

CARBONDALE AREA SD

101 Brooklyn St

Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

The mission of the Carbondale Area School District is to prepare all students to be active and productive citizens of a changing global community by fostering lifelong, self-directed learning, independent, and collaborative decision-making through critical thinking and self-awareness.

VISION STATEMENT

The Carbondale Area School District vision is to provide students a safe learning environment that promotes academic excellence for all learners. Students will have the opportunity to work in an engaging and academically stimulating environment. Teachers will be provided with the necessary resources to provide effective instruction, professional collaboration, and ongoing learning through professional development opportunities. The district will maintain communication and essential partnerships with parents and community members to strive to provide the best educational opportunities for our students.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Students will improve attendance and academic performance in math, science, and English Language Arts.

STAFF

Staff will provide high level and rigorous instruction to students to improve math, science, and English Language Arts skills. The staff will also receive professional development to promote and meet these needs and values.

ADMINISTRATION

Administration will provide professional development and offer guidance and support to students and staff. The administrative team will also receive relevant, ongoing professional development.

PARENTS

Parents will be active participants in facilitating support to their children.

COMMUNITY

The Carbondale Area Community will provide various supplemental supports to ensure academic and social activities to ensure success for all students.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Holly W. Sayre	Administrator	Carbondale Area School District
Colleen Sullivan	Administrator	Carbondale Area Elementary School
Lawrence A. Gabriel	Administrator	Carbondale Area Jr./Sr. High School
Paul Kaczmarcik	Board Member	Carbondale Area School Board
Lynnette Lepre-VanDeusen	Community Member	Lynnette's Twirlerettes
Priscilla Bilski	Staff Member	Carbondale Area Jr./Sr. High School
Stephanie Miller	Staff Member	Carbondale Area School District
Samantha Masco	Staff Member	Carbondale Area Jr./Sr. High School
Meg Duffy	Administrator	Carbondale Area Elementary School
Heather Tolerico	Administrator	Carbondale Area School District
Tina McDonald	Parent	Parent

Name

Position

Building/Group

Name	Position	Building/Group

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Clear, aligned curriculum shows a strong correlation to student achievement	Rigorous Courses of Study Section
The use of data will be used to drive decisions and plan for instruction. Teachers will improve their instruction through data by identifying important factors that may result in improved practice or identifying student's performance, strengths, weaknesses, or progress	Essential Practices 4: Implement Data-Driven Human Capital Strategies
Carbondale Area School District has embraced The Science of Reading and has implemented Core Knowledge Language Arts (CKLA) at the elementary school and Penn Literacy Network (PLN) at the secondary school. Reading, writing, listening, and speaking strategies will be incorporated throughout our buildings to improve student literacy and achievement	English Language Arts

ACTION PLAN AND STEPS

Evidence-based Strategy	
Read 180 reading program, CKLA reading program, and PLN reading program	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

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Instructional Design Cycle- Curriculum	Carbondale Area School District will implement an instructional design cycle which will review curriculum, assessments, and resources.
Data-driven Decisions	CASD teachers create data action plans and utilize data resources to identify students' strengths and weaknesses and provide differentiated instruction as documented in lesson plans
CKLA and PLN Reading Strategies	CASD teachers will implement CKLA or PLN reading and writing strategies daily as documented in lesson plans

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Implementation of Read 180 reading program, CKLA reading program, and PLN reading program	2022-08-24 - 2025-06-06	Holly. W. Sayre/ Superintendent	Professional development, purchase of reading programs, and purchase of materials/resources needed for reading programs
Curriculum and assessment system development	2020-08-25 - 2025-06-06	Holly W. Sayre/ Superintendent	Curriculum materials and professional development
Implementation of a systems of supports through data analysis and review	2020-08-25 - 2025-06-06	Holly W. Sayre/ Superintendent	Data analysis programs (Study Island, School21, CDTs, etc.), professional development

Anticipated Outcome
Improvement in academic achievement

Monitoring/Evaluation

Academic achievement on PSSA and Keystone assessments

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Carbondale Area School District will implement an instructional design cycle which will review curriculum, assessments, and resources. (Instructional Design Cycle- Curriculum)</p> <p>CASD teachers create data action plans and utilize data resources to identify students' strengths and weaknesses and provide differentiated instruction as documented in lesson plans (Data-driven Decisions)</p> <p>CASD teachers will implement CKLA or PLN reading and writing strategies daily as documented in lesson plans (CKLA and PLN Reading Strategies)</p>	<p>Read 180 reading program, CKLA reading program, and PLN reading program</p>	<p>Implementation of Read 180 reading program, CKLA reading program, and PLN reading program</p>	<p>08/24/2022 - 06/06/2025</p>

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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Carbondale Area School District will implement an instructional design cycle which will review curriculum, assessments, and resources. (Instructional Design Cycle- Curriculum)	Read 180 reading program,	Implementation of Read 180 reading program, CKLA reading program, and PLN reading program	08/24/2022 - 06/06/2025
CASD teachers will implement CKLA or PLN reading and writing strategies daily as documented in lesson plans (CKLA and PLN Reading Strategies)	CKLA reading program,		
CASD teachers create data action plans and utilize data resources to identify students' strengths and weaknesses and provide differentiated instruction as documented in lesson plans (Data-driven Decisions)	and PLN reading program		

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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

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

Chief School Administrator

Holly W. Sayre

2022-10-14

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

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

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

Coordinate fiscal resources from local, state, and federal programs to achieve the district's goals and priorities

Professional Development Plan

Student Services Plan

Title I Program

Standards-aligned core curriculum at elementary-level

Multi-Tier Systems of Support (MTSS) in place District-wide

Professional staff have received training and strategies to implement social emotional learning/ trauma-informed practices

Meeting Annual Academic Growth Expectations (PVAAS)

Challenges

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

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

Ensure effective, standards-aligned curriculum and assessment

K-12 Guidance Plan (339 Plan)

Special Education Plan

Active parent participants in the child's academic progress and attendance

Use of data assessments that are standard-based aligned (CDTs)

Improvement in reading ability

Improvement in attendance

Proficient or Advanced on Pennsylvania State Assessments

Regular Attendance

Strengths

Economic Disadvantaged Subgroup

Growth historically

Senior Project Presentation- Career Readiness

At elementary, the students were ability-grouped based on data and explicit direct instruction was implemented

Students are exposed to additional Science Technology Engineering and Mathematics (STEM) curriculum

CASD added cooperative education to its electives in 2021-2022 and is looking to grow the program

Increasing our membership at the CTC of Lackawanna County

Additional opportunities to gain artifacts to meet career readiness standards

Dual enrollment opportunities for students

Challenges

IEP Subgroup

Use of data assessments (CDTs, School21, Study Island, etc.) and curriculum that are standard-based aligned

Use of Keystone Prep testing materials

Improvement in attendance

Use of data assessments (CDTs, School21, Study Island, etc.) and curriculum that are standard-based aligned

Use of Keystone Prep testing materials

Improvement in Attendance

Use of data assessments that are standard-based aligned (CDTs)

Use of Keystone Prep testing materials

Improvement in Attendance

Improvement in reading ability

Attendance impacts the implementation of career readiness programming

Surveys given to students and parents provide insufficient data

Most Notable Observations/Patterns

Creating an importance of education to the community

Challenges

Discussion Point

Priority for Planning

Proficient or Advanced on Pennsylvania State Assessments

Students lack fundamental reading and writing skills

Use of data assessments (CDTs, School21, Study Island, etc.) and curriculum that are standard-based aligned

Data was not consistently utilized and action steps were not taken; Curriculum K-12 needs rewritten and standards-aligned

Use of data assessments that are standard-based aligned (CDTs)

Improvement in Attendance

Active parent participants in the child's academic progress and attendance

Special Education Plan

Foster a vision and culture of high expectations for

Challenges**Discussion Point****Priority for Planning**

success for all students, educators, and families

Ensure effective, standards-aligned curriculum and assessment

Improvement in reading ability

Students lack fundamental reading and writing skills

Use of data assessments that are standard-based aligned (CDTs)

Improvement in reading ability

ADDENDUM B: ACTION PLAN

Action Plan: Read 180 reading program, CKLA reading program, and PLN reading program

Action Steps	Anticipated Start/Completion Date	
Implementation of Read 180 reading program, CKLA reading program, and PLN reading program	08/24/2022 - 06/06/2025	
Monitoring/Evaluation	Anticipated Output	
Academic achievement on PSSA and Keystone assessments	Improvement in academic achievement	
Material/Resources/Supports Needed	PD Step	Comm Step
Professional development, purchase of reading programs, and purchase of materials/resources needed for reading programs	yes	yes

Action Steps**Anticipated Start/Completion Date**

Curriculum and assessment system development

08/25/2020 - 06/06/2025

Monitoring/Evaluation**Anticipated Output**

Academic achievement on PSSA and Keystone assessments

Improvement in academic achievement

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

Curriculum materials and professional development

yes

yes



Action Steps**Anticipated Start/Completion Date**

Implementation of a systems of supports through data analysis and review

08/25/2020 - 06/06/2025

Monitoring/Evaluation**Anticipated Output**

Academic achievement on PSSA and Keystone assessments

Improvement in academic achievement

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

Data analysis programs (Study Island, School21, CDTs, etc.), professional development

yes

yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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<p>Carbondale Area School District will implement an instructional design cycle which will review curriculum, assessments, and resources. (Instructional Design Cycle- Curriculum)</p>	<p>Read 180 reading</p>	<p>Implementation of a systems of</p>	<p>08/25/2020 -</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
CASD teachers create data action plans and utilize data resources to identify students' strengths and weaknesses and provide differentiated instruction as documented in lesson plans (Data-driven Decisions)	program, CKLA reading	supports through data analysis and review	06/06/2025
CASD teachers will implement CKLA or PLN reading and writing strategies daily as documented in lesson plans (CKLA and PLN Reading Strategies)	program, and PLN reading program		

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Reading and Writing Strategies	Teachers	Why Writing; Reading, Writing, and Talking Process; Language- Vocabulary; Collins Writing; Models of Engagement; Learning Lenses; Amplify Core Knowledge

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Implementation of writing and reading strategies as documented in lesson plans	08/24/2022 - 06/07/2024	Holly W. Sayre/ Superintendent

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

1f: Designing Student Assessments

Language and Literacy Acquisition for All Students

1e: Designing Coherent Instruction

Language and Literacy Acquisition for All Students

1a: Demonstrating Knowledge of Content and Pedagogy

3c: Engaging Students in Learning

3d: Using Assessment in Instruction

3b: Using Questioning and Discussion Techniques

3b: Using Questioning and Discussion Techniques

3c: Engaging Students in Learning

1e: Designing Coherent Instruction

1a: Demonstrating Knowledge of Content and Pedagogy

4a: Reflecting on Teaching

3d: Using Assessment in Instruction

1f: Designing Student Assessments

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum and assessment systems development	Teachers	Development and review of curriculum review cycle

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Curriculum rewritten in the UBD format; materials and resources needed for the curriculum are vetted through the new CASD process	08/23/2023 - 06/06/2025	Holly W. Sayre/ Superintendent

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1a: Demonstrating Knowledge of Content and Pedagogy 1f: Designing Student Assessments 1e: Designing Coherent Instruction 4a: Reflecting on Teaching 1c: Setting Instructional Outcomes	



Professional Development Step	Audience	Topics of Prof. Dev
Systems of Supports through data analysis and review	Teachers	PASS Screener, Study Island, MTSS Model, School21, and CDTs

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Identification of students and/or identification of students' strengths and weaknesses; Development of Action Plans to address students' needs	08/24/2021 - 06/06/2025	Meg Duffy/ Elementary Principal; Lawrence Gabriel/Jr.Sr. High Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes	Trauma Informed Training (Act 18)
2d: Managing Student Behavior	
1b: Demonstrating Knowledge of Students	



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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<p>Carbondale Area School District will implement an instructional design cycle which will review curriculum, assessments, and resources. (Instructional Design Cycle- Curriculum)</p> <p>CASD teachers will implement CKLA or PLN reading and writing strategies daily as documented in lesson plans (CKLA and PLN Reading Strategies)</p> <p>CASD teachers create data action plans and utilize data resources to identify students' strengths and weaknesses and provide differentiated instruction as documented in lesson plans (Data-driven Decisions)</p>	<p>Read 180 reading program, CKLA reading program, and PLN reading program</p>	<p>Curriculum and assessment system development</p>	<p>2020-08-25 - 2025-06-06</p>
<p>Carbondale Area School District will implement an instructional design cycle which will review curriculum, assessments, and resources. (Instructional Design Cycle- Curriculum)</p>	<p>Read 180 reading</p>	<p>Implementation of a systems of</p>	<p>2020-08-25 - 2025-</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
CASD teachers create data action plans and utilize data resources to identify students' strengths and weaknesses and provide differentiated instruction as documented in lesson plans (Data-driven Decisions)	program, CKLA reading program,	supports through data analysis and review	06-06
CASD teachers will implement CKLA or PLN reading and writing strategies daily as documented in lesson plans (CKLA and PLN Reading Strategies)	and PLN reading program		

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Implementation of Read 180 reading program, CKLA reading program, and PLN reading program	Students, Parents, and All Staff	Goals of the reading programs, activities of the reading programs

Anticipated Timeframe	Frequency	Delivery Method
06/03/2022 - 06/06/2025	Monthly	Email Other Letter

Lead Person/Position

Holly W. Sayre/ Superintendent

Communication Step

Audience

Topics/Message of Communication

Curriculum and assessment system development

Professional Staff

Instructional Review Cycle, UBD curriculum foundation

Anticipated Timeframe

Frequency

Delivery Method

08/25/2020 - 06/06/2025

Ongoing

Other

Lead Person/Position

Holly W. Sayre/ Superintendent

Communication Step

Audience

Topics/Message of Communication

Systems of supports through data analysis and review

Professional Staff

Assessment programs

Anticipated Timeframe

Frequency

Delivery Method

08/25/2020 - 06/06/2025

Monthly

Other

Lead Person/Position

Holly W. Sayre/ Superintendent



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Board presentation of Comprehensive Plan	Comprehensive Planning Overview, Goal Overview, Action Plan Overview	In-person, Video	Board of School Directors, Students, Parents, Staff, and Community Members	November 21, 2022
Posting of Communication Plan	Comprehensive Planning Overview, Goal Overview, Action Plan Overview	Website, Remind	Staff, Parents, and Community Members	October 13, 2022
