WEST YORK AREA MS

1700 Bannister St

ATSI non-Title 1 School Plan | 2023 - 2024

VISION FOR LEARNING

Every Student Every Day In West York, our purpose is twofold: 1) create opportunities for our students to thrive, and 2) to develop world-class citizens. Ultimately, our aim is to equip West York graduates for more and better opportunities to thrive in an increasingly complex and competitive society while also empowering graduates to lead with integrity, empathy, and respect for others. Prior to the start of the Comprehensive Planning process, the West York Area School District Board of Directors developed a list of Attributes of a West York Graduate. This list was shared with the Comprehensive Planning Steering Committee. This list included the following attributes for future graduates: Adaptable and Resourceful; A Global Citizen; A Collaborator and Communicator; Confident and Independent; Resilient and Growth Minded; Ethical and Conscientious; A Critical Thinker; and Financially Literate Students: Be prepared and willing to learn; Remain flexible; Prioritize and value educational opportunities; Practice and demonstrate perseverance; Celebrate resiliency; Take risks; Communicate needs; Trust adults; Have positive intent; Support others and your community; Demonstrate respect for self and others; Embrace diversity; Value relationships Staff: Model lifelong learning; Remain flexible; Model high expectations for self and others; Embrace diversity and differences; Champion relationships; Take risks; Show passion; Recognize, learn from, and forgive past mistakes; Communicate with students and parents/guardians; Offer support and cooperation; Be reliable and consistent; Remain highly trained in proven instructional strategy Administration: Model lifelong learning; Remain flexible and prepared for changes; Take student-focused actions; Collaborate with stakeholders and model a team approach; Advocate and cheerlead for schools and students; Communicate openly and transparently; Support risk-taking of students and staff; Recognize, learn from, and forgive past mistakes; Champion relationships; Support proven instructional strategy; Listen to learn; Make sound financial decisions Parents: Remain open for continued learning; Remain flexible; Partner with educators in child's experience; Offer grace and assume positive intent; Be present and involved; Ask for help; Follow chain of command for concerns; Learn about others in your community; Embrace diversity and differences within the community; Honor the whole child, not only academics Community: Partner in education; Support District students; Share resources, talents, and ideas; Demonstrate pride in community; Celebrate change; Provide resources (financial, human/volunteer); Collaborate with schools; Value and celebrate the diversity within the community

STEERING COMMITTEE

Name	Position	Building/Group
Anthony Campbell	Principal	WYAMS
Todd Davies	Chief School Administrator	WYASD
Melissa Appnel	District Level Leaders	WYASD
Erin Holman	District Level Leaders	WYASD
Jill Raudensky	Teacher	WYASD
Missy Halcott	Parent	WYASD
Lisa Nisly	Education Specialist	WYASD
Kelly Barnett	Community Member	WYASD
Bethany Rodriguez	Education Specialist	WYASD
Austin Krotzer	Teacher	WYASD
Kate Fritz	Other	School Improvement Facilitator

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
All students deserve an educational experience that is aligned and articulated in standards and best practice, monitored regularly, and supports the needs of a West York Area Middle School student.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction
Professional Development will promote strategies to support the highest quality instructional practices for all learners.	Essential Practices 4: Foster Quality Professional Learning

ACTION PLAN AND STEPS

Evidence-based Strategy
Early Warning Intervention Monitoring System - Student Goal Setting

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Student Goal Setting	All students in the pilot teacher cohort will develop individual academic goals and review their progress towards goal achievement throughout the year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Set meeting schedule for Academic Action Team	2023-08-14 - 2023-10-27	Academic Action Team Leader	Academic Action Team Committee; Building Administration; Lighthouse Coordinators
Hold Academic Action Team Meetings	2023-08-14 - 2024-05-24	Academic Action Team Leader	Academic Action Team Committee; Building Administration; Lighthouse Coordinators
Academic Action Team shares goal-setting protocols with piloting teacher group.	2023-10-27 - 2024-01-19	Academic Action Team Leader	Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Goal-setting documents
Select pilot teachers will implement student goal setting process with students	2024-01-19 - 2024-05-24	Academic Action Team Leader	Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Goal-setting documents
Revise goal setting protocols based on feedback from the pilot group.	2024-05-27 - 2024-08-30	Academic Action Team Leader and Pilot Teachers	Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Revised Goal-setting documents
Train all staff on expectations and protocols for student goal setting meetings.	2024-08-12 - 2024-08-30	Academic Action Team Leader and Pilot Teachers	Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Revised Goal-setting documents; All staff
Implement Academic Goal setting meetings with students school-wide	2024-09-02 - 2025-05-30	Academic Action Team Leader	Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Revised Goal-setting documents; All staff

Anticipated Outcome

All Middle School students will create academic goals and meet to review their progress throughout the year.

Monitoring/Evaluation

Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.

Evidence-based Strategy

Early Warning Intervention Monitoring System - EWS Meetings

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Early Warning System	The Middle School will establish and implement procedures and protocols to increase the frequency of EL academic performance data review from 0 times per year to 4 times per year as evidenced through meeting agendas and data artifacts.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Set building level data team and grade level data team meeting schedules	2023-06-05 - 2023-09-04	MS Administration	MS Administration

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Hold training for all staffing on the EWIMS report in Sapphire. Establish purpose and goals of meetings.	2023-09-04 - 2023-09-29	MS Administration	MS Administration; Training Materials
Hold building and team level data EWS meetings to determine student academic interventions. Use student goal-setting protocol to guide interventions.	2023-10-02 - 2024-05-31	MS Administration	MS Administration; Building and Grade-level teams
Monitor to ensure that EWS reports and meetings are meeting current needs and adjust as needed.	2024-05-31 - 2025-05-30	MS Administration	MS Administration; Building and Grade-level teams

Anticipated Outcome

Individual student learning needs are met through effective use of the EWIMS.

Monitoring/Evaluation

Student performance will be reviewed and tracked throughout the year during these meetings.

Evidence-based Strategy

Teacher-Centered Collaborative Activities

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)

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LIEP Program Review and PD	Professional development will be provided to Middle School teachers following a LIEP Program Review to identify areas of need.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Establish LIEP committee to conduct LIEP Program Review	2023-08-14 - 2023-09-29	MS Administration	MS Administration; Director of Education and Assessment
Conduct LIEP Program Review	2023-10-02 - 2024-02-29	MS Administration	MS Administration; Director of Education and Assessment; LIEP Program Review Committee
Review results of the LIEP Program Review and determine areas of need for upcoming Professional Development, to determine action steps for A-TSI plan years 2024-2025 and 2025-2026.	2024-03-04 - 2024-05-31	MS Administration	MS Administration; Director of Education and Assessment: LIEP Program Review Committee
Monitor Professional Development opportunities and adjust as needed.	2024-05-31 - 2025-05-30	MS Administration	MS Administration; Director of Education and Assessment: LIEP Program Review Committee

Anticipated Outcome

LIEP Program Review will be completed and PD needs will be identified.

Monitoring/Evaluation

LIEP Program Review and PD next steps are established.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students in the pilot teacher cohort will develop individual academic goals and review their progress towards goal achievement throughout the year. (Student Goal Setting)	Early Warning Intervention Monitoring System - Student Goal Setting	Academic Action Team shares goal-setting protocols with piloting teacher group.	10/27/2023 - 01/19/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students in the pilot teacher cohort will develop individual academic goals and review their progress towards goal achievement throughout the year. (Student Goal Setting)	Early Warning Intervention Monitoring System - Student Goal Setting	Train all staff on expectations and protocols for student goal setting meetings.	08/12/2024 - 08/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The Middle School will establish and implement procedures and protocols to increase the frequency of EL academic performance data review from 0 times per year to 4 times per year as evidenced through meeting agendas and data artifacts. (Early Warning System)	Early Warning Intervention Monitoring System - EWS Meetings	Hold training for all staffing on the EWIMS report in Sapphire. Establish purpose and goals of meetings.	09/04/2023 - 09/29/2023

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

The following subgroups increased performance in ELA: Black, Hispanic, 2 or More Races, English Learner(exceeded the annual growth expectation).

The following subgroups increased performance in Math: 2 or More Races. Hispanic students, English Learners, and Students with a Disability all exceeded the academic growth expectations in Math.

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The following subgroups increased performance in Math: 2 or More Races. Hispanic students, English Learners, and Students with a Disability all exceeded the academic growth expectations in Math.

Early Warning System has provided a systemic view for all teachers to analyze and identify students who need additional supports.

Students have access to College and Career learning

Challenges

Students are performing below the statewide average. Determining student ACCESS growth expectations is something the team should investigate.

Most student groups are performing below the state average in ELA. English Learners proficiency has dropped over time.

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Most student groups are performing below the state average in ELA. English Learners proficiency has dropped over time.

Discussions specific to EL achievement are not fully integrated in the EWS process.

Challenges in this section are not a priority in this plan.

Identify and address individual student learning needs

Use multiple professional learning designs to support the learning needs of staff

Strengths

opportunities in each grade level.

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

Implement an evidence-based system of schoolwide positive behavior interventions and supports

Align curriculum, assessments, and instruction to the PA Standards

Tier 2 and 3 supports for ELA are in place and utilized for identified students.

Common assessments are established and standards-based.

Regular department time is available for student data review.

Curriculum is updated and aligned.

Opportunities are hands-on and allow students to engage in a discovery-based approach in science and technology.

WIDA data is reviewed annually.

Students are using language in their Tier 1 instruction.

2022-23 Building schedule was adjusted to increase opportunity for English Language instruction for all EL students increasing by

Challenges

WIDA Access analysis is isolated within the ESL Department.

The math program is standards based, however is language heavy.

There is no explicit data management for all students in math, except for course grades.

To ensure an effective teaming structure, Science is only offered for a semester and not the entire year.

English Language Learner data is not utilized in planning Tier 1 instruction.

Strengths

50%.

The Middle School is an active participant in the county-wide ELL professional learning community.

Most Notable Observations/Patterns

Challenges	Discussion Point	Priority for Planning
Identify and address individual student learning needs	Discussion specific for EL achievement are not fully integrated in the EW process. Inclusion of EL teacher in regularly reviewing student learning needs.	✓
Use multiple professional learning designs to support the learning needs of staff	ELL data is not utilized in planning Tier 1 instruction. Appropriate professional development has been offered for Tier 1 instruction for ELs in all content areas.	✓
Discussions specific to EL achievement are not fully integrated in the EWS process.		
WIDA Access analysis is isolated within the ESL Department.		
English Language Learner data is not utilized in planning Tier 1 instruction.		

ADDENDUM B: ACTION PLAN

Action Plan: Early Warning Intervention Monitoring System - Student Goal Setting

Action Steps	Anticipated Start/Completion Date
Set meeting schedule for Academic Action Team	08/14/2023 - 10/27/2023

Monitoring/Evaluation	Anticipated Output
Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.	All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed	PD Step
Academic Action Team Committee; Building Administration; Lighthouse Coordinators	no

Action Steps	Anticipated Start/Completion Date
Hold Academic Action Team Meetings	08/14/2023 - 05/24/2024

Monitoring/Evaluation	Anticipated Output
Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.	All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed	PD Step
Academic Action Team Committee; Building Administration; Lighthouse Coordinators	no

Action Steps	Anticipated Start/Completion Date
Academic Action Team shares goal-setting protocols with piloting teacher group.	10/27/2023 - 01/19/2024

Monitoring/Evaluation	Anticipated Output
Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.	All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed	PD Step
Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Goal-setting documents	yes

Action Steps

Select pilot teachers will implement student goal setting process with students

Anticipated Start/Completion Date

01/19/2024 - 05/24/2024

Monitoring/Evaluation

Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.

Anticipated Output

All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed

Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Goal-setting documents

PD Step

no

Action Steps	Anticipated Start/Completion Date
Revise goal setting protocols based on feedback from the pilot group.	05/27/2024 - 08/30/2024

Monitoring/Evaluation	Anticipated Output
Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.	All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed	PD Step
Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Revised Goal-setting documents	no

Action Steps	Anticipated Start/Completion Date
Train all staff on expectations and protocols for student goal setting meetings.	08/12/2024 - 08/30/2024

Monitoring/Evaluation	Anticipated Output
Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.	All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed	PD Step
Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Revised Goal-setting documents; All staff	yes

Action Steps	Anticipated Start/Completion Date
Implement Academic Goal setting meetings with students school-wide	09/02/2024 - 05/30/2025

Monitoring/Evaluation	Anticipated Output
Teachers will meet with students to review their progress utilizing the established forms. Reflection from students will be provided at least quarterly.	All Middle School students will create academic goals and meet to review their progress throughout the year.

Material/Resources/Supports Needed	PD Step
Academic Action Team Committee; Building Administration; Lighthouse Coordinators; Pilot teachers; Revised Goal-setting documents; All staff	no

Action Plan: Early Warning Intervention Monitoring System - EWS Meetings

Action Steps	Anticipated Start/Completion Date
Set building level data team and grade level data team meeting schedules	06/05/2023 - 09/04/2023

Monitoring/Evaluation	Anticipated Output
Student performance will be reviewed and tracked throughout the year during these meetings.	Individual student learning needs are met through effective use of the EWIMS.

Material/Resources/Supports Needed	PD Step
MS Administration	no

Action Steps	Anticipated Start/Completion Date
Hold training for all staffing on the EWIMS report in Sapphire. Establish purpose and goals of meetings.	09/04/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
Student performance will be reviewed and tracked throughout the year during these meetings.	Individual student learning needs are met through effective use of the EWIMS.

Material/Resources/Supports Needed	PD Step
MS Administration; Training Materials	yes

Action Steps	Anticipated Start/Completion Date
Hold building and team level data EWS meetings to determine student academic interventions. Use student goal-setting protocol to guide interventions.	10/02/2023 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
Student performance will be reviewed and tracked throughout the year during these meetings.	Individual student learning needs are met through effective use of the EWIMS.

Material/Resources/Supports Needed	PD Step
MS Administration; Building and Grade-level teams	no

Action Steps	Anticipated Start/Completion Date
Monitor to ensure that EWS reports and meetings are meeting current needs and adjust as needed.	05/31/2024 - 05/30/2025

Monitoring/Evaluation	Anticipated Output
Student performance will be reviewed and tracked throughout the year during these meetings.	Individual student learning needs are met through effective use of the EWIMS.

Material/Resources/Supports Needed	PD Step
MS Administration; Building and Grade-level teams	no

Action Plan: Teacher-Centered Collaborative Activities

Action Steps	Anticipated Start/Completion Date
Establish LIEP committee to conduct LIEP Program Review	08/14/2023 - 09/29/2023

Monitoring/Evaluation	Anticipated Output
"Consideration for EL Program Review Form" from PDE will be completed.	LIEP Program is reviewed and areas of need for Professional Development are identified

Material/Resources/Supports Needed	PD Step
MS Administration; Director of Education and Assessment	no

Action Steps	Anticipated Start/Completion Date
Conduct LIEP Program Review	10/02/2023 - 02/29/2024

Monitoring/Evaluation	Anticipated Output
"Consideration for EL Program Review Form" from PDE will be completed.	LIEP Program is reviewed and areas of need for Professional Development are identified

Material/Resources/Supports Needed	PD Step
MS Administration; Director of Education and Assessment; LIEP Program Review Committee	no

Action Steps	Anticipated Start/Completion Date
Review results of the LIEP Program Review and determine areas of need for upcoming Professional Development, to determine action steps for A-TSI plan years 2024-2025 and 2025-2026.	03/04/2024 - 05/31/2024

Monitoring/Evaluation	Anticipated Output
"Consideration for EL Program Review Form" from PDE will be completed.	LIEP Program is reviewed and areas of need for Professional Development are identified

Material/Resources/Supports Needed	PD Step
MS Administration; Director of Education and Assessment: LIEP Program Review Committee	no

Action Steps	Anticipated Start/Completion Date
Monitor Professional Development opportunities and adjust as needed.	05/31/2024 - 05/30/2025

Monitoring/Evaluation	Anticipated Output
"Consideration for EL Program Review Form" from PDE will be completed.	LIEP Program is reviewed and areas of need for Professional Development are identified

Material/Resources/Supports Needed	PD Step
MS Administration; Director of Education and Assessment: LIEP Program Review Committee	

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All students in the pilot teacher cohort will develop individual academic goals and review their progress towards goal achievement throughout the year. (Student Goal Setting)	Early Warning Intervention Monitoring System - Student Goal Setting	Academic Action Team shares goal-setting protocols with piloting teacher group.	10/27/2023 - 01/19/2024
All students in the pilot teacher cohort will develop individual academic goals and review their progress towards goal achievement throughout the year. (Student Goal Setting)	Early Warning Intervention Monitoring System - Student Goal Setting	Train all staff on expectations and protocols for student goal setting meetings.	08/12/2024 - 08/30/2024
The Middle School will establish and implement procedures and protocols to increase the frequency of EL academic performance data review from 0 times per year to 4 times per year as evidenced through meeting agendas and data artifacts. (Early Warning System)	Early Warning Intervention Monitoring System - EWS Meetings	Hold training for all staffing on the EWIMS report in Sapphire. Establish purpose and goals of meetings.	09/04/2023 - 09/29/2023

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Early Warning System Training	All MS Faculty	EWS report format; purpose of EWS meetings; EWS goals and communication procedures

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Use of EWS report during observed meetings	09/04/2023 - 09/29/2023	MS Administration

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

Professional Development Step	Audience	Topics of Prof. Dev
Expectations and Protocols for Student Goal Setting	MS Faculty	Student goal setting protocols, forms, and student conferencing strategies.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Observation	10/27/2023 - 08/30/2024	MS Administration

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