



Strategic Plan Action Plan

2007 - 2013

State College Area School District

adopted September 24, 2007

Strategic Plan Action Plan

Goal: Future Oriented Curriculum: Design and implement a future-oriented curriculum so that each student will graduate with the knowledge and skills to thrive in a multi-dimensional, global and technological society. We will continue to provide learning experiences, program options, and support services that motivate and enable each student to achieve performance expectations.

Goal No. 1
Strategy No. 1
Date 1/6/09

Strategy: Achieve Math Performance Expectations in Grades K-2: Create and provide learning experiences, program options and support services that motivate and enable students grades K-2 to achieve or exceed Math performance expectations.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|------------------------|------------|-----------------------|
| 1 | Foster Growth in the learning of mathematics in a conceptual way. Provide instruction using research-based math teacher resources such as "Investigations in Number, Data, and Space." Mathematical Investigations can be enhanced with linear acceleration for highly able learners. | Pam Francis MJ Kitt | 10/1/2007 | 6/28/2013 |
| 2 | Develop Computational Fluency in Mathematics, Using research-based strategies, provide instruction in proficiency, accuracy, and flexibility as they relate to computational fluency. | Pam Francis MJ Kitt | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

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Goal No. 1
Strategy No. 2
Date 1/6/09

Strategy: Achieve Reading Performance Expectations in Grades K-2: Create and provide learning expectations, program options, and support services that motivate and enable students grades K-2 to achieve proficient or advanced levels of performance on the district's reading data point assessments.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---------------------------------|------------|-----------------------|
| 1 | Foster Growth in Five Areas of K-2 Reading Using research based word study strategy, Words Their Way, provide instruction in phonemic awareness, phonics, fluency, comprehension, and vocabulary for all K-2 students. | Pam Francis Nancy Baumrucker | 10/1/2007 | 6/28/2013 |
| 2 | Analyze assessment data Administer district and state assessment in reading; analyze assessment data | Pam Francis Nancy Baumrucker | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

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Goal No. 1
Strategy No. 3
Date 1/6/09

Strategy: Achieve Writing Performance Expectations in Grades 1-4, 6: Create and provide learning expectations, program options, and support services that motivate and enable students grades 1-4, 6 to achieve proficient or advanced levels of performance on the district's writing data point assessments.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---|------------|-----------------------|
| 1 | Foster Growth in Five Areas of Grades 1-4, 6 Writing Provide multiple opportunities for writing instruction during reading/writing workshops in various areas of the curriculum and for a wide variety of purposes and audiences- fostering growth in focus, content, organization, style and conventions. | Pam Francis Nancy Baumrucker Marybeth Irvin | 10/1/2007 | 6/28/2013 |
| 2 | Analyze assessment data Administer district and state assessments in writing; analyze assessment data. | Pam Francis Nancy Baumrucker Marybeth Irvin | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

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Goal No. 1
Strategy No. 4
Date 1/6/09

Strategy: Collaborative Problem Solving: Provide authentic learning experiences that require students to apply skills and knowledge in problem solving situations.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------|------------|-----------------------|
| 1 | Continuous improvement process for Collaborative Problem Solving Examine the K-12 curriculum for authentic learning experiences currently in place, explore expanded opportunities and resources (learning enrichment specialists, community volunteers), design and implement activities as appropriate. | Pamela Francis | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

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Goal No. 1
Strategy No. 5
Date 1/6/09

Strategy: Design and implement multiple forms of assessment: Design and implement multiple forms of assessment that measure individual progress toward meeting course, district and state standards.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|-------------|------------|-----------------------|
| 1 | Design and implementation process for assessment This design and implementation process will include: review use of and expansion of multiple forms of assessment that address multiple intelligences, provide staff development in differentiated assessment, and develop or revise assessments. | Pam Francis | 10/1/2007 | 6/28/2013 |
| 2 | K-12 assessment plan Review and revise assessment plan: Establish data teams at organizational levels, develop plans for collecting, analyzing, and reporting district assessment data, use data to continuously inform instructional decisions, and provide professional development. | Pam Francis | 10/1/2007 | 6/28/2013 |

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Goal No. 1
Strategy No. 6
Date 1/6/09

Strategy: Develop and implement a K-12 career development program for all students: Develop and implement a K-12 career development program for all students with three components: career awareness, career exploration and career preparation.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|---------------|------------|-----------------------|
| 1 | Continue the development of the Cumulative Career Portfolio for students in all grades. Steps include: prepare structure and computer systems for online academic planning, develop a plan for contents of career portfolio, develop information sharing and development plan for parents and students, and develop a professional development plan for staff. | Jeanne Knouse | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 7 |
| Date | 1/6/09 |

Strategy: Develop partnerships for Early College/Dual Enrollment to enable Career & Technical Center programs to meet PDE regulations: Develop formalized partnerships for Early College/Dual Enrollment with postsecondary institutions to enable each CTC program to meet PDE regulations for approved Career and Technical programs. By 2011-2012, each CTC program will have "a program of study" that incorporates secondary and postsecondary education elements; include coherent and rigorous content aligned with challenging academic standards and relevant career and technical content in a coordinated, non-duplicative progression of courses that align secondary and postsecondary education to adequately prepare students to succeed in postsecondary education; may include the opportunities for secondary students to participate in dual or concurrent enrollment programs or acquire postsecondary credit in other ways; and lead to an industry-recognized credential or certificate at the postsecondary level, or an associate or baccalaureate degree.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-------------|------------|-----------------------|
| 1 | CTC program revisions To meet PDE approved program requirements we will revise and/or create new Career and Technical programs of study that include at least one formal postsecondary articulation agreement. | Barry King | 6/2/2008 | 6/29/2012 |

Strategic Plan Action Plan

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Goal No. 1
Strategy No. 8
Date 1/6/09

Strategy: Explore the expansion of the World Languages curriculum: Explore the expansion of the World Languages curriculum to provide additional opportunities for learners. Provide opportunities for middle school and high school students to participate in World Languages instructional offerings that are not currently available.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|---|------------|-----------------------|
| 1 | World Languages Study Group Based on the direction from the Strategic Plan Leadership team, a study group, comprised of curriculum staff and World Languages teachers, will examine our current World Languages curriculum and make recommendations for changes in order to better prepare our students to be successful in today's global society. | Pam Francis Marcia Kramer Marybeth Irvin Marty Young | 10/1/2007 | 6/30/2008 |

Strategic Plan Action Plan

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| Goal No. | 1 |
| Strategy No. | 9 |
| Date | 1/6/09 |

Strategy: Foster learning of mathematics in a conceptual way for Middle School Students: Provide instruction using research-based instructional resources such as the Connected Mathematics Program to foster the learning of mathematics for middle school students.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|--|------------|-----------------------|
| 1 | Examine PSSA data for patterns to inform instruction. | Marybeth Irvin Bill Harrington MJ Kitt | 10/1/2007 | 6/28/2013 |
| 2 | Conduct textbook evaluation process Current books are in need of replacement, evaluate research-based conceptual mathematics texts, recommend a textbook series to Board of School Directors. | Marybeth Irvin Bill Harrington MJ Kitt | 10/1/2007 | 4/30/2008 |
| 3 | Implementation of new textbooks Provide staff development regarding use of new textbooks, identify evaluation procedures to measure impact, collect and analyze data to inform instruction. | Marybeth Irvin Bill Harrington MJ Kitt | 9/1/2008 | 6/30/2011 |
| 4 | Refine collaborative initiative between math and learning support teachers in support of struggling learners. Identify evaluation measures, collect and analyze data, recommend changes for continuous improvement. | Marybeth Irvin Bill Harrington MJ Kitt | 10/1/2008 | 6/30/2009 |

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Goal No. 1
Strategy No. 10
Date 1/6/09

Strategy: Help students think globally and critically: Create and provide learning experiences, program options, and support services that will motivate and enable all students to think globally and critically.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-------------------------------|------------|-----------------------|
| 1 | UNESCO Transatlantic Slave Trade Project (TST) Helping high school students to confront and understand the diverse world they live in, the TST project allows students to understand the significant issues surrounding the slave trade and its legacy. Student activities include the creation of history trunks and visits to Sites of Memory. | Marcia Kramer Deb Poveromo | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 11 |
| Date | 1/6/09 |

Strategy: Meet or Exceed AYP goals for Grade 11 students in Math: Create and provide learning experiences, program options and support services that motivate and enable all grade 11 students to meet or exceed AYP goals in Math.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|---|------------|-----------------------|
| 1 | After School Tutoring Program Select students are invited to participate in an after school homework tutoring program staffed by teachers. | Marcia Kramer Curtis Johnson Sharon Perry | 10/1/2007 | 6/28/2013 |
| 2 | Cognitive Tutor Students in the Applied Mathematics course will use the research-based, artificial intelligence computer program to supplement their instruction in algebra and geometry. | Marcia Kramer Bill Harrington | 10/1/2007 | 6/28/2013 |
| 3 | College Preparatory Math Program Using an integrated, spiral approach, students learn algebra, geometry, statistics and trigonometry through a four-year program. | Marcia Kramer Bill Harrington | 10/1/2007 | 6/28/2013 |
| 4 | Lesson Study High School mathematics teachers will improve their teaching skills through participating in a year-long Lesson Study inservice program. | Marcia Kramer Bill Harrington | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 12 |
| Date | 1/6/09 |

Strategy: Meet or Exceed AYP goals for Grade 11 students in Reading: Create and provide learning experiences, program options, and support services that motivate and enable grade 11 students to meet or exceed AYP goals for reading.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---|------------|-----------------------|
| 1 | English Seminar Using research-based programs and strategies (Read Naturally, Step up to Writing, Writing on Demand), targeted students will participate in an intensive reading and writing English class. | Marcia Kramer | 10/1/2007 | 6/28/2013 |
| 2 | Content Area Literacy Workshops An ongoing series of literacy workshops that include technical writing will be conducted for content area teachers targeting best practices in literacy instruction. | Marcia Kramer | 10/1/2007 | 6/28/2013 |
| 3 | Collaborative Teaching Initiative (CTI) Continue the inclusion program in place for special education and reading students. CTI classes are limited to 20 students and are staffed by a regular education teacher and a support partner (reading specialist, learning support teacher or paraprofessional, or English PDS intern). CTI partners are given extended contracts six times a year for planning. Staff members are also supported through workshops on differentiated instruction and literacy. | Marcia Kramer Pat Moore | 10/1/2007 | 6/28/2013 |
| 4 | Writing on Demand Initiative In preparation for standardized testing, students will receive instruction in strategies for Writing on Demand testing situations. | Marcia Kramer | 10/1/2007 | 6/28/2013 |
| 5 | After School Tutoring Program Select students are invited to participate in an after school homework tutoring program staffed by teachers. | Marcia Kramer Curtis Johnson Sharon Perry | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 13 |
| Date | 1/6/09 |

Strategy: Meet or Exceed AYP goals for Grade 5 students in writing: Create and provide learning experiences, program options, and support services that motivate and enable students grade 5 across all disaggregated groups to meet or exceed AYP in the area of writing.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|--|------------|-----------------------|
| 1 | Foster Growth in Five Areas of Grade 5 Writing Provide multiple opportunities for writing instruction during reading/writing workshops in various areas of the curriculum and for a wide variety of purposed and audiences- fostering growth in focus, content, organization, style and conventions. | Pam Francis Nancy Baumrucker Elem Principals | 10/1/2007 | 6/28/2013 |
| 2 | Analyze assessment data Administer district and state assessments in writing; analyze assessment data. | Pam Francis Mike Hardy Elem Principals Nancy Baumrucker | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 14 |
| Date | 1/6/09 |

Strategy: Meet or Exceed AYP goals for grade 7-8 students for reading: Create and provide learning experiences, program options and support services that motivate and enable each student grades 7-8 across all disaggregated groups to meet or exceed AYP goals for reading.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|--|------------|-----------------------|
| 1 | Foster Growth in three areas of Grades 7-8 reading Foster growth in reading fluency, comprehension, and vocabulary in support of students reading at or above grade level. Interdisciplinary teams offer reading support through A.R.E.A periods. Read Naturally program utilized for struggling learners. Learning support teachers participate in interdisciplinary team discussions offering expertise in reading instruction. | Marybeth Irvin MS Principals Sandra Wyngaard | 10/1/2007 | 6/28/2013 |
| 2 | Content Area Literary Workshops An ongoing series of literacy workshops are conducted for all teachers targeting best practices in literacy instruction. | Marybeth Irvin | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 15 |
| Date | 1/6/09 |

Strategy: Meet or Exceed AYP goals for Math for students grades 3-6: Create and provide learning experiences, program options and support services that motivate and enable students grades 3-6 across all disaggregated groups to meet or exceed AYP goals in Math.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|--|------------|-----------------------|
| 1 | Foster Growth in the learning of mathematics in a conceptual way Provide instruction using research-based math teacher resources "Investigations in Number, Data, and Space," and "Connected Math Program." Mathematical Investigations can be enhanced with linear acceleration for highly able learners. | Marybeth Irvin Elem/MS Principals MJ Kitt Pat Moore | 10/1/2007 | 6/28/2013 |
| 2 | Develop Computational Fluency in Mathematics Using research-based strategies, provide instruction in proficiency, accuracy, and flexibility as they relate to computational fluency. | Marybeth Irvin MJ Kitt | 10/1/2007 | 6/28/2013 |

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|---------------------|--------|
| Goal No. | 1 |
| Strategy No. | 16 |
| Date | 1/6/09 |

Strategy: Meet or Exceed AYP goals for reading for students Grades 3-6 : Create and provide learning experiences, program option, and support services that motivate and enable each student grades 3-6 across all disaggregated groups to meet or exceed AYP in the area of reading.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---|------------|-----------------------|
| 1 | Foster Growth in Five Areas of Grades K-6 Reading Using researched based word study strategy, Guided Reading, provide instruction for all students in grades K-6 in phonemic awareness, phonics, fluency, comprehension, and vocabulary. | Marybeth Irvin Elem/MS Principals Nancy Baumrucker Pat Moore | 10/1/2007 | 6/28/2013 |
| 2 | Analyze assessment data Administer district and state assessment in reading; analyze assessment data | Mike Hardy Pam Francis Marybeth Irvin Nancy Baumrucker | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 17 |
| Date | 1/6/09 |

Strategy: Percentage of eleventh grade students scoring proficient or above on the PSSA Writing test will increase: Create and provide learning experiences, program options and support services to allow the percentage of eleventh grade students scoring proficient or above on the PSSA writing test to increase.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|----------------------------------|------------|-----------------------|
| 1 | Content Area Literacy Workshops An ongoing series of literacy workshops that include technical writing will be conducted for content area teachers targeting best practices in literacy instruction. | Marcia Kramer | 10/1/2007 | 6/28/2013 |
| 2 | Collaborative Teaching Initiative (CTI) Continue the inclusion program in place for special education and reading students. CTI classes are limited to 20 students and are staffed by a regular education teacher and a support partner (reading specialist, learning support teacher or paraprofessional, or English PDS intern). CTI partners are given extended contracts six times a year for planning. Staff members are also supported through workshops on differentiated instruction and literacy. | Marcia Kramer Pat Moore | 10/1/2007 | 6/28/2013 |
| 3 | Writing on Demand Initiative In preparation for standardized testing, students will receive instruction in strategies for Writing on Demand testing situations. | Marcia Kramer Sandra Wyngaard | 10/1/2007 | 6/28/2013 |

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Goal No. 1
Strategy No. 18
Date 1/6/09

Strategy: Promote awareness of civic engagement: To provide opportunities so that all students will participate in activities promoting an awareness of the importance of civic engagement.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|--|------------|-----------------------|
| 1 | Civic Engagement Strategic Plan Based on the school district affiliation with Penn Cord, the Public Issues Forums of Centre County, and the National Education Leadership Colloquium, the district leadership team will formulate a plan to integrate civic knowledge, skills and dispositions across school curricular and extra curricular activities. | Marcia Kramer Mike Hardy 5 Freedoms Team | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

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Goal No. 1
Strategy No. 19
Date 1/6/09

Strategy: Promote the development of able learners: Create and provide learning experiences, program options and support services that motivate and enable able learners to achieve performance expectations.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---------------|------------|-----------------------|
| 1 | Implement Policy 118 regarding graduation credit options Utilize the "unique case" approach to meet the needs of able learners, and provide staff development in differentiated instruction targeted at able learners. | Jeanne Knouse | 10/1/2007 | 6/28/2013 |

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Goal No. 1
Strategy No. 20
Date 1/6/09

Strategy: Provide students with Instructional opportunities and feedback: To provide students with instructional opportunities and feedback to improve their writing skills to proficient or advanced.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-----------------------------------|------------|-----------------------|
| 1 | Foster Growth in Five Areas of Grades 7-8 Writing Using Instruction in Writing, increased use of laptops, consistent use of PA Writing Rubric, use of Core Writing assessments data, and increased analysis and use of PSSA Writing Assessment to foster growth in five areas of writing-focus, content, organization, style and conventions. | Marybeth Irvin Sandra Wyngaard | 10/1/2007 | 6/28/2013 |

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| Goal No. | 1 |
| Strategy No. | 21 |
| Date | 1/6/09 |

Strategy: Provide support for Struggling Students: Create and provide learning experiences, program options and support services that motivate and enable struggling students to achieve performance expectations.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|--|------------|-----------------------|
| 1 | Support strategies for all levels K-12: Adopt a data driven decision-making model for instructional planning, examine schedules for increased opportunities for student support, and examine online and commercial tutorial programs. Grades 6-9: Expand use of AREA periods and study halls for tutorials, expand use of after school Homework club, expand inclusion efforts. Grades 9-12: Expand Collaborative Teaching Initiative and After School Program, expand support services. | Pam Francis Pat Moore Mike Hardy Marcia Kramer Marybeth Irvin | 10/1/2007 | 6/28/2013 |
| 2 | Design and implement after school programs for remediation and enrichment Design and implementation of school programs: assess need/interest in programs, develop an implementation plan for identified programs, expand efforts to include pre-school programming. | Jeanne Knouse Donna Ricketts Curtis Johnson Sharon Perry Marcia Kramer | 10/1/2007 | 6/28/2013 |

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Goal No. 1
Strategy No. 22
Date 1/6/09

Strategy: Students Grades 3-11 will meet or exceed AYP goals for Math and PA and district goals for Science: Create and provide learning experiences, program options and support services that motivate and enable all students grades 3-11 to meet or exceed AYP goals for Mathematics and PA and district goals for Science.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|--|------------|-----------------------|
| 1 | Analyze Assessment Data Administer district and state assessments in Math and Science. Analyze assessment data to ensure continuous delivery. Explore alternative methods of curriculum delivery. | Pam Francis Mike Hardy Marcia Kramer Bill Harrington MJ Kitt Principals | 10/1/2007 | 6/28/2013 |

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Goal No. 1
Strategy No. 23
Date 1/6/09

Strategy: Support the learning of all students: Create and provide learning experiences, program options and support services that motivate and enable all students to learn and achieve performance expectations.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|--|------------|-----------------------|
| 1 | Differentiated Instruction Use pre-assessment data to provide differentiated instruction and classroom remediation for individual students in anchor-specific reading skills and writing domains. | Pam Francis Pat Moore Marcia Kramer Marybeth Irvin Nancy Baumrucker Sandra Wyngaard | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: Employee Collaboration and Innovation: Provide for and expect collaboration and innovation in a quality staff, faculty and administration. We will continue to develop processes that promote collaboration, innovation, excellence, and creativity in all student, faculty, staff, and administrative activities.

Goal No. 2
Strategy No. 1
Date 1/6/09

Strategy: Enhance Professional Development School (PDS) with PSU: Maintain, enhance and expand the Professional Development School (PDS) partnerships with the Pennsylvania State University.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|---|------------|-----------------------|
| 1 | Establish a district PDS steering committee | Patricia Best Pam Francis | 10/1/2007 | 6/28/2013 |
| 2 | Establish advisory council for each PDS | Patricia Best Pam Francis Marcia Kramer Marybeth Irvin Elem/MS Principals | 10/1/2007 | 6/28/2013 |
| 3 | Provide support and Continue to provide support and resources to established PDS partnerships. | Patricia Best Pam Francis | 10/1/2007 | 6/28/2013 |
| 4 | Explore expansion opportunities for PDS | Patricia Best Pam Francis | 10/1/2007 | 6/28/2013 |
| 5 | Develop a program evaluation plan | Pam Francis | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: Employee Collaboration and Innovation: Provide for and expect collaboration and innovation in a quality staff, faculty and administration. We will continue to develop processes that promote collaboration, innovation, excellence, and creativity in all student, faculty, staff, and administrative activities.

Goal No. 2
Strategy No. 2
Date 1/6/09

Strategy: Opportunities for Both Novice and Experienced Professional Staff: State College Area School District continues to offer opportunities for both novice and experienced professional staff members to enhance their skills and increase their knowledge in areas that lead to continued student achievement and their own professional growth.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|--|------------|-----------------------|
| 1 | Elementary Professional Development In the 2007-2008 school year some of the focus areas will include: Differentiated instruction in all academic areas, Mathematical Investigations, inquiry-based science curriculum, Response to Intervention committee work for K-2 reading, technology use, multicultural understanding, data driven instruction understanding, specific reading programs for education specialists. | Pam Francis CMC | 8/1/2007 | 6/30/2008 |
| 2 | Middle School Professional Development Overview Professional Development activities: differentiation of instruction and assessments, data analysis and use in support of student learning, literacy workshops across curricular areas, effective use of technology, multi-cultural understanding. | Marybeth Irvin | 8/1/2007 | 6/30/2008 |
| 3 | High School Professional Development Overview Professional Development Activities: advisory component of Small Schools, literacy workshops, ESL workshops, Collaborative Teaching Initiative support sessions, Lesson Study in mathematics, data analysis and use in support of student learning. | Marcia Kramer | 8/1/2007 | 6/30/2008 |
| 4 | District-wide Professional Development Overview of Emphasis Areas: Data analysis and use in support of student learning, Copyright Laws, diversity/multi-cultural awareness State required: CPR, ESL, Gifted Education Student support: SAT, CPI | Pam Francis | 8/1/2007 | 6/30/2008 |
| 5 | K-12 Curriculum Departments: Standards related assessments, data analysis and use in support of student learning, unit development, content and pedagogical continuous improvement. | Pam Francis K-12 Curriculum Council | 10/1/2007 | 6/28/2013 |
| 6 | K-12 Curriculum Coordinators: Effective communication, Schooling by Design (prep for summer 2008 curriculum work) | Pam Francis Marcia Kramer Marybeth Irvin | 8/1/2007 | 6/30/2008 |
| 7 | Administrative staff: Effectively communicating with multiple audiences, data analysis and use in support of student learning, pertinent information throughout the school year through Administrative Team (A-Team) meetings. | Patricia Best Pam Francis Mike Hardy | 8/1/2007 | 6/30/2008 |

Strategic Plan Action Plan

Goal: Employee Collaboration and Innovation: Provide for and expect collaboration and innovation in a quality staff, faculty and administration. We will continue to develop processes that promote collaboration, innovation, excellence, and creativity in all student, faculty, staff, and administrative activities.

Goal No. 2
Strategy No. 2
Date 1/6/09

Strategy: Opportunities for Both Novice and Experienced Professional Staff: State College Area School District continues to offer opportunities for both novice and experienced professional staff members to enhance their skills and increase their knowledge in areas that lead to continued student achievement and their own professional growth.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---|------------|-----------------------|
| 8 | Support Staff development activities-Customer Service | Patricia Best Pam Francis Julie Backstrom | 8/1/2007 | 6/30/2008 |

Strategic Plan Action Plan

Goal: Safe, Healthy and Nurturing Environment: Provide a safe, secure, nurturing, and healthy environment that supports the changing needs of an increasingly diverse student population. We will continue to build nurturing learning environments that foster shared responsibility, personal relationships, and mutual respect among students, parents, staff, faculty, administration, school board members, and community.

Goal No. 3
Strategy No. 1
Date 1/6/09

Strategy: Building a Diverse Community: Continue to build a community in which we respect and value diversity.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|-----------------------------|------------|-----------------------|
| 1 | Examine the effectiveness of building level diversity committees. | Jeanne Knouse | 10/1/2007 | 6/28/2013 |
| 2 | Diversity Inservice: Continue district Diversity Inservice to increase cross-cultural awareness. | Jeanne Knouse | 10/1/2007 | 6/28/2013 |
| 3 | Explore community partnerships in support of diversity activities (e.g., Pow Wow Partnership) | Jeanne Knouse | 10/1/2007 | 6/28/2013 |
| 4 | Maintain an effective anti-harassment initiative in all buildings. | Jeanne Knouse Principals | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

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Goal No. 3
Strategy No. 2
Date 1/6/09

Strategy: Building a strong community in and among our schools and neighborhoods: To continue to build a strong community in and among our schools and neighborhoods.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|-----------------------------|------------|-----------------------|
| 1 | Community building: Actively involve parents, families and community members (e.g., plan community building activities, recognize community service) | Michael Hardy Principals | 10/1/2007 | 6/28/2013 |
| 2 | Expand recognition activities for all students and staff. | Julie Backstrom | 10/1/2007 | 6/28/2013 |
| 3 | Resolution of community needs: Promote activities that require students and staff to participate in the resolution of community needs (e.g., community service, service learning) | Michael Hardy | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: Safe, Healthy and Nurturing Environment: Provide a safe, secure, nurturing, and healthy environment that supports the changing needs of an increasingly diverse student population. We will continue to build nurturing learning environments that foster shared responsibility, personal relationships, and mutual respect among students, parents, staff, faculty, administration, school board members, and community.

Goal No. 3
Strategy No. 3
Date 1/6/09

Strategy: Develop a Wellness for Nutrition and Physical Activity Safe School Plan: Using the resources of the School Health Council and appropriate district personnel, develop a Wellness for Nutrition and Physical Activity Safe School Plan.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---------------------------------|------------|-----------------------|
| 1 | Increase awareness of wellness policy: Identify ways to increase awareness of wellness policy, implement activities, evaluate and adjust activities. | Megan Schaper | 10/1/2007 | 8/29/2008 |
| 2 | Recruit more student participation on health council. | Megan Schaper Margie Swoboda | 10/1/2007 | 8/29/2008 |
| 3 | Evaluate staff in support of wellness initiatives. | Megan Schaper | 8/1/2008 | 6/30/2009 |
| 4 | Evaluate and identify opportunities for students to participate in wellness activities including planned, purposeful, physical activity. | Megan Schaper Margie Swoboda | 9/1/2008 | 1/30/2009 |
| 5 | Formalize wellness policy procedures that create and support opportunities for students to participate in planned, purposeful, physical activities. | Megan Schaper | 1/1/2009 | 6/30/2009 |
| 6 | Monitor and evaluate effectiveness of wellness policy procedures. | Megan Schaper | 9/1/2009 | 6/30/2010 |
| 7 | Establish assessment measures for "Nutrition and Physical Activity" efforts: Establish functional measures for assessment of "Nutrition and Physical Activity" efforts. | Megan Schaper Margie Swoboda | 9/1/2009 | 6/30/2010 |

Strategic Plan Action Plan

Goal: Safe, Healthy and Nurturing Environment: Provide a safe, secure, nurturing, and healthy environment that supports the changing needs of an increasingly diverse student population. We will continue to build nurturing learning environments that foster shared responsibility, personal relationships, and mutual respect among students, parents, staff, faculty, administration, school board members, and community.

Goal No. 3
Strategy No. 4
Date 1/6/09

Strategy: Diversity, Equity, Respect Initiatives: By the year 2013, the students at State College Area High School will demonstrate that diversity, equity, respect for differences, and sense of belonging are valued in the school community.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|--------------------------------|------------|-----------------------|
| 1 | Small Schools Initiative Increase a sense of belonging through establishing small learning communities within the high school based on interest areas. A small seminar program through which students are paired with an adult advisor will be implemented. | Craig Butler | 10/1/2007 | 6/28/2013 |
| 2 | Extracurricular Participation Develop and maintain an accurate database of students participating in extracurricular clubs, intramurals and school athletics. Create an advisory committee to provide leadership and coordination in promoting these opportunities, and increase the awareness of these activities. | Craig Butler David Geanette | 10/1/2007 | 6/28/2013 |
| 3 | Form Diversity Committee Create a diversity committee to provide leadership, resources, coordination and tracking of diversity initiatives in the following areas: curriculum, extracurricular activities and community based activities. | Craig Butler Curtis Johnson | 10/1/2007 | 6/28/2013 |
| 4 | Attendance Plan Follow the Middle States action plan to improve student attendance. | Craig Butler | 10/1/2007 | 6/28/2013 |
| 5 | Suspension Plan Follow Middle States action plan to reduce student suspensions. | Craig Butler | 10/1/2007 | 8/31/2009 |

Strategic Plan Action Plan

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Goal No. 3
Strategy No. 5
Date 1/6/09

Strategy: Promote and support internet safety district wide: Continue to promote and support all internet safety initiatives district wide.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|--|------------|-----------------------|
| 1 | Develop internet safety plan Develop and implement a plan to promote internet safety that includes a cyberbullying component. | Principals Tom Mincemoyer Mike Hardy | 10/1/2007 | 8/31/2009 |

Strategic Plan Action Plan

Goal: Safe, Healthy and Nurturing Environment: Provide a safe, secure, nurturing, and healthy environment that supports the changing needs of an increasingly diverse student population. We will continue to build nurturing learning environments that foster shared responsibility, personal relationships, and mutual respect among students, parents, staff, faculty, administration, school board members, and community.

Goal No. 3
Strategy No. 6
Date 1/6/09

Strategy: Review Counseling Services: Develop and implement a plan to review counseling services that includes the types of services provided and student/parent access to counseling services.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---------------|------------|-----------------------|
| 1 | Review the counseling service options and make recommendations for improvement to Superintendent. | Jeanne Knouse | 10/1/2007 | 6/30/2008 |
| 2 | Based on recommendations of review, modify counseling services available. | Jeanne Knouse | 7/1/2008 | 7/31/2013 |

Strategic Plan Action Plan

Goal: Safe, Healthy and Nurturing Environment: Provide a safe, secure, nurturing, and healthy environment that supports the changing needs of an increasingly diverse student population. We will continue to build nurturing learning environments that foster shared responsibility, personal relationships, and mutual respect among students, parents, staff, faculty, administration, school board members, and community.

Goal No. 3
Strategy No. 7
Date 1/6/09

Strategy: Safe Schools Plan: Develop a comprehensive Safe Schools Plan

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------------|------------|-----------------------|
| 1 | Develop and implement a comprehensive plan that includes the following effective strategies: prevention, intervention, environmental risk reduction and crisis response. Conduct an annual review. | Ed Poprik Jeanne Knouse | 10/1/2007 | 8/30/2013 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

Goal No. 4
Strategy No. 1
Date 1/6/09

Strategy: Develop partnerships: To develop and strengthen partnerships that will mutually enrich and support the community through combined resources.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------------|------------|-----------------------|
| 1 | Community collaboration Collaborate with community groups and agencies (i.e., Smart Start Centre County) that focus on the healthy development of children and families. | Jeanne Knouse | 10/1/2007 | 9/30/2010 |
| 2 | Participate in newly-formed task forces and local initiatives that address issues related to children and their families to ensure a coordination of effort and exchange of information. Encourage problem-solving and development of new alternatives for addressing identified issues. | Jeanne Knouse | 10/1/2007 | 9/30/2010 |
| 3 | Work with community agencies to provide safe environments Expand partnerships with community agencies in order to provide safe and nurturing environments for all children during out-of-school hours. | Jeanne Knouse Ed Poprik | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

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|---------------------|--------|
| Goal No. | 4 |
| Strategy No. | 2 |
| Date | 1/6/09 |

Strategy: Enhance "brand image" of the district: To greatly enhance the "brand image" or "look" of the State College Area School District through the consistent use of its logo.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|--|------------|-----------------------|
| 1 | Consistency in publications Ensure consistency and uniformity among the District's many publications, ranging from district and school newsletters and brochures to stationery and Web sites, by establishing design guidelines that include use and placement of the SCASD logo and other design elements such as fonts and font colors. Encourage and support creativity within buildings (i.e., Cub Reporter, Pride of the Lions, Lions Digest) while maintaining consistency and ease of recognition by requiring the use of the full district logo. | Julie Backstrom | 10/1/2007 | 9/30/2009 |
| 2 | Increase collaboration with PI staff, Printing, Copyright Further enhance the collaboration between the Public Information staff, the Printing Services, and Copyright Committee to ensure proper use of logos, colors, and district-owned materials. Provide copyright-free alternatives (clip-art, photos, video, music) whenever possible. | Julie Backstrom Catherine Chambers Pam Francis | 10/1/2007 | 6/30/2008 |
| 3 | Departmental collaboration regarding materials Collaborate with all departments in any endeavors to rename and redesign their program name, logo, and corresponding materials. | Julie Backstrom | 10/1/2007 | 10/31/2007 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

Goal No. 4
Strategy No. 3
Date 1/6/09

Strategy: Enhance Student Success through assessment of and communication of statewide assessment information: To enhance student success through the exchange of information and increased involvement among parents, teachers and community groups in school affairs. Ensure that at least 95% of eligible students participate in required statewide assessments.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------|------------|-----------------------|
| 1 | Assessment Information Communication Identify strategies for helping students and parents understand the value of demonstrating proficiency on state assessments. Identify incentives and rewards for meeting or exceeding participation rates. | Pamela Francis | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

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|---------------------|--------|
| Goal No. | 4 |
| Strategy No. | 4 |
| Date | 1/6/09 |

Strategy: Expand Volunteers in Public Schools program: Further expand the opportunities and services available through the Volunteers in Public Schools program.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|------------------------------|------------|-----------------------|
| 1 | Staffing issues Address need for additional paid staff within the Volunteers in Public Schools program in an effort to meet the current and future growth of this program. Consider the possibility of using retirees as both staff in the VIPS office as well as volunteers. | Jeanne Knouse | 10/1/2007 | 6/28/2013 |
| 2 | VIPS web page Develop a web page that describes the VIPS program and lists current volunteer opportunities in the district. Utilize this tool to continue to engage new residents and retirees. | Jeanne Knouse | 10/1/2007 | 9/30/2008 |
| 3 | Penn State University collaboration Expand collaboration with Penn State University, including increased recruiting efforts to grow the list of available student tutors, and interaction with university students through public speaking opportunities. | Jeanne Knouse | 10/1/2007 | 9/30/2010 |
| 4 | Satellite opportunities Increase satellite opportunities for tutoring centers to include more locations throughout the district. | Jeanne Knouse | 10/1/2007 | 6/28/2013 |
| 5 | Transportation issues Address transportation issues resulting from increased tutoring opportunities. | Van Swauger Jeff Ammerman | 10/1/2007 | 6/28/2013 |
| 6 | Fund raising Explore possibility of fund raising efforts, government funded program options, and available grant opportunities. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

Goal No. 4
Strategy No. 5
Date 1/6/09

Strategy: Increase collaboration between students and school personnel: To enhance student success through exchange of information within the schools, providing increased opportunities for student input and collaboration with faculty, administration, and the school board.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-----------------|------------|-----------------------|
| 1 | Student Forums Respond to specific requests made by the various student bodies in the 2006-2007 school year by offering more student forums. | Julie Backstrom | 10/1/2007 | 6/30/2008 |
| 2 | Contact Information Provide student leaders (government) with the necessary contact information for appropriate faculty and staff members, administration, and school board members to open the lines of communication and channel that communication in an efficient and productive manner. | Julie Backstrom | 10/1/2007 | 1/31/2008 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

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|---------------------|--------|
| Goal No. | 4 |
| Strategy No. | 6 |
| Date | 1/6/09 |

Strategy: Increase exchange of information and involvement with school and community: To further enhance student success through exchange of information and increased involvement among parents, teachers and community groups in school affairs.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-----------------|------------|-----------------------|
| 1 | Increase communication options at all levels Further develop and increase communication options (verbal, written and electronic) to enhance communications and interactions at all levels- students, teachers, parents and community. Organize, develop and distribute "Public Relations Handbook" for all faculty and staff districtwide, providing correct and efficient guidelines for them to communicate with the community. | Julie Backstrom | 10/1/2007 | 6/28/2013 |
| 2 | Improve Web site capabilities Develop and improve web site capabilities for the district for information sharing; encourage and instruct teachers in home page design to foster communication with parents and students. Identify and post additional information that is useful to parents, students, and community members, including retirees, and new residents. Implement, and continue to enhance, an intranet web site to improve internal communications, include an employee bulletin board for employee postings, news, etc. Increase information on each school's web site beyond the minimums previously established, also adding home page features that frequently change on each school's site. Redesign www.scasd.org for an improved look and feel as well as better usability. Increase community feedback via web surveys on topics of current consideration. Establish a Schoolwires tip line, a once-a-month list serve to all users with information on use, features, ideas, training. Use Schoolwires eAlerts as a list serve to provide up-to-date district communications to those who subscribe. | Wilda Stanfield | 10/1/2007 | 10/31/2008 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

Goal No. 4
Strategy No. 6
Date 1/6/09

Strategy: Increase exchange of information and involvement with school and community: To further enhance student success through exchange of information and increased involvement among parents, teachers and community groups in school affairs.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|---|------------|-----------------------|
| 3 | Enhance customer service Enhance/improve positive feelings of welcome in EVERY building in the district. Implement specific, mandatory staff development/in-service training regarding customer service. Emphasize "first line of contact," we are all in the Public Relations business, anyone in our schools, parent or community member, is a welcome guest. | Patricia Best Pam Francis Julie Backstrom | 10/1/2007 | 6/28/2013 |
| 4 | Increase parent/teacher communication Respond to specific parent requests for updates on student progress efficiently and in a more timely manner. Encourage teachers to communicate more frequently with parents regarding any academic issues that may arise. | Michael Hardy | 10/1/2007 | 6/28/2013 |
| 5 | ALERTNOW system Continue to increase the communication between the district, its employees, students and families by fully utilizing the newly implemented ALERTNOW rapid communication system. | Julie Backstrom | 10/1/2007 | 9/30/2008 |
| 6 | Engage feeder families Seek out new parents and "feeder" parents from outside of the district and from charter and private schools to increase their feeling of belonging and to share critical information about the district. | Julie Backstrom | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: School and Community Partnerships: Build, strengthen, and maintain partnerships, emphasizing the shared responsibility of the school community and the community at large for the success of our students. We will strengthen communications with our communities and develop partnerships that support the educational process.

Goal No. 4
Strategy No. 7
Date 1/6/09

Strategy: Strengthen Community Education program: To strengthen and broaden the concept and practice of community education in order to meet the lifelong learning needs of the community.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|----------------|------------|-----------------------|
| 1 | Update and enhance the comprehensive marketing plan for all community education activities, using current best practices and techniques in marketing. | Donna Ricketts | 10/1/2007 | 9/30/2009 |
| 2 | Create an online registration system for the community to fully register and pay for community education classes and activities. | Donna Ricketts | 1/1/2008 | 9/30/2008 |
| 3 | Survey Community Conduct a survey of educational and informational needs of the adult population of the school district as a means of validating and responding to the needs of the community and the changing workplace. | Donna Ricketts | 8/1/2008 | 6/30/2009 |
| 4 | Upgrade and enhance the Community Education website to include more visuals, better graphics, stronger use of color, and provide more focused images, based upon the recommendation of the Community Education organization's critique of the current web site. | Donna Ricketts | 1/1/2008 | 1/30/2009 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

| | |
|--------------|--------|
| Goal No. | 5 |
| Strategy No. | 1 |
| Date | 1/6/09 |

Strategy: Achieve/retain diversity of professional staff: To consistently strive to achieve/retain diversity of all school district professional staff.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|---|------------|-----------------------|
| 1 | Encourage minority participation in Prof. Dev. School with PSU Begin discussion between State College Area School District and PSU faculty involved with the PDS program to develop a plan to encourage participation in the district's PDS program among minority students in the College of Education. | Dennis Guth Patricia Best Pam Francis | 11/1/2007 | 1/31/2008 |
| 2 | Implement minority recruiting plan Implement the plan to recruit minority candidates from the PSU College of Education in the district's PDS intern programs at the elementary level and in the English program at the secondary level for the 2008-2009 school year. | Dennis Guth | 2/1/2008 | 4/30/2008 |
| 3 | Monitor/evaluate minority recruiting efforts in PDS Monitor and evaluate progress of these efforts. | Dennis Guth | 9/1/2008 | 5/29/2009 |
| 4 | Establish methodology to provide consideration of minority PDS interns for interviews for open professional teaching positions in their particular areas for the 2009-10 school year. | Dennis Guth Mike Hardy Principals | 5/1/2009 | 9/30/2009 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

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|--------------|--------|
| Goal No. | 5 |
| Strategy No. | 2 |
| Date | 1/6/09 |

Strategy: Achieve/retain diversity of support staff: To consistently strive to achieve/retain diversity of all school district support staff.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-------------|------------|-----------------------|
| 1 | Establish a committee of Operational Directors, AFSCME union leaders, building and department administrators, SCESPA union leaders. | Dennis Guth | 10/1/2007 | 10/31/2007 |
| 2 | Begin review/analysis of current recruiting and hiring practices. Determine impact on ability to recruit and hire a diverse workforce. | Dennis Guth | 10/1/2007 | 1/31/2008 |
| 3 | Utilizing information gained from the review, develop changes to recruiting and hiring practices to increase potential to recruit and hire a diverse support staff workforce. | Dennis Guth | 1/1/2008 | 5/30/2008 |
| 4 | Implement revised recruiting and hiring practices beginning with the summer 2008 hiring. Continue to review, adjust and update these practices. Continuous review and analysis of the impact of these changes on the hiring and retention of a diverse workforce. | Dennis Guth | 5/1/2008 | 4/30/2009 |
| 5 | Implement any changes made from first year review and analysis of the hiring/recruiting practices. | Dennis Guth | 5/1/2009 | 9/30/2009 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

Goal No. 5
Strategy No. 3
Date 1/6/09

Strategy: Conduct needs assessment for orientation, training and development of support staff: Conduct needs assessment to identify areas and content for orientation, training and development of support staff, including an evaluation of such programs.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------------|------------|-----------------------|
| 1 | Establish a committee of operational directors, AFSCME union leaders, building and department administrators and SCESPA union leaders. | Dennis Guth | 10/1/2009 | 11/30/2009 |
| 2 | Conduct a needs assessment for new staff orientation, training and development activities for this employee group. | Dennis Guth Pam Francis | 11/2/2009 | 2/26/2010 |
| 3 | Based on the needs assessment, establish a priority of activities in the areas of orientation, training and development to incorporate into a new plan for the district's support staff. | Dennis Guth Pam Francis | 3/1/2010 | 6/30/2010 |
| 4 | Implement support staff plan for new employee orientation, staff training and development. Continually monitor and evaluate effectiveness of these activities and recommend changes as needed. | Dennis Guth Pam Francis | 7/1/2010 | 11/30/2010 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

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|--------------|--------|
| Goal No. | 5 |
| Strategy No. | 4 |
| Date | 1/6/09 |

Strategy: Develop Employee Assistance Program (EAP): Develop Employee Assistance program and evaluate impact on staff morale.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|-------------|------------|-----------------------|
| 1 | Establish a committee comprised of representatives from each employee group and bargaining unit. | Dennis Guth | 10/1/2010 | 11/30/2010 |
| 2 | Committee begins work with the district's broker, Hartman Associates, to develop and implement an RFP seeking bids from EAP providers for consideration. | Dennis Guth | 11/1/2010 | 1/31/2011 |
| 3 | Review submitted proposals and interview potential providers. | Dennis Guth | 1/3/2011 | 2/28/2011 |
| 4 | Develop EAP policy and submit to Board of School Directors for approval. Also recommend selected EAP provider to Board of School Directors for approval. | Dennis Guth | 3/1/2011 | 5/31/2011 |
| 5 | Implement EAP district-wide | Dennis Guth | 7/1/2011 | 9/30/2011 |
| 6 | Monitor and evaluate program participation and effectiveness. Establish criteria and tools to evaluate impact of program on employee morale. | Dennis Guth | 9/1/2011 | 6/29/2012 |
| 7 | Make recommendations for changes or modifications to plan design and implementation. | Dennis Guth | 8/1/2012 | 9/28/2012 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

Goal No. 5
Strategy No. 5
Date 1/6/09

Strategy: Establish effective marketing plan for donors: Establish an effective marketing plan to recruit and recognize all donors.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------|------------|-----------------------|
| 1 | New marketing materials Design and produce new marketing materials as the fundraising project focus changes. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |
| 2 | Create an annual publication to distribute to donors and partners, which will include photos, annual report, and use of funds. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |
| 3 | Develop a model to thank all donors such as: donor recognition events, special invitation to events. | Karen Burke-Crawford | 3/3/2008 | 5/29/2009 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

Goal No. 5
Strategy No. 6
Date 1/6/09

Strategy: Implement Strategic Budget System: Implement a strategic budget system incorporating current line item and site based budget systems with activity performance targets compatible with the strategic plan with formal periodic budget evaluations.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|---------------|------------|-----------------------|
| 1 | Revise budget policies: 603 Budget Preparation and 604 Staffing requests | Jeff Ammerman | 10/1/2007 | 12/31/2007 |
| 2 | Adopt revised budget policies | Jeff Ammerman | 12/3/2007 | 1/31/2008 |
| 3 | Revise budget procedures- budget requests and staffing requests | Jeff Ammerman | 1/1/2008 | 8/29/2008 |
| 4 | Revise budget calendar | Jeff Ammerman | 7/1/2008 | 8/29/2008 |
| 5 | Implement budget procedures | Jeff Ammerman | 8/1/2008 | 12/31/2008 |
| 6 | Evaluate budget policies and procedures | Jeff Ammerman | 12/1/2008 | 7/31/2009 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

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|--------------|--------|
| Goal No. | 5 |
| Strategy No. | 7 |
| Date | 1/6/09 |

Strategy: Improve health and morale of staff through employee wellness programs.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-------------|------------|-----------------------|
| 1 | Establish an Employee Wellness Committee comprised of representatives from each employee group and bargaining unit, and the district's health care benefits carrier, Capital Blue Cross' Employee Wellness representatives. | Dennis Guth | 10/1/2008 | 11/28/2008 |
| 2 | Begin deliberations and development of an employee wellness program design and develop an employee wellness policy. Identify staff issues and ascertain potential cost offset of program, e.g., reduced absenteeism, less substitutes, etc. | Dennis Guth | 11/3/2008 | 3/31/2009 |
| 3 | Finalize plan design and present Employee Wellness Policy to Board of School Directors for adoption. | Dennis Guth | 4/1/2009 | 5/29/2009 |
| 4 | Implement Employee Wellness program district-wide. | Dennis Guth | 7/1/2009 | 9/30/2009 |
| 5 | Monitor and evaluate the first year of the Employee Wellness program. | Dennis Guth | 9/1/2009 | 6/30/2010 |
| 6 | Recommend and implement changes or modifications to the program for the second year of operation. | Dennis Guth | | |

Strategic Plan Action Plan

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Goal No. 5
Strategy No. 8
Date 1/6/09

Strategy: Increase alternative sources for support: Increase alternative sources of support to enhance multi-dimensional educational opportunities through business, institutional, and community partnerships.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|----------------------|------------|-----------------------|
| 1 | Clearly define the role of the CAC for Private Fundraising in partnerships. | Karen Burke-Crawford | 9/1/2008 | 12/31/2008 |
| 2 | Collaborate with other CAC's to facilitate/advise alternate sources of support In conjunction with other appropriate CAC's (e.g., athletics, CTC, facilities, finance, safety) facilitate/advise alternative sources of support, e.g., partnership building and revenue enhancing partnerships for the district. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |
| 3 | Cultivate and develop revenue enhancing partnerships, relationship building, naming opportunities, program support and support for technology. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |
| 4 | Develop a system to communicate, manage and report all alternative sources of support to the district. | Karen Burke-Crawford | 9/1/2008 | 6/30/2009 |

Strategic Plan Action Plan

Goal: Human, Physical and Financial Resource Management: Continuously improve our systems for effective stewardship, allocation, and management of human, financial, and physical resources. We will continue to provide, develop, and use human resources to support an effective and future-oriented educational program. We will continue to provide a financial management system that incorporates long range financial planning, alternative sources of revenue, and clear accountability.

Goal No. 5
Strategy No. 9
Date 1/6/09

Strategy: Partnerships to enhance resources: Effectively form partnerships with the private sector to enhance resources available to the district in regard to facilities and equipment.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------|------------|-----------------------|
| 1 | Create a joint working structure with the CAC's for Facilities, Finance, Athletics and Private Fundraising to identify potential partnerships. | Karen Burke-Crawford | 9/1/2008 | 7/30/2010 |
| 2 | Explore grant possibilities | Karen Burke-Crawford | 9/1/2008 | 7/30/2010 |

Strategic Plan Action Plan

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| Goal No. | 5 |
| Strategy No. | 10 |
| Date | 1/6/09 |

Strategy: Resource allocation for buildings and grounds: Evaluate and adjust resource allocation for maintenance and operations of grounds and buildings.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------------|------------|-----------------------|
| 1 | Benchmark the various aspects of Physical Plant | Ed Poprik | 10/1/2007 | 12/31/2007 |
| 2 | Interview district departments to ascertain service levels and identify areas for improvement. | Ed Poprik | 9/1/2008 | 6/30/2009 |
| 3 | Study building use fees and determine if adjustments are desirable. | Ed Poprik | 9/1/2008 | 6/30/2009 |
| 4 | Report on staffing and budget levels as compared to comparable districts and determine which areas needing improvement correspond with underfunded operations. | Ed Poprik | 7/1/2008 | 10/31/2008 |
| 5 | Recommend areas for additional funding and assess budget impact. | Ed Poprik Jeff Ammerman | 10/1/2008 | 12/31/2008 |
| 6 | Suggest budget adjustments and incorporate them into the budget process. | Ed Poprik Jeff Ammerman | 12/1/2008 | 3/31/2009 |

Strategic Plan Action Plan

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Goal No. 5
Strategy No. 11
Date 1/6/09

Strategy: School district and stakeholder communications: Communicate the relationship between programs, revenues, and appropriations of the school district to the stakeholders.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|----------------------------------|------------|-----------------------|
| 1 | Evaluate current communications Review and evaluate the effectiveness of current communications tools used to communicate programs, revenues, and appropriations of the school district to stakeholders. | Jeff Ammerman Julie Backstrom | 10/1/2007 | 9/30/2008 |
| 2 | Current tool evaluation comparison Current tools will be evaluated against the following: legal requirements, responsible reporting, comparisons with other districts. The following tools will be evaluated: Monthly Financial Board Report, Quarterly Financial Board Report, Annual Budget preparation and reporting documents, Community Budget reports, and Internal Reporting to Budget Heads. | Jeff Ammerman | 10/1/2007 | 8/29/2008 |

Strategic Plan Action Plan

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| Goal No. | 5 |
| Strategy No. | 12 |
| Date | 1/6/09 |

Strategy: Utilize expertise of CAC for Private Fundraising: Utilize the expertise of the CAC for Private Fundraising to support financial and in-kind gifts to the district.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------|------------|-----------------------|
| 1 | Increase membership Increase number of CAC members and continue to utilize the emeritus CAC members. | Karen Burke-Crawford | 1/1/2008 | 1/30/2009 |
| 2 | Continue endowment development to include new funds and growth of assets such as Library endowment and Bob Placky Visual Arts endowment. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |
| 3 | Identify program needs within the district, work to fund particular needs, educate donors on the various opportunities. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |
| 4 | Design and manage multi-year development plan to include: pledges, electronic fund transfers, employee giving, and alumni and retiree contributions. | Karen Burke-Crawford | 9/1/2008 | 9/30/2009 |
| 5 | Create a cultivation process for identifying major gifts from corporations, foundations and grant opportunities. | Karen Burke-Crawford | 1/1/2009 | 12/31/2009 |
| 6 | Identify alumni and emeritus CAC members in each fundraising focus area to participate on sub-committees, task forces, and/or work groups. | Karen Burke-Crawford | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: Facilities and Technologies for Learning: Provide facilities and technologies that enhance learning. We will continue to acquire and integrate technologies that enhance teaching, learning, and operations district-wide. We will continue to provide facilities that effectively adapt to and function in the delivery of multi-dimensional programs and services.

Goal No. 6
Strategy No. 1
Date 1/6/09

Strategy: District Wide Facilities Master Plan: Update the District Wide Facilities Master Plan to include current demographic analysis, along with options for all educational buildings, outdoor athletic facilities, support facilities, and financing.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|------------------------------|------------|-----------------------|
| 1 | Update demographic report | Ed Poprik Patricia Best | 10/1/2007 | 12/31/2007 |
| 2 | Determine mechanism for demographic report Determine mechanism and roles for completing the update. | Ed Poprik Patricia Best | 10/1/2007 | 3/31/2008 |
| 3 | Complete a facilities assessment to determine existing conditions. | Ed Poprik Patricia Best | 3/3/2008 | 9/30/2008 |
| 4 | Providing the opportunity for public input at all stages throughout the process of developing a new district wide facilities master plan, including, but not limited to initial input during facilities assessment, identification of options, and development of final plan. | Ed Poprik Julie Backstrom | 10/1/2007 | 6/28/2013 |
| 5 | Develop, adjust and present options Incorporate public input into development of a draft master plan, making any necessary adjustments and determining options to create the final plan. | Ed Poprik Patricia Best | 10/1/2007 | 6/28/2013 |
| 6 | Adopt the final version of the District Wide Facilities Master Plan, and put plan into action according to determined, prescribed steps. | Ed Poprik Patricia Best | 9/1/2009 | 8/30/2013 |

Strategic Plan Action Plan

Goal: Facilities and Technologies for Learning: Provide facilities and technologies that enhance learning. We will continue to acquire and integrate technologies that enhance teaching, learning, and operations district-wide. We will continue to provide facilities that effectively adapt to and function in the delivery of multi-dimensional programs and services.

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|---------------------|--------|
| Goal No. | 6 |
| Strategy No. | 2 |
| Date | 1/6/09 |

Strategy: Energy consumption and environmental responsibility: Manage energy consumption and environmental responsibility

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------------------|------------|-----------------------|
| 1 | "Green" design Evaluate the use of "green design" as a criterion for future projects. | Ed Poprik | 9/1/2008 | 6/30/2009 |
| 2 | Integrate conservation initiatives Collaborate with department heads to integrate the district's energy conservation initiatives into the curriculum. | Ed Poprik | 9/1/2008 | 6/30/2009 |
| 3 | Benchmark the district's energy use against other similar districts. | Ed Poprik | 9/3/2007 | 12/31/2007 |
| 4 | Conduct energy specific audits to identify areas of opportunity. | Ed Poprik | 1/1/2008 | 7/31/2008 |
| 5 | Collaborate with professional staff to identify areas of opportunity and promote a team effort on initiatives. | Ed Poprik | 9/1/2008 | 6/30/2009 |
| 6 | Review district policies on energy conversation and adjust as necessary. | Ed Poprik | 9/3/2007 | 3/31/2008 |
| 7 | Plan and budget for projects specific to energy conservation. | Ed Poprik Jeff Ammerman | 7/1/2008 | 10/31/2008 |

Strategic Plan Action Plan

Goal: Facilities and Technologies for Learning: Provide facilities and technologies that enhance learning. We will continue to acquire and integrate technologies that enhance teaching, learning, and operations district-wide. We will continue to provide facilities that effectively adapt to and function in the delivery of multi-dimensional programs and services.

Goal No. 6
Strategy No. 3
Date 1/6/09

Strategy: Integrate Technology Competencies into the Curriculum: Continue to acquire and integrate technologies that enhance teaching, learning, and operations district-wide.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|---|-------------------------------|------------|-----------------------|
| 1 | Teaching the technology skills and integrating competencies Train the teachers to teach the technology skills outlined in the district's student technology competencies plan, and integrate the competencies into the curriculum and daily instruction. | Tom Mincemoyer Pam Francis | 10/1/2007 | 6/28/2013 |

Strategic Plan Action Plan

Goal: Facilities and Technologies for Learning: Provide facilities and technologies that enhance learning. We will continue to acquire and integrate technologies that enhance teaching, learning, and operations district-wide. We will continue to provide facilities that effectively adapt to and function in the delivery of multi-dimensional programs and services.

Goal No. 6
Strategy No. 4
Date 1/6/09

Strategy: Opportunities for Students: Provide appropriate learning opportunities for students with high technology aptitude and interest.

| Activity No. | Activity | Assigned To | Start Date | Proj. Completion Date |
|--------------|--|----------------|------------|-----------------------|
| 1 | High School TECS Initiative Provide appropriate learning opportunities for students with high technology aptitude and interest. | Tom Mincemoyer | 10/1/2007 | 6/28/2013 |