CENTRAL BUCKS SCHOOL DISTRICT
COMPREHENSIVE PLAN
2020-2023

A VISION *for Our* SCHOOLS

PILLARS *of* EXCELLENCE

OUR MISSION

The Central Bucks Schools will provide all students with the academic and problem-solving skills essential for personal development, responsible citizenship, and life-long learning.

OUR STUDENTS WILL BECOME...
Complex Thinkers   Quality Producers   Skilled in Technology
Collaborative Workers   Self-Directed Learners   Effective Communicators
Informed and Responsible Citizens

Providing Access, Resources, & Opportunities

MEETING THE NEEDS OF ALL LEARNERS

GOAL AREAS

Social and Emotional Wellness
Community Connections
Innovation and Leadership

SOCIAL AND EMOTIONAL WELLNESS

Central Bucks School District will enhance the school community by providing curriculum, professional development, supports, and protocols to promote the social and emotional wellness of our students and staff.
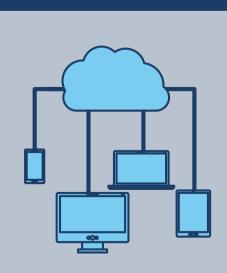
Crisis Teams -- Stress Management -- SWPBIS

COMMUNITY CONNECTIONS

Central Bucks School District will develop mutually beneficial partnerships that strengthen the relationship between our schools and community while enhancing students' pathways to college and career readiness.

Family Transitions -- Service-Based Learning -- Alumni

INNOVATION AND LEADERSHIP

Central Bucks will create opportunities for students to problem solve, innovate, lead, and contribute to their local and global communities.

STEAM -- Personalized Learning -- District Data

MEETING THE NEEDS OF ALL LEARNERS

TECHNOLOGY | COMMUNITY CONNECTIONS | TEACHING & LEARNING | FINANCES | FACILITIES

ACCESS   RESOURCES   OPPORTUNITIES

Central Bucks SD

District Level Plan

07/01/2020 - 06/30/2023

Draft 10.2.19

Needs Assessment

Record School Patterns

Question:

After reviewing school level accomplishments and systemic challenges, what patterns can you identify among your schools?

What other information do you still need to assess?

Answer:

Student achievement, as measured by the final exams, core assessments, PSSA results, and other measures, is consistently high and reflects a sustained and systematic approach to K-12 curriculum, assessment, and instruction. Highly effective hiring practices, rich and consistent curriculum, and ongoing staff development combine to support our goal of consistently high student achievement.

District Accomplishments

Accomplishment #1:

The District is routinely ranked near the top of all school districts in Pennsylvania on PSSA scores.

Accomplishment #2:

Central Bucks' established assessment model, which includes district-developed core assessments and transitional assessments at 3rd, 6th, 9th, and 11th grade, ensures program fidelity.

Accomplishment #3:

The District annually has one of the best student performance to education cost ratio.

Accomplishment #4:

Teachers participate in the design and implementation of a common core standards-aligned curriculum.

Accomplishment #5:

The District has a strong emphasis on continued training for its professional staff with over 85% of CB teachers attending specialized training each summer.

Accomplishment #6:

Over 90% of students continue to post-secondary education.

Accomplishment #7:

Over a third of high school students are enrolled in Advanced Placement classes.

Accomplishment #8:
Central Bucks educates over 97% of resident children in our school buildings.

Accomplishment #9:
The District has a rigorous, systematic, ongoing procedure for recruiting, hiring, training, and retaining teachers.

Accomplishment #10:
Students are involved in reflecting on their learning during student-led conferences in elementary school, personal academic goal creation in middle school, and the Career Plan Model in high school.

District Concerns

Concern #1:
There is a need to utilize educational technology and digital tools that expand access to the curriculum and promote personalized learning.

Concern #2:
There is a need to develop mutually beneficial partnerships that strengthen the relationship between our schools and community while enhancing students' pathways to college and career readiness.

Concern #3:
There is a need to provide curriculum, professional development, interventions, and protocols to promote the social and emotional wellness of our students and staff.

Prioritized Systemic Challenges

Systemic Challenge #1 *(Guiding Question #1)* Establish a district system that fully ensures consistent implementation of standards-aligned curricula across all schools for all students.

> **Aligned Concerns:**
>
> > There is a need to utilize educational technology and digital tools that expand access to the curriculum and promote personalized learning.

Systemic Challenge #2 *(Guiding Question #9)* Establish a district system that fully ensures each member of the district community promotes, enhances and sustains a shared vision of positive school climate and ensures family and community support of student participation in the learning process.

Aligned Concerns:

There is a need to develop mutually beneficial partnerships that strengthen the relationship between our schools and community while enhancing students' pathways to college and career readiness.

There is a need to provide curriculum, professional development, interventions, and protocols to promote the social and emotional wellness of our students and staff.

District Level Plan

Action Plans

Goal #1: Central Bucks School District will enhance the school community by providing curriculum, professional development, supports, and protocols to promote the social and emotional wellness of our students and staff.

Related Challenges:

- Establish a district system that fully ensures each member of the district community promotes, enhances and sustains a shared vision of positive school climate and ensures family and community support of student participation in the learning process.

Indicators of Effectiveness:

Type: Annual

Data Source: Wellness Committees, stress reduction lessons, training and risk assessment protocols, School-Wide Positive Behavioral Intervention Supports (SWPBIS).

Specific Targets: Review of data collected from SWPBIS, interview data and focus group data from stakeholders, PA Youth Survey (PAY) data.

Strategies:

Develop procedures and protocols for mental health support and a district-wide crisis team to respond to trauma.

Description:

CBSD has recognized the need to formalize protocols and procedures to diagnose and support social and emotional needs of our students.

SAS Alignment: Curriculum Framework, Safe and Supportive Schools

Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

Description:

The district will research and develop programs that address the social and emotional needs of all students. Programs will include strategies related to stress and anxiety management.

SAS Alignment: Curriculum Framework, Materials & Resources, Safe and Supportive Schools

Explore formal School-Wide Positive Behavioral Intervention Supports (SWPBIS) implementation at all levels

Description:

SWPBIS programs are not a specific curriculum, rather a collection of practices that utilize a behavioral approach to teaching proactive, age-appropriate social skills and competencies, including communication, problem solving, decision making, self-management, and peer relations.

SAS Alignment: Standards, Curriculum Framework, Instruction, Materials & Resources, Safe and Supportive Schools

Language and literacy acquisition and teaching diverse learners in an inclusive setting-connected to PD plan-Improve instructional model for ELLs and develop an effective model of communication with ELL families.

Description:

The district's ELL population has grown significantly in recent years. The district needs to develop a more effective system of communication with our ELL families. Additionally, there is a need to examine our current instructional model to ensure that it aligns with research-based best practices.

SAS Alignment: Standards, Assessment, Curriculum Framework, Instruction, Materials & Resources, Safe and Supportive Schools

Implementation Steps:

Provide training for guidance counselors and school psychologists on trauma informed care, risk assessments protocol.

Description:

Research best practices in trauma informed care. Identify and implement risk assessment protocols and train relevant staff including teachers, psychologists, and guidance counselors.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Special Education, Student Services

Supported Strategies:

- Develop procedures and protocols for mental health support and a district-wide crisis team to respond to trauma.
- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

Response protocols

Description:

Establish response protocols to mental health situations for students in need.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Special Education, Student Services

Supported Strategies:

- Develop procedures and protocols for mental health support and a district-wide crisis team to respond to trauma.

Crisis Team

Description: Create an internal district-wide crisis team to support building-based teams in trauma needs throughout the organization.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Student Services

Supported Strategies:

- Develop procedures and protocols for mental health support and a district-wide crisis team to respond to trauma.

Steering Committee

Description:

Establish a Social and Emotional Health Steering Committee to review current practices, generate ideas, and continually evaluate programs.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

Curriculum research

Description: Research social and emotional curriculum that exist in similar districts.   **Start Date:** 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

SEW pilot programs

Description: Pilot recommended programs in three elementary schools and evaluate for effectiveness.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

SEW program professional development

Description: Train staff for the implementation of a universal social and emotional wellness curriculum at the elementary level.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

Secondary flex scheduling

Description:

Investigate flexible scheduling options to increase social and emotional well-being within the secondary school day.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

Assess existing programs

> **Description:** Assess existing social and emotional programming in each building such as positive reinforcement programs, SWPBIS or the like.
> **Start Date:** 7/1/2020 **End Date:** 6/30/2023
>
> **Program Area(s):** Professional Education, Student Services
>
> **Supported Strategies:**
>
> - Explore formal School-Wide Positive Behavioral Intervention Supports (SWPBIS) implementation at all levels

SWPBIS team

> **Description:** Create a district-level SWPBIS team.
>
> **Start Date:** 7/1/2020 **End Date:** 6/30/2023
>
> **Program Area(s):** Professional Education, Student Services
>
> **Supported Strategies:**
>
> - Explore formal School-Wide Positive Behavioral Intervention Supports (SWPBIS) implementation at all levels

SWPBIS pilot

> **Description:**
>
> Develop and assess the effectiveness of pilot SWPBIS programs.
>
> **Start Date:** 7/1/2020 **End Date:** 6/30/2023
>
> **Program Area(s):** Professional Education, Student Services
>
> **Supported Strategies:**
>
> - Explore formal School-Wide Positive Behavioral Intervention Supports (SWPBIS) implementation at all levels

Improve ELL family communication

Description:

Examine our existing communication with families of students learning English. Develop a protocol to ensure effective and consistent communication. Additionally, create a more streamlined and efficient registration process for new ELL families.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Student Services, Educational Technology

Supported Strategies:

- Language and literacy acquisition and teaching diverse learners in an inclusive setting-connected to PD plan-Improve instructional model for ELLs and develop an effective model of communication with ELL families.

ELL program review and PD

Description:

Assess our current ELD program, including alignment of WIDA data and curriculum-based assessment with instructional models. Expand pilot of co-teaching model and provide professional development to general education and ELD teachers on co-teaching best practices.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services, Educational Technology

Supported Strategies:

- Language and literacy acquisition and teaching diverse learners in an inclusive setting-connected to PD plan-Improve instructional model for ELLs and develop an effective model of communication with ELL families.

School Counselors & Social Workers

Description:

Investigate the need for additional counselors and social workers across the district.

The National Association of Social Workers states, "School social workers play a critical role in schools and educational settings. Social workers working within school systems provide services to students to enhance their emotional well-being and improve their academic performance."

Together with school counselors, students increasing anxiety and stress levels can be addressed as needed.

Start Date: 7/1/2020   **End Date:** 6/30/2021

Program Area(s): Professional Education, Special Education, Student Services

Supported Strategies:

- Develop procedures and protocols for mental health support and a district-wide crisis team to respond to trauma.
- Develop a universal program that proactively addresses the social and emotional wellness of all students and explore avenues to address anxiety and stress management needs.

Cultural Proficiency

Description:

Develop trainings on cultural proficiency and culturally relevant instruction that promote the awareness, understanding, acceptance, and value of diversity in its many forms.

Start Date: 7/1/2020   **End Date:** 6/30/2021

Program Area(s): Professional Education, Teacher Induction, Special Education, Student Services

Supported Strategies: None selected

Goal #2: Central Bucks School District will develop mutually beneficial partnerships that strengthen the relationship between our schools and community while enhancing students' pathways to college and career readiness.

Related Challenges:

- Establish a district system that fully ensures each member of the district community promotes, enhances and sustains a shared vision of positive school climate and ensures family and community support of student participation in the learning process.

Indicators of Effectiveness:

Type: Interim

Data Source: Curriculum supervisors, district and college collaboration efforts, alumni database, parent and student survey data, calendar review

Specific Targets: Calendar revisions that reflect transition days, peer mentoring implementation and pre- and post- survey data, extent to which community partnerships manifest in authentic learning opportunities and are embedded in curriculum review cycles, creation of dual enrollment articulation agreements, formation of CBSD alumni association and database.

Strategies:

Create opportunities for students and families to successfully transition into our schools.

Description:

The district recognizes the need to support transitions between levels in our school district, and to support students and families who transfer from other schools/districts. Transition days and peer support models will support these efforts.

SAS Alignment: Instruction, Materials & Resources, Safe and Supportive Schools

Develop community partnerships to enhance pathways to college and career readiness.

Description:

Develop partnerships and relationships with local community groups, leaders, resources, businesses, and institutions to enhance pathways to college and career readiness.

SAS Alignment: Standards, Curriculum Framework, Instruction, Materials & Resources

Begin an Alumni Association of CB graduates that highlights pathways, maintains life-long connections and leverages resources.

Description:

The district is fortunate to have many alumni who still live in the community and are eager to connect with us. Alumni are a rich resource with whom we can build connections to support our current students.

SAS Alignment: Standards, Materials & Resources, Safe and Supportive Schools

Implementation Steps:

Transition days

Description:

Offer transition days/activities for students as they progress from levels (June/August orientation days).

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Student Services

Supported Strategies:

- Create opportunities for students and families to successfully transition into our schools.

Peer mentoring

Description: Create a peer mentoring model that fosters positive relationships, leadership development and connection to the greater school community.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Create opportunities for students and families to successfully transition into our schools.

Community partnerships and curriculum integration

Description: Continue to investigate and recommend community partnerships which can be embedded into the curriculum across multiple departments.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services, Educational Technology

Supported Strategies:

- Develop community partnerships to enhance pathways to college and career readiness.

Criteria for inclusion

Description:

Work with curriculum supervisors and curriculum committees to review partnerships and develop criteria for inclusion in the curriculum.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Develop community partnerships to enhance pathways to college and career readiness.

Authentic learning

Description:

Incorporate community partnerships into existing curriculum review cycle to embed authentic learning experiences into our curriculum.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Special Education, Educational Technology

Supported Strategies:

- Develop community partnerships to enhance pathways to college and career readiness.

Local and global collaboration

Description:

Identify methods to collaborate locally and globally beyond the classroom and provide additional opportunities for service-based learning.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Develop community partnerships to enhance pathways to college and career readiness.

Dual enrollment

Description:

Implement a dual enrollment articulation agreement with local colleges and universities to provide additional pathways and post-graduate options for students.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Develop community partnerships to enhance pathways to college and career readiness.

Alumni connections

Description: Establish an alumni association database to identify, locate and partner with CB graduates.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education

Supported Strategies:

- Begin an Alumni Association of CB graduates that highlights pathways, maintains life-long connections and leverages resources.

Alumni support

Description: Develop program that encourages alumni of our school district to support, mentor, and inform current students of pathways and success strategies.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services

Supported Strategies:

- Begin an Alumni Association of CB graduates that highlights pathways, maintains life-long connections and leverages resources.

Career pathways support

Description:

Determine rigorous career pathways for students aspiring to attend competitive colleges/universities (GA 1.1) and solicit expertise from alumni in those institutions.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education

Supported Strategies:

- Begin an Alumni Association of CB graduates that highlights pathways, maintains life-long connections and leverages resources.

Goal #3: The Central Bucks School District will create opportunities for students to problem solve innovate, lead, and contribute to their local and global communities.

Related Challenges:

- Establish a district system that fully ensures consistent implementation of standards-aligned curricula across all schools for all students.

Indicators of Effectiveness:

Type: Interim

Data Source: Department of Innovation and Technology, Technology Standards, Catalog of PD workshops, Selection of new data dashboard

Specific Targets: Creation of timeline for full 1:1 implementation at the secondary level; creation of technology skill competencies at each grade level; expansion of current PD offerings; creation of digital citizenship lessons; review of current formative assessments to drive personalized learning opportunities; expansion of PD modes of delivery; selection of a new data management system.

Strategies:

Provide technology to foster creative options for teachers and students, maintain equity of access among students, and enhance student learning.

Description:

To support this goal, the district needs to increase the number of devices to which students have access, moving toward a 1:1 environment for secondary schools.

SAS Alignment: Materials & Resources

Integrate 21st century skills in curriculum, instruction, and assessment.

Description:

Technology standards will allow the district to define core technology competencies in each grade level, which can be integrated into current curriculum to increase opportunities for personalized learning. The district also recognizes that students need to be explicitly taught how to use technology in a responsible and safe manner.

SAS Alignment: Standards, Assessment, Curriculum Framework, Instruction, Materials & Resources, Safe and Supportive Schools

Provide professional development opportunities to support the implementation of curriculum and create flexible learning environments.

Description:

The district will continue to explore and implement various models of job-embedded PD to support curricula and to meet the needs of teachers and students.

SAS Alignment: Materials & Resources, Curriculum Framework, Instruction

Institute a collaborative tech and instructional support network for teachers

Description:

Currently, the district relies on technology staff developers to provide technology PD. By increasing our network to include building-based leaders, we will be able to more effectively support teachers' efforts to integrate technology.

SAS Alignment: Instruction, Materials & Resources

The district will continue to use technology systems to provide data-driven decision making that aids student achievement.

Description:

The district needs a more streamlined and efficient way to gather and analyze data to inform curriculum and instruction.

SAS Alignment: Assessment, Materials & Resources

Implementation Steps:

Increase device access for students

Description: Implement a full 1:1 environment in grades 7-12.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Educational Technology

Supported Strategies:

- Provide technology to foster creative options for teachers and students, maintain equity of access among students, and enhance student learning.

Learning management system

Description: Utilize a district learning management system in K-12 classrooms.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Educational Technology

Supported Strategies:

- Provide technology to foster creative options for teachers and students, maintain equity of access among students, and enhance student learning.

Technology hardware

Description: Develop a consistent classroom model of technology hardware.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Educational Technology

Supported Strategies:

- Provide technology to foster creative options for teachers and students, maintain equity of access among students, and enhance student learning.

Student devices

Description: Increase access to student devices in each building.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Educational Technology

Supported Strategies:

- Provide technology to foster creative options for teachers and students, maintain equity of access among students, and enhance student learning.

Technology standards

Description:

Implement technology standards K-12 and connect them to existing CBSD curriculum.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Integrate 21st century skills in curriculum, instruction, and assessment.

Technology competencies

Description: Create a secondary "Technology Toolkit" that outlines skill competencies for each grade level.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Integrate 21st century skills in curriculum, instruction, and assessment.

STEAM courses

Description:

Implement secondary technology and STEAM courses and continue to integrate STEAM activities K-12.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Integrate 21st century skills in curriculum, instruction, and assessment.

Digital citizenship

Description:

Begin to incorporate digital citizenship and etiquette lesson lessons in all grade levels and share resources with, and provide training for, parents.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Integrate 21st century skills in curriculum, instruction, and assessment.

Personalized learning

Description: Investigate personalized learning to provide opportunities for differentiation and allow formative assessment to drive instruction.
Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Special Education, Gifted Education, Educational Technology

Supported Strategies:

- Integrate 21st century skills in curriculum, instruction, and assessment.

Professional development staff

Description:

Increase the number of district staff to provide professional development (PD).

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Teacher Induction, Educational Technology

Supported Strategies:

- Provide professional development opportunities to support the implementation of curriculum and create flexible learning environments.

Job-embedded professional development

Description:

Increase the availability of job-embedded professional development.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Teacher Induction

Supported Strategies:

- Provide professional development opportunities to support the implementation of curriculum and create flexible learning environments.

Flexible learning areas

Description: Increase learning opportunities for students by providing flexible seating in learning areas.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Educational Technology

Supported Strategies:

- Provide professional development opportunities to support the implementation of curriculum and create flexible learning environments.

Building-based technology leaders

Description: Select and train building leaders who can help support technology and curriculum.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Institute a collaborative tech and instructional support network for teachers

Technology support

Description:

Provide targeted training and have on-demand support for teachers.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- Institute a collaborative tech and instructional support network for teachers

Data availability

Description:

Make district data available and more easily accessible to district decision makers.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Educational Technology

Supported Strategies:

- The district will continue to use technology systems to provide data-driven decision making that aids student achievement.

Data dashboard

Description: Select and develop a data dashboard to use in Central Bucks.

Start Date: 7/1/2020   **End Date:** 6/30/2023

Program Area(s): Professional Education, Student Services, Educational Technology

Supported Strategies:

- The district will continue to use technology systems to provide data-driven decision making that aids student achievement.