

## **GETTYSBURG MONTESSORI CS**

888 Coleman Road

Comprehensive Plan | 2020 - 2023

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### **MISSION STATEMENT**

Gettysburg Montessori Charter School is a K-6 public charter that embodies the theories of Dr. Maria Montessori while promoting a multifaceted, child-centered learning environment for Gettysburg and the surrounding area. Our Montessori trained, PA certified teachers provide children with a dynamic and engaging education using a holistic curricula that blends the Montessori educational philosophy and the Pennsylvania State Academic Standards. Our mission is to develop the full diversity of human intelligence while nurturing the whole child and instilling a lifelong love of learning.

### **VISION STATEMENT**

Our vision is to guide, inspire, and empower children. Our goal is to give them the tools and confidence to achieve their dreams, lead meaningful lives, and make positive contributions as world citizens in the 21st century.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

Grace and Courtesy Self Regulation Mindfulness Sensitivity, Respect, Compassion Care for Self, Others, and the Environment

### **STAFF**

Grace and Courtesy Mindfulness Sensitivity, Respect, Compassion Care for Self, Others, and the Environment

### **ADMINISTRATION**

Grace and Courtesy Mindfulness Sensitivity, Respect, Compassion Care for Self, Others, and the Environment

### **PARENTS**

Grace and Courtesy Partnerships Mindfulness Sensitivity, Respect, Compassion Care for Self, Others, and the Environment

### **COMMUNITY**

Grace and Courtesy Partnerships Mindfulness Sensitivity, Respect, Compassion Care for Self, Others, and the Environment

### **OTHER (OPTIONAL)**

Hands-on Learning Environment Independent Exploration Whole Child Learning Freedom within Limits Intrinsic Motivation

## STEERING COMMITTEE

Name	Position	Building/Group
Tom Hockensmith	Board Chair	GMCS
Keri Bechtel	Staff	GMCS
Rita Egloff	Staff	GMCS
Leigh Gugliette	Staff	GMCS
Amanda Jan	Staff	GMCS
Becky Black	Staff	GMCS
Megan Stough	Staff	GMCS
Christine Felicetti	Staff	GMCS
Adrian Kavanaugh	Staff	GMCS
Rose Thornberry	Board: Community Member	GMCS
Diana Williams	Board: Community Member	GMCS
Becky Uppercue	Board Member: Parent	GMCS
Jill Clinton	Board Secretary: Parent	GMCS
Nicole Gulden	Staff	GMCS
Ashley Reid	Board Member: Parent	GMCS
Shanin Caplener	Board Member: Parent	GMCS

## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
We need a rigorous standards-aligned ELA curriculum.	Essential Practices 1: Focus on Continuous Improvement of Instruction  Essential Practices 1: Focus on Continuous Improvement of Instruction
We need a rigorous standards-aligned Mathematics curriculum.	Essential Practices 1: Focus on Continuous Improvement of Instruction  Essential Practices 1: Focus on Continuous Improvement of Instruction  Other
Teachers need further training on Montessori Works and need to incorporate the Works into the curriculum.	Essential Practices 1: Focus on Continuous Improvement of Instruction  Essential Practices 1: Focus on Continuous Improvement of Instruction

## ACTION PLAN AND STEPS

Evidence-based Strategy	
Heggerty	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
PSSA/ELA Scores	All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023.

**Goal Nickname****Measurable Goal Statement (Smart Goal)**

Acadience Reading Benchmark

Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark.

**Action Step****Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Implement Heggerty with fidelity.

2020-09-24 - 2022-07-01

Loren Householder (learning support)

Time for this in daily schedule. Heggerty Program Resource books for all teachers in K-2. Videos of Haggarty training.

Utilizing the webinar professional development through Heggerty for grades K-2

2020-09-24 - 2023-07-01

Loren Householder (learning support) and Chris Kirkpatrick (assistant principal)

Videos and webinars of Heggerty training.

**Anticipated Outcome**

Students' scores will increase.

**Monitoring/Evaluation**

Benchmark three times a year. Compare data three times a year.

**Evidence-based Strategy**

ECRI Enhanced Core Reading Instruction

**Measurable Goals****Goal Nickname****Measurable Goal Statement (Smart Goal)**

PSSA/ELA Scores

All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023.

Acadience Reading

Acadience Reading scores for all students groups at the end of

**Goal Nickname****Measurable Goal Statement (Smart Goal)**

Benchmark

the year 2023 will show 80% of students at or above benchmark.

**Action Step****Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

Use ECRI with fidelity in K-2.

2021-09-01 - 2022-09-01

Loren Householder (learning support)

Teacher editions and workbooks. Training

Use ECRI in intervention in grades K-2.

2020-10-15 - 2023-09-01

Loren Householder (learning support) and Becky Black (special ed)

Teacher editions and workbooks. Training

**Anticipated Outcome**

Students' scores will increase.

**Monitoring/Evaluation**

Benchmark three times a year. Compare data three times a year.

**Evidence-based Strategy**

LETRS Language Essentials for Teachers of Reading and Spelling

**Measurable Goals****Goal Nickname****Measurable Goal Statement (Smart Goal)**

PSSA/ELA Scores

All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023.

Acadience Reading Benchmark

Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark.

**Action Step****Anticipated Start/Completion****Lead Person/Position****Materials/Resources/Supports Needed**

All teachers will complete the

2021-03-01 - 2022-06-01

Loren Householder (learning support) Chris

LETRS training Teacher Guides/Workbooks

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
LETTERS modules.		Kirkpatrick (Assistant Principal)	

Anticipated Outcome
Students' scores will increase.

Monitoring/Evaluation
Compare data three times a year.

Evidence-based Strategy
Montessori Works

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Montessori Works Training	All GMCS teachers will have completed courses on how to use Montessori Works for deeper understanding of the PA Core Standards by 2023.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Inventory all Montessori Works and materials for each grade band and survey when the Works are used within their curriculum maps.	2020-10-02 - 2020-11-01	Chris Kirkpatrick (Assistant Principal)	Montessori Works List and survey of the Works IU support if needed
Review the list with our team from the University of Delaware to determine which Works we are missing and purchase them.	2021-01-10 - 2021-07-01	Chris Kirkpatrick (Assistant Principal)	Univ. of Delaware Montessori team Montessori Works

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Teachers will have a deeper understanding of the Works and will fully embed them in the curriculum.	2021-08-15 - 2023-06-01	Chris Kirkpatrick (Assistant Principal)	Univ. of Delaware Team Montessori Works GMCS Curriculum IU support if needed

**Anticipated Outcome**  
GMCS will have all the Montessori Works available to be taught and used for each grade band.

**Monitoring/Evaluation**  
This will be done through observations and evaluations.

**Evidence-based Strategy**  
Montessori Lesson Studies

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)
Montessori in Curriculum	K-6 teachers will embed all Montessori Works into the ELA and Math curriculum by the end of 2023.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
All teachers will receive refresher courses (lesson studies) in the Montessori Works in their grade bands.	2021-08-15 - 2022-06-01	Chris Kirkpatrick (Assistant Principal)	Univ. of Delaware Montessori Team Montessori Works

**Anticipated Outcome**  
All teachers will be skilled in teaching all of the Montessori Works within their grade bands.

**Monitoring/Evaluation**



Univ. of Delaware team will observe teachers at least twice.

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### Evidence-based Strategy

Zearn

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
PSSA/Math Scores	All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023.

Acadience Math Benchmark	Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark.
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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
All Math teachers will take Zearn Math trainings and refresh each year.	2020-10-01 - 2023-06-01	Chris Kirkpatrick (Assistant Principal)	Zearn training webinars and materials.

### Anticipated Outcome

Students' scores will increase.

### Monitoring/Evaluation

Compare data three times a year.

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### Evidence-based Strategy

Eureka Math

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
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**Goal Nickname****Measurable Goal Statement (Smart Goal)**

PSSA/Math Scores

All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023.

Acadience Math  
Benchmark

Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark.

**Action Step****Anticipated  
Start/Completion****Lead  
Person/Position****Materials/Resources/Supports  
Needed**

All math teachers will be trained in Eureka Math and will take refresher courses each year.

2020-10-01 -  
2023-06-01Chris  
Kirkpatrick  
(Assistant  
Principal)Eureka Math training  
modules and materials.**Anticipated Outcome**

Students' scores will increase.

**Monitoring/Evaluation**

Compare data three times a year.



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	Heggerty	Implement Heggerty with fidelity.	09/24/2020 - 07/01/2022
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	Heggerty	Utilizing the webinar professional development through Heggerty for grades K-2	09/24/2020 - 07/01/2023
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	ECRI Enhanced Core Reading Instruction	Use ECRI with fidelity it K-2.	09/01/2021 - 09/01/2022
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	ECRI Enhanced Core Reading Instruction	Use ECRI in intervention in grades K-2.	10/15/2020 - 09/01/2023
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	LETRS Language Essentials	All teachers will complete the LETERS modules.	03/01/2021 - 06/01/2022
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)	for Teachers of Reading and Spelling		

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All GMCS teachers will have completed courses on how to use Montessori Works for deeper understanding of the PA Core Standards by 2023. (Montessori Works Training)	Montessori Works	Teachers will have a deeper understanding of the Works and will fully embed them in the curriculum.	08/15/2021 - 06/01/2023



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
K-6 teachers will embed all Montessori Works into the ELA and Math curriculum by the end of 2023. (Montessori in Curriculum)	Montessori Lesson Studies	All teachers will receive refresher courses (lesson studies) in the Montessori Works in their grade bands.	08/15/2021 - 06/01/2022

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023. (PSSA/Math Scores)	Zearn	All Math teachers will take Zearn Math trainings and refresh each year.	10/01/2020 - 06/01/2023
Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark. (Acadience Math Benchmark)			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023. (PSSA/Math Scores)	Eureka Math	All math teachers will be trained in Eureka Math and will take refresher courses each year.	10/01/2020 - 06/01/2023
Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark. (Acadience Math Benchmark)			

# APPROVALS & SIGNATURES

## Assurance of Quality and Accountability

### Assurance of Quality and Accountability

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

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

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

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

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

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

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School Board Minutes or Affirmation Statement \_\_\_\_\_ ;

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

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Superintendent/Chief Executive Officer

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School Improvement  
Facilitator Signature

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Building Principal Signature

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# ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

## Strengths

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Our regular attendance meets the performance standard and surpasses the state average.

We are meeting academic growth expectations for ELA, Mathematics, and Science (PVAAS).

Supportive and engaged teachers and parents

Solid support for mental health

We started PhD Science for 3/4 in the 19/20 school year.

Our size, we are able to meet students' needs.

Highly Qualified Staff

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

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

Identify and address individual student learning needs.

## Challenges

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We did not meet our interim goal for ELA.

We did not meet our interim goal for Mathematics.

Need to be more Montessori

Need for more project based learning.

Need to increase Acadience scores in K-6.

Continue to show growth in grades 3-6.

Increase the time spent on science in grades K-2.

Need for a rigorous and aligned curriculum.

Professional development training in Tier 1 of Rtl.

Increasing student achievement.

Align curricular materials and lesson plans to the PA Standards

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

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## Most Notable Observations/Patterns

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**Challenges**

**Discussion  
Point**

**Priority for Planning**

We did not meet our interim goal for ELA.



We did not meet our interim goal for Mathematics.



Need to be more Montessori



Need for more project based learning.

Need for a rigorous and aligned curriculum.

Increasing student achievement.

Align curricular materials and lesson plans to the PA Standards

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

## ADDENDUM B: ACTION PLAN

### Action Plan: Heggerty

Action Steps	Anticipated Start/Completion Date	
Implement Heggerty with fidelity.	09/24/2020 - 07/01/2022	
Monitoring/Evaluation	Anticipated Output	
Benchmark three times a year. Compare data three times a year.	Students' scores will increase.	
Material/Resources/Supports Needed	PD Step	Comm Step
Time for this in daily schedule. Heggerty Program Resource books for all teachers in K-2. Videos of Haggarty training.	yes	yes

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Action Steps	Anticipated Start/Completion Date	
Utilizing the webinar professional development through Heggerty for grades K-2	09/24/2020 - 07/01/2023	
Monitoring/Evaluation	Anticipated Output	
Benchmark three times a year. Compare data three times a year.	Students' scores will increase.	
Material/Resources/Supports Needed	PD Step	Comm Step
Videos and webinars of Heggerty training.	yes	no

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## Action Plan: ECRI Enhanced Core Reading Instruction

Action Steps	Anticipated Start/Completion Date
Use ECRI with fidelity in K-2.	09/01/2021 - 09/01/2022

Monitoring/Evaluation	Anticipated Output
Benchmark three times a year. Compare data three times a year.	Students' scores will increase.

Material/Resources/Supports Needed	PD Step	Comm Step
Teacher editions and workbooks. Training	yes	yes

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Action Steps	Anticipated Start/Completion Date
Use ECRI in intervention in grades K-2.	10/15/2020 - 09/01/2023

Monitoring/Evaluation	Anticipated Output
Benchmark three times a year. Compare data three times a year.	Students' scores will increase.

Material/Resources/Supports Needed	PD Step	Comm Step
Teacher editions and workbooks. Training	yes	no

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**Action Plan: LETRS Language Essentials for Teachers of Reading and Spelling**

Action Steps	Anticipated Start/Completion Date
All teachers will complete the LETERS modules.	03/01/2021 - 06/01/2022

Monitoring/Evaluation	Anticipated Output
Compare data three times a year.	Students' scores will increase.

Material/Resources/Supports Needed	PD Step	Comm Step
LETERS training Teacher Guides/Workbooks	yes	yes

**Action Plan: Montessori Works**

Action Steps	Anticipated Start/Completion Date
Inventory all Montessori Works and materials for each grade band and survey when the Works are used within their curriculum maps.	10/02/2020 - 11/01/2020

Monitoring/Evaluation	Anticipated Output
This will be done through observations and evaluations.	GMCS will have all the Montessori Works available to be taught and used for each grade band.

Material/Resources/Supports Needed	PD Step	Comm Step
Montessori Works List and survey of the Works IU support if needed	no	no

**Action Steps****Anticipated Start/Completion Date**

Review the list with our team from the University of Delaware to determine which Works we are missing and purchase them.

01/10/2021 - 07/01/2021

**Monitoring/Evaluation****Anticipated Output**

This will be done through observations and evaluations.

GMCS will have all the Montessori Works available to be taught and used for each grade band.

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

Univ. of Delaware Montessori team Montessori Works

no

no

**Action Steps****Anticipated Start/Completion Date**

Teachers will have a deeper understanding of the Works and will fully embed them in the curriculum.

08/15/2021 - 06/01/2023

**Monitoring/Evaluation****Anticipated Output**

This will be done through observations and evaluations.

GMCS will have all the Montessori Works available to be taught and used for each grade band.

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

Univ. of Delaware Team Montessori Works GMCS Curriculum IU support if needed

yes

yes

**Action Plan: Montessori Lesson Studies**

Action Steps	Anticipated Start/Completion Date
All teachers will receive refresher courses (lesson studies) in the Montessori Works in their grade bands.	08/15/2021 - 06/01/2022

Monitoring/Evaluation	Anticipated Output
Univ. of Delaware team will observe teachers at least twice.	All teachers will be skilled in teaching all of the Montessori Works within their grade bands.

Material/Resources/Supports Needed	PD Step	Comm Step
Univ. of Delaware Montessori Team Montessori Works	yes	no

**Action Plan: Zearn**

Action Steps	Anticipated Start/Completion Date
All Math teachers will take Zearn Math trainings and refresh each year.	10/01/2020 - 06/01/2023

Monitoring/Evaluation	Anticipated Output
Compare data three times a year.	Students' scores will increase.

Material/Resources/Supports Needed	PD Step	Comm Step
Zearn training webinars and materials.	yes	yes

## Action Plan: Eureka Math

Action Steps	Anticipated Start/Completion Date
All math teachers will be trained in Eureka Math and will take refresher courses each year.	10/01/2020 - 06/01/2023

Monitoring/Evaluation	Anticipated Output
Compare data three times a year.	Students' scores will increase.

Material/Resources/Supports Needed	PD Step	Comm Step
Eureka Math training modules and materials.	yes	yes

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## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	Heggerty	Implement Heggerty with fidelity.	09/24/2020 - 07/01/2022
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	Heggerty	Utilizing the webinar professional development through Heggerty for grades K-2	09/24/2020 - 07/01/2023
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	ECRI Enhanced Core Reading Instruction	Use ECRI with fidelity it K-2.	09/01/2021 - 09/01/2022
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	ECRI Enhanced Core Reading	Use ECRI in intervention in grades K-2.	10/15/2020 - 09/01/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)	Instruction		
All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)	LETRS Language Essentials for Teachers of Reading and Spelling	All teachers will complete the LETERS modules.	03/01/2021 - 06/01/2022
Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)			
All GMCS teachers will have completed courses on how to use Montessori Works for deeper understanding of the PA Core Standards by 2023. (Montessori Works Training)	Montessori Works	Teachers will have a deeper understanding of the Works and will fully embed them in the curriculum.	08/15/2021 - 06/01/2023
K-6 teachers will embed all Montessori Works into the ELA and Math curriculum by the end of 2023. (Montessori in Curriculum)	Montessori Lesson Studies	All teachers will receive refresher courses (lesson studies) in the Montessori Works in their grade bands.	08/15/2021 - 06/01/2022
All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023. (PSSA/Math Scores)	Zearn	All Math teachers will take Zearn Math trainings and refresh each year.	10/01/2020 - 06/01/2023
Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
above benchmark. (Acadience Math Benchmark)			
All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023. (PSSA/Math Scores)	Eureka Math	All math teachers will be trained in Eureka Math and will take refresher courses each year.	10/01/2020 - 06/01/2023
Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark. (Acadience Math Benchmark)			

## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Heggerty	K-2 Teachers	Heggerty background and processes.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will effectively use Heggerty each day.	09/24/2020 - 07/01/2022	Loren Householder (Learning Support)

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
3a: Communicating with Students	Language and Literacy Acquisition for All Students
1a: Demonstrating Knowledge of Content and Pedagogy	
1d: Demonstrating Knowledge of Resources	



Professional Development Step	Audience	Topics of Prof. Dev
Heggerty	K-2 teachers	Heggerty processes

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will effectively use Heggerty each day.	09/24/2020 - 07/01/2023	Loren Householder (Learning Support)

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

- |  |  |
|--|--|
| 3c: Engaging Students in Learning<br>1a: Demonstrating Knowledge of Content and Pedagogy<br>1d: Demonstrating Knowledge of Resources | Language and Literacy Acquisition for All Students |
|--|--|

Professional Development Step	Audience	Topics of Prof. Dev
ECRI	K-2 teachers	Teaching of phonics

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will effectively teach phonics via ECRI	09/01/2021 - 09/01/2022	Loren Householder (learning support) Chris Kirkpatrick (Assistant Principal)

**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

- |   |  |
|---|--|
| 3c: Engaging Students in Learning<br>3a: Communicating with Students<br>1a: Demonstrating Knowledge of Content and Pedagogy<br>1c: Setting Instructional Outcomes | Language and Literacy Acquisition for All Students |
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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
ECRI in Intervention	Intervention or learning support teachers	Teaching phonics

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teachers will effectively teach phonics via ECRI	10/15/2020 - 09/01/2023	Loren Householder (learning support) Chris Kirkpatrick (Assistant Principal)

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
1a: Demonstrating Knowledge of Content and Pedagogy	Language and Literacy Acquisition for All Students
1d: Demonstrating Knowledge of Resources	
3a: Communicating with Students	
3c: Engaging Students in Learning	

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
LETRS Training	K-6 teachers	Science of reading

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
	03/01/2021 - 06/01/2022	Chris Kirkpatrick (Assistant Principal)

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1c: Setting Instructional Outcomes
- 1d: Demonstrating Knowledge of Resources
- 1e: Designing Coherent Instruction
- 3b: Using Questioning and Discussion Techniques
- 3c: Engaging Students in Learning
- 3a: Communicating with Students

Language and Literacy Acquisition for All Students

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

Montessori Works

K-6 teachers

Montessori lesson studies of Works

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Teachers will be confident in teaching lessons on how to use the Works.

08/15/2021 - 06/01/2022

Chris Kirkpatrick (Assistant Principal)

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1d: Demonstrating Knowledge of Resources
- 1e: Designing Coherent Instruction
- 2b: Establishing a Culture for Learning
- 2e: Organizing Physical Space
- 3a: Communicating with Students
- 3c: Engaging Students in Learning

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**Professional Development Step**

**Audience**

**Topics of Prof. Dev**

Montessori Works Deeper Understanding

K-6 teachers

Montessori lesson studies of the Works

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**Evidence of Learning**

**Anticipated Timeframe**

**Lead Person/Position**

Teachers will teach students how to use the Works at a deeper level.

08/15/2021 - 06/01/2023

Chris Kirkpatrick (Assistant Principal)

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1d: Demonstrating Knowledge of Resources
- 2e: Organizing Physical Space
- 3a: Communicating with Students
- 3b: Using Questioning and Discussion Techniques
- 3c: Engaging Students in Learning

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Zearn Math	All math teachers	Hands on instruction and immersive digital learning

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teachers will be able to analyze data via the Zearn reports and will assign appropriate lessons that coincide with Eureka Math.	10/01/2020 - 06/01/2023	Chris Kirkpatrick (Assistant Principal)

<b>Danielson Framework Component Met in this Plan:</b>	<b>This Step meets the Requirements of State Required Trainings:</b>
1d: Demonstrating Knowledge of Resources 1e: Designing Coherent Instruction 3c: Engaging Students in Learning 4b: Maintaining Accurate Records 3d: Using Assessment in Instruction	Teaching Diverse Learners in an Inclusive Setting

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>
Eureka Math	All math teachers	Math for K-6

<b>Evidence of Learning</b>	<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
Teachers will confidently teach math using the Eureka Math program	10/01/2020 - 06/01/2023	Chris Kirkpatrick (Assistant Principal)

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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1a: Demonstrating Knowledge of Content and Pedagogy

1c: Setting Instructional Outcomes

1d: Demonstrating Knowledge of Resources

3a: Communicating with Students

3b: Using Questioning and Discussion Techniques

3c: Engaging Students in Learning

3d: Using Assessment in Instruction

3e: Demonstrating Flexibility and Responsiveness

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Teaching Diverse Learners in an Inclusive Setting

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)</p> <p>Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)</p>	Heggerty	Implement Heggerty with fidelity.	2020-09-24 - 2022-07-01
<p>All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)</p> <p>Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)</p>	ECRI Enhanced Core Reading Instruction	Use ECRI with fidelity it K-2.	2021-09-01 - 2022-09-01
<p>All student groups scores will surpass the interim goals and state average for PSSA scores in ELA. by 2023. (PSSA/ELA Scores)</p> <p>Acadience Reading scores for all students groups at the end of the year 2023 will show 80% of students at or above benchmark. (Acadience Reading Benchmark)</p>	LETRS Language Essentials for Teachers of Reading and Spelling	All teachers will complete the LETERS modules.	2021-03-01 - 2022-06-01
<p>All GMCS teachers will have completed courses on how to use Montessori Works for deeper understanding of the PA Core Standards by 2023. (Montessori Works Training)</p>	Montessori Works	Teachers will have a deeper understanding of the Works and will fully embed them in the curriculum.	2021-08-15 - 2023-06-01

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023. (PSSA/Math Scores)</p> <p>Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark. (Acadience Math Benchmark)</p>	Zearn	All Math teachers will take Zearn Math trainings and refresh each year.	2020-10-01 - 2023-06-01
<p>All student groups scores will surpass the interim goals and state average for PSSA scores in Mathematics by 2023. (PSSA/Math Scores)</p> <p>Acadience Mathematics scores for all students groups at the end of the year 2023 will show 75% of students at or above benchmark. (Acadience Math Benchmark)</p>	Eureka Math	All math teachers will be trained in Eureka Math and will take refresher courses each year.	2020-10-01 - 2023-06-01

## COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Heggerty	K-2 teachers	Professional development opportunities
Anticipated Timeframe	Frequency	Delivery Method
09/24/0020 - 07/01/2022	At least once a year.	Email
Lead Person/Position	Loren Householder (learning support) Chris Kirkpatrick (Assistant Principal)	



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**Communication Step****Audience****Topics/Message of Communication**

ECRI

K-2 teachers

Professional development dates

**Anticipated Timeframe****Frequency****Delivery Method**

09/01/2021 - 09/01/2022

Depending on how many courses are offered at the IU and the needs of staff.

Email

**Lead Person/Position**

Chris Kirkpatrick (Assistant Principal)

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**Communication Step****Audience****Topics/Message of Communication**

LRTRS

K-6 teachers

Professional development opportunities for ECRI.

**Anticipated Timeframe****Frequency****Delivery Method**

03/01/2021 - 06/01/2022

Depending on how many courses are offered at the IU and the needs of staff.

Email

**Lead Person/Position**

Chris Kirkpatrick (Assistant Principal)

<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Montessori Works	K-6 teachers	Professional development dates for lesson studies and for curriculum updates.

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
08/15/2021 - 06/01/2023	We will email the dates as they are scheduled.	Email

<b>Lead Person/Position</b>
Chris Kirkpatrick (Assistant Principal)

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Zearn Math	All math teachers	Professional development dates for Zearn

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
10/01/2020 - 06/01/2023	We will email the dates as they are scheduled.	Email

<b>Lead Person/Position</b>
Chris Kirkpatrick

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Eureka Math	All math teachers	Professional development schedule for taking the Eureka modules.

**Anticipated Timeframe****Frequency****Delivery Method**

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10/01/2020 - 06/01/2023

We will email the dates  
as they are scheduled.

Email

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**Lead Person/Position**

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Chris Kirkpatrick

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## ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Acadience Results, Quarterly Review	Impacts of Heggerty Usage, ECRI Usage, LETRS Understanding, Zearn Math, and Eureka Math	Quarterly meetings	Teachers, staff, and board	Beginning 11/2/2020 and quarterly thereafter through May 2023
Montessori Improvements, Quarterly Updates	Montessori Works Lesson Studies and Imbed in Curriculum	Summary Reports, Email, Meetings	Teachers, Staff, Parents, Board	08/15/2021-06/01/2023

