will create a Student Success Team for each academy and schedule collaboration meetings to meet the needs of students referred to the teams. Develop and implement a communication and branding plan for each academy. Staff will develop a Monthly Focus Newsletter for parents focused on their Academy. A calendar of topics will be established for monthly topics, as well as ongoing needs based on the academies (i.e. safety information).</p>

Material/Resources/Supports Needed	PD Step
Local Advisory Committee Occupational Advisory Committee Time with Department Leaders Curriculum Council Review Scheduling updates	no

Action Steps	Anticipated Start/Completion Date
Profile of a Graduate	07/01/2023 - 03/29/2024
Monitoring/Evaluation	Anticipated Output
<p>Staff members assigned to their appropriate academies. Updated Course Selection Guide Approval by the Curriculum Council and School Board for new courses that relate to our Program of Study (does this involve LAC & OAC) Completion of a Profile of a Graduate Clear expectations for the Student Success team developed by the collaboration of the MTSS and Academy leadership teams. Schedules of Student Success teams, documentation of students who are benefiting from the Student Success team. Each Academy has a communication plan to share with parents and students. Each Academy has a branding plan to promote student learning and achievement. Each Academy has a monthly newsletter prepared for parents, as well as review of contact information of parents as students enter their academy.</p>	<p>All core and support staff members will be assigned to the Career Academy. LHS Course selection guide will be updated to reflect Programs of Study for all students in their Career Academies. Recommend courses to the Curriculum Council for approval Develop a Profile of a Graduate Academy Leaders will work with the MTSS Leadership Team to develop a Student Success process that focuses on student data review and interventions. Academy Leaders will create a Student Success Team for each academy and schedule collaboration meetings to meet the needs of students referred to the teams. Develop and implement a communication and branding plan for each academy. Staff will develop a Monthly Focus Newsletter for parents focused on their Academy. A calendar of topics will be established for monthly topics, as well as ongoing needs based on the academies (i.e. safety information).</p>
Material/Resources/Supports Needed	PD Step
Professional Learning Coordination of meeting times with all groups	yes

Action Steps	Anticipated Start/Completion Date
College and Career Academy Student Success Team	07/01/2023 - 01/31/2024
Monitoring/Evaluation	Anticipated Output
<p>Staff members assigned to their appropriate academies. Updated Course Selection Guide Approval by the Curriculum Council and School Board for new courses that relate to our Program of Study (does this involve LAC & OAC) Completion of a Profile of a Graduate Clear expectations for the Student Success team developed by the collaboration of the MTSS and Academy leadership teams. Schedules of Student Success teams, documentation of students who are benefiting from the Student Success team. Each Academy has a communication plan to share with parents and students. Each Academy has a branding plan to promote student learning and achievement. Each Academy has a monthly newsletter prepared for parents, as well as review of contact information of parents as students enter their academy.</p>	<p>All core and support staff members will be assigned to the Career Academy. LHS Course selection guide will be updated to reflect Programs of Study for all students in their Career Academies. Recommend courses to the Curriculum Council for approval Develop a Profile of a Graduate Academy Leaders will work with the MTSS Leadership Team to develop a Student Success process that focuses on student data review and interventions. Academy Leaders will create a Student Success Team for each academy and schedule collaboration meetings to meet the needs of students referred to the teams. Develop and implement a communication and branding plan for each academy. Staff will develop a Monthly Focus Newsletter for parents focused on their Academy. A calendar of topics will be established for monthly topics, as well as ongoing needs based on the academies (i.e. safety information).</p>
Material/Resources/Supports Needed	PD Step
MTSS Team IU13 TAC Team assistance	yes

Action Steps	Anticipated Start/Completion Date
Communication Plan	01/02/2024 - 05/31/2024
Monitoring/Evaluation	Anticipated Output
<p>Staff members assigned to their appropriate academies. Updated Course Selection Guide Approval by the Curriculum Council and School Board for new courses that relate to our Program of Study (does this involve LAC & OAC) Completion of a Profile of a Graduate Clear expectations for the Student Success team developed by the collaboration of the MTSS and Academy leadership teams. Schedules of Student Success teams, documentation of students who are benefiting from the Student Success team. Each Academy has a communication plan to share with parents and students. Each Academy has a branding plan to promote student learning and achievement. Each Academy has a monthly newsletter prepared for parents, as well as review of contact information of parents as students enter their academy.</p>	<p>All core and support staff members will be assigned to the Career Academy. LHS Course selection guide will be updated to reflect Programs of Study for all students in their Career Academies. Recommend courses to the Curriculum Council for approval Develop a Profile of a Graduate Academy Leaders will work with the MTSS Leadership Team to develop a Student Success process that focuses on student data review and interventions. Academy Leaders will create a Student Success Team for each academy and schedule collaboration meetings to meet the needs of students referred to the teams. Develop and implement a communication and branding plan for each academy. Staff will develop a Monthly Focus Newsletter for parents focused on their Academy. A calendar of topics will be established for monthly topics, as well as ongoing needs based on the academies (i.e. safety information).</p>
Material/Resources/Supports Needed	PD Step
LHS Website Smore Newsletter	no

Action Plan: MTSS

Action Steps	Anticipated Start/Completion Date
Social Emotional Learning PD	08/23/2023 - 08/23/2023
Monitoring/Evaluation	Anticipated Output
Successful completion of Professional Learning from Thom Stecher and Associates. Completion of Professional Development plans. Observations of new strategies. Completion of Cedar Norms during Summer Trade Time Professional Learning during August Inservice Time Informal Observation of LHS Staff by administrative groups 100% of staff have successfully implemented Cedar Norms in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.	All LHS staff will have professional learning with Thom Stecher - K-12 SEL Connection Teams (6.5 hours, Thom and Associates) All staff will be provided ongoing professional learning to enhance their toolbox for social emotional and instructional strategies. All 9th and 10th grade tested subjects will implement a co-teaching model. Develop Cedar Norms for all staff members. Professional Learning of Cedar Norms for all staff members. Observation of Cedar Norms with timely feedback. All staff members to fully implement Cedar Norms by the end of the school year in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.
Material/Resources/Supports Needed	PD Step
Thom Stecher and Associates	yes

Action Steps	Anticipated Start/Completion Date
Tier 1 Strategies Implementation	08/22/2023 - 03/08/2024
Monitoring/Evaluation	Anticipated Output
<p>Successful completion of Professional Learning from Them Stecher and Associates. Completion of Professional Development plans. Observations of new strategies. Completion of Cedar Norms during Summer Trade Time Professional Learning during August Inservice Time Informal Observation of LHS Staff by administrative groups 100% of staff have successfully implemented Cedar Norms in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.</p>	<p>All LHS staff will have professional learning with Thom Stecher - K-12 SEL Connection Teams (6.5 hours, Thom and Associates) All staff will be provided ongoing professional learning to enhance their toolbox for social emotional and instructional strategies. All 9th and 10th grade tested subjects will implement a co-teaching model. Develop Cedar Norms for all staff members. Professional Learning of Cedar Norms for all staff members. Observation of Cedar Norms with timely feedback. All staff members to fully implement Cedar Norms by the end of the school year in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.</p>
Material/Resources/Supports Needed	PD Step
IU13 Consultants LFS Trainers PBL Berks IU (Sara George)	yes

Action Steps	Anticipated Start/Completion Date
Development and Implementation of Cedar Norms	07/01/2023 - 05/15/2024
Monitoring/Evaluation	Anticipated Output
<p>Successful completion of Professional Learning from Them Stecher and Associates. Completion of Professional Development plans. Observations of new strategies. Completion of Cedar Norms during Summer Trade Time Professional Learning during August Inservice Time Informal Observation of LHS Staff by administrative groups 100% of staff have successfully implemented Cedar Norms in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.</p>	<p>All LHS staff will have professional learning with Thom Stecher - K-12 SEL Connection Teams (6.5 hours, Thom and Associates) All staff will be provided ongoing professional learning to enhance their toolbox for social emotional and instructional strategies. All 9th and 10th grade tested subjects will implement a co-teaching model. Develop Cedar Norms for all staff members. Professional Learning of Cedar Norms for all staff members. Observation of Cedar Norms with timely feedback. All staff members to fully implement Cedar Norms by the end of the school year in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.</p>
Material/Resources/Supports Needed	PD Step
IU13 TAC Team / MTSS Academic Support Professional Development Trade Time	yes

Action Steps	Anticipated Start/Completion Date
Algebra 1 Curriculum Design	07/01/2023 - 03/30/2024

Monitoring/Evaluation	Anticipated Output
Successful completion of Professional Learning from Them Stecher and Associates. Completion of Professional Development plans. Observations of new strategies. Completion of Cedar Norms during Summer Trade Time Professional Learning during August Inservice Time Informal Observation of LHS Staff by administrative groups 100% of staff have successfully implemented Cedar Norms in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.	All LHS staff will have professional learning with Thom Stecher - K-12 SEL Connection Teams (6.5 hours, Thom and Associates) All staff will be provided ongoing professional learning to enhance their toolbox for social emotional and instructional strategies. All 9th and 10th grade tested subjects will implement a co-teaching model. Develop Cedar Norms for all staff members. Professional Learning of Cedar Norms for all staff members. Observation of Cedar Norms with timely feedback. All staff members to fully implement Cedar Norms by the end of the school year in their classroom. Evaluate and rewrite 100% of Algebra 1 Curriculum to meet PA standards and anchors.

Material/Resources/Supports Needed	PD Step
IU13 Consultant for Mathematics Professional Development Time Curricular Resources	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	Professional Learning Communities	Critical Friends Group	08/21/2023 - 08/24/2023
By June 2024, Lebanon High School will develop and implement College and Career Academies that create a team teaching approach to develop and provide a multi-tiered system of support for all students to improve academic success as established by Pennsylvania's Act 158 for graduation requirements. (Career Academies)	Career Academy Planning	Profile of a Graduate	07/01/2023 - 03/29/2024
By June 2024, Lebanon High School will develop and implement College and Career Academies that create a team teaching approach to develop and provide a multi-tiered system of support for all students to improve academic success as established by Pennsylvania's Act 158 for graduation requirements. (Career Academies)	Career Academy Planning	College and Career Academy Student Success Team	07/01/2023 - 01/31/2024
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Social Emotional Learning PD	08/23/2023 - 08/23/2023
By June 2024, 100% of the Lebanon High School teaching staff will implement and	MTSS	Tier 1 Strategies	08/22/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)		Implementation	- 03/08/2024
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Development and Implementation of Cedar Norms	07/01/2023 - 05/15/2024
By June 2024, 100% of the Lebanon High School teaching staff will implement and incorporate evidence-based Tier 1 strategies to meet the academic and behavioral needs of students throughout their instruction as measured by walk-through observations, student achievement and growth, and a decrease in discipline referrals. (MTSS)	MTSS	Algebra 1 Curriculum Design	07/01/2023 - 03/30/2024

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Establishing Norms and Expectations for PLC Group	All Staff	Norms and Expectations for all PLCs, as well as developing trust with each group and their CFG coach.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
CFG Coach follow-up with High School Administration Norms and Expectations are posted for each group.	08/22/2023 - 08/22/2023	Dr. Nordall, Asst Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes	

Professional Development Step	Audience	Topics of Prof. Dev
Profile of a Graduate	LHS School Leadership Team, District Office Teaching and Learning Office, Directors of Student Services, and Community Members	Building a profile of a graduate by focusing on the skills necessary to be college and career ready.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Completion of a Profile of a Graduate presented to the entire district.	07/01/2023 - 03/31/2024	Dr. Malinoski, Asst to the Superintendent for Secondary Teaching and Learning

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1c: Setting Instructional Outcomes

Professional Development Step	Audience	Topics of Prof. Dev
Developing a Student Success Team for each Academy	College and Career Academy Core Teachers	Student Success Team and services/interventions to provide students who are struggling with Attendance, Behavior and/or Course Content.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Completion of the Student Success Team agenda and format, professional development for all core academy teachers, and successful implementation of the process in Trimester 2 at Lebanon High School.	07/01/2023 - 01/31/2024	Mrs. Amanda Rhinier, Asst Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1b: Demonstrating Knowledge of Students

Professional Development Step

Audience

Topics of Prof. Dev

Social Emotional Learning

All Lebanon High School Staff members

SEL Training from Thom Stecher and Associates

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Professional Development Reflection Evidence of Strategies during walkthroughs

08/23/2023 - 08/23/2023

Mrs. Amber Abreu, Director of Student Services

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step

Audience

Topics of Prof. Dev

Master Teacher to Trainers

MTSS Master Teachers, selected by administration and peers.

High Leverage teaching strategies, focusing on Tier 1 instruction.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Successful completion of PD Reflections Evidence during district walk-throughs Improvement in student achievement	07/18/2023 - 03/08/2024	Mrs. Amanda Rhinier, Asst Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1a: Demonstrating Knowledge of Content and Pedagogy	
1e: Designing Coherent Instruction	
3c: Engaging Students in Learning	

Professional Development Step	Audience	Topics of Prof. Dev
Cedar Norms	All teaching staff at Lebanon High School	Development of Cedar Norms walkthrough form Commons Expectations in each Classroom

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Successful implementation of Cedar Norms based on evidence collected on Walkthrough Form.	07/01/2023 - 01/31/2024	Mrs. Rhinier, Asst Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Development Step

Audience

Topics of Prof. Dev

Algebra 1 Review and Redesign

LHS and LMS Mathematics Departments

Review and Redesign Algebra 1 Curriculum for both LMS and LHS

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Successful completion of an updated Algebra 1 Curriculum

07/01/2023 - 03/31/2023

Dr. Malinoski, Asst to the Superintendent for Secondary Teaching and Learning

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
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