

GETTYSBURG MONTESSORI CS

888 Coleman Road

Comprehensive Plan | 2023 - 2026

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, Independent exploration

STAFF

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

ADMINISTRATION

Grace and Courtesy, Partnerships, 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
Rita Egloff	Staff	GMCS
Leigh Gugliette	Staff	GMCS
Becky Black	Staff	GMCS
Rose Thornberry	Board: Community Member	GMCS
Tammy Hogan	Administrator	GMCS
Becky Uppercue	Board Member: Parent	GMCS
Nicole Gulden	Staff	GMCS
Anthony Spack	Staff Member	GMCS

ESTABLISHED PRIORITIES

Priority Statement

Offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD time over the summer will best support our teachers and will indirectly support our students.

Outcome Category

School climate and culture

We will provide PD in the Science of Math to all teachers.

Mathematics

We are writing our curriculum using systematic collaborative planning.

Essential Practices 1: Focus on
Continuous Improvement of
Instruction

We will find gaps through grade bands meeting, which will lead to the writing of the scope and sequence for each grade and subject.

Essential Practices 1: Focus on
Continuous Improvement of
Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy

Professional Learning Communities

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Math Gains	We will see a 40% increase in PSSA, Acadience, and CDT math scores.
Curricula Writing	We will have all curricula (ELA, Math, and Science) written.
Scope and Sequence	We will have a scope and sequence for each grade and subject to eliminate gaps between grades

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Grade band meetings will identify gaps in our current ELA and math instruction practices.	2023-06-02 - 2023-06-02	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Teachers, CDT Data, Current Instructional Resources, Lesson Plans
To compose the Scope and Sequence for ELA and math.	2023-06-02 - 2023-06-02	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans
To create a committee to compose the Scope and Sequence for science.	2023-09-04 - 2024-06-07	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans
To create a committee to compose the Scope and Sequence for social studies.	2024-09-04 - 2025-06-07	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans
To create a committee to compose the Scope and Sequence for physical education, health, music and	2025-06-02 - 2025-06-06	Dr. Tammy Hogan: Assistant	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans, Nurse

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
art.		Principal	

Anticipated Outcome

A list of gaps between grade level instruction will be identified for ELA and math. A Scope and Sequence for ELA, math, science and social studies will be completed.

Monitoring/Evaluation

The LIU facilitator will receive the information from the classroom teachers and will relay that to Dr. Hogan.

Evidence-based Strategy

Professional Learning Communities

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Curricula Writing	We will have all curricula (ELA, Math, and Science) written.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
ELA and math	2023-06-05 -	Dr. Tammy	LIU 12 Facilitators, Scope and Sequence for ELA and math, classroom teachers

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
curricula writing workshop.	2023-06-09	Hogan: Assistant Principal	K-6 and Rtl teachers, special ed. coordinator, special education teachers, materials, programs, standards, lesson plans, assessments. Enough space to spread out. Google Drive, Lunches, snacks, water, coffee, STIPENDS.
Science curriculum writing workshop.	2023-09-04 - 2024-06-07	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans
Social studies curriculum writing workshop.	2024-09-04 - 2025-06-07	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans
Physical education, health, music and art curricula writing workshop.	2025-06-09 - 2026-06-05	Dr. Tammy Hogan: Assistant Principal	LIU 12 Facilitators, Current Instructional Resources, Lesson Plans, Nurse

Anticipated Outcome

Fully developed modules for year-long math, ELA, science, social studies, physical education, health, music, and art curricula.

Monitoring/Evaluation

Yearly reflection and updates by teachers and check-ins from IU12 facilitators and CEO/Principal and Assistant Principal. Compare our curricula with high scoring districts curricula, to evaluate ours.

Evidence-based Strategy

Professional Development

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Math Gains

We will see a 40% increase in PSSA, Acadience, and CDT math scores.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Science of Math: Early Numeracy K-2 and Concrete Representation and Abstract 3-6

2023-02-17 -
2024-06-01

Dr. Tammy Hogan:
Assistant Principal

IU Facilitators

Anticipated Outcome

Classroom teachers will have a deeper understanding of math. Students will also have a deeper understanding of math and this will increase their achievement.

Monitoring/Evaluation

Use Acadience and CDT and PSSA to monitor progress.

Evidence-based Strategy

Staff Survey

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Staff Retention

We will retain 90 % of instructional staff by offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD and curriculum writing over the summer.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Provide the finance committee with requests from the staff survey, to discuss and determine what is financially feasible to add to the budget.

2013-02-10 -
2023-06-01

Dr. Faye Pleso:
CEO/Principal

Survey results, staff numbers, numbers of days.

Ask Board approval to change sick and personal days to paid time off days.

2023-02-13 -
2023-06-30

Dr. Faye Pleso:
CEO/Principal

Board meeting and update Employee Handbook and Policy.

Create a schedule that gives teachers more time to work with their grade bands.

2023-02-13 -
2023-06-02

Dr. Tammy
Hogan:
Assistant
Principal

Calendar, Meeting with CEO

Staff will have the opportunity to design their professional development.

2023-02-13 -
2026-05-27

Dr. Tammy
Hogan:

Calendar, Meeting with CEO,
Access to LIU trainings,

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
		Assistant Principal	PATTAN, and other.
Staff Retention Retreat and Positive Morale Initiatives	2023-09-01 - 2026-06-27	Dr. Tammy Hogan: Assistant Principal	Board Approval \$5k yearly for CEO discretionary funds.

Anticipated Outcome
 Many of the requests will be accepted and entered into the budget for the Board to approve. Staff retention will increase.

Monitoring/Evaluation
 Periodic staff surveys will be sent out for feedback.



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)	Professional Development	Science of Math: Early Numeracy K-2 and Concrete Representation and Abstract 3-6	02/17/2023 - 06/01/2024

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.

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

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

In 2021, our Academic Growth Score in Math was 97 and the State Average was 74.3. The Statewide Growth Standard was 70. (Future Ready 20/21)

In 2021, our Academic Growth Score in ELA was 82 and the State Average was 75.5. The Statewide Growth Standard was 70. (Future Ready 20/21) In 2022, our Academic Growth Score was 77.0 Statewide Average Growth Score was 76.0 Meeting Statewide Growth Standard 70.0 (Future Ready 21/22)

In 2021, we scored 71.4% proficient and advanced in Science. The State Average was 63%. (Future Ready 20/21). In 2022, we scored 73.5% Percent Proficient or Advanced while the Statewide Average was 54.4%. Statewide 2030 Goal is 83.0%. (Future Ready 21/22)

We have implemented programs Heggerty and ECRI.

Writing component in and Social studies and Science has been enhanced, for grades 3-6.

Kid Writing has been implemented in K.

Challenges

Grade 3 ELA: We are struggling in all areas. Not even meeting state averages.

Grades 3-6 ELA: Written response is below average. The analysis part is not there. Writing and TDA needs.

Grade 3-6 Math: Overall below state average scores in most categories.

Because of COVID, implementation of Heggerty and ECRI. was delayed.

Finding the time for training for TDA, for all K-6 teachers and implementing TDA in K-2 within current practices.

Eureka's extensive training for new staff and it takes a couple of years to understand it.

Students are behind in their Math and ELA skills when they enter 3rd grade.

Teachers need more knowledge of the science of math in order to teach math at a deeper level.

Strengths

For school year 19/20 our regular attendance was 88.2%, above the State Average which was 85.8%. The Statewide Performance Standard Goal is 94.1%. (Future Ready 20/21). In 20/21, our regular attendance was 89.9% and Statewide Average was 82.2%. Statewide Performance Standard is 94.1%. (Future Ready 21/22)

Novel studies focusing on text dependence questions has been implement in 5/6.

Having a consistent, rigorous math program, Eureka.

TBT meetings have focused on math and the data shows much growth.

Creating a science program for 3-6.

Community resources sources such as 4H, Sky Dome, and Mobile Ag Lab.

Maintaining and recording/filing artifacts.

JA, BizTown, Economic Fair, Career Cafe

Career focused lessons

The parents also made up 98% of the folks that came out to support the career fair and BizTown.

Challenges

Teacher turnover and COVID which impacted attendance and social emotional health.

PSSA test now includes a writing component in Science.

COVID impacted us, by not having Career Cafe two years,

Reporting systems of submitting the data.

Junior Achievement programs are all aimed toward the STEM career fields

Finding resources for other areas such as health careers and/or the trades.

Physical space for instruction and possibly for an emotional support classroom.

The challenge of finding highly qualified special education teachers.

Physical space for instruction and possibly for an emotional support classroom.

As our population increases we are faced with more diversity of needs, including autistic and emotional support students. We will need more special education staff.

Strengths

Implementing ECRI and Heggerty helped support the special education students in the regular classroom.

We scheduled the students to work with more than one special education teacher to be familiar with other teachers. Coordinating IEP needs to be sure they are all receiving core instruction and not pulled during that time.

We hired an additional special education teacher to free up our special education coordinator so she can monitor the implementation of IEP plans.

Rtl teachers stay up to date in training, part of our MTSS. Process has improved. Dedicated, knowledgeable and consistent Rtl staff

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically *

Identify and address individual student learning needs *

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

Monitor and evaluate the impact of professional learning on staff practices and student learning *

Organize programmatic, human, and fiscal capital resources

Challenges

Rtl resources, space and schedule, because we have increased population. We need to streamline our process. Possibly use LinkIt to share data. Pilot this using data from one grade band and see if it works for us.

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

We are in need of a school counseling and guidance curriculum.

Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based. Scheduling time to finish writing the curricula and lesson plans for ELA and Math.

Strengths

aligned with the school improvement plan and needs of the school community *

We have contracted with an art/play therapist which has helped many of our students with their social/emotional health.

Most Notable Observations/Patterns

Developing a scope and sequence and written curriculum will positively impact student achievement overall. We need to focus on our K-2 especially because 3rd graders are behind when they enter that grade.

Challenges

Discussion Point

Priority for Planning

Finding the time for training for TDA, for all K-6 teachers and implementing TDA in K-2 within current practices.

We have so many required PD that take up so much of our time. On top of that, Eureka, curriculum, ECRI, Montessori, teacher induction took up all of their time. Possibly create a timeline. Maybe push back the timeline. Teacher turn over is the root cause. How do we retain staff. Prioritize training. Stipend staff to come in over the summer to participate in the training that they need. We had new staff in 1/2 and now that they have been here nearly 2 years, they should be able to implement. Now we need to help them find time to do it in their schedule.

✓

Challenges	Discussion Point	Priority for Planning
Teachers need more knowledge of the science of math in order to teach math at a deeper level.	College students enter college without the deep understanding of math. Lack of research, programs in math, and understanding has caused this void.	✓
Students are behind in their Math and ELA skills when they enter 3rd grade.	Our curriculum is not aligned.	✓
As our population increases we are faced with more diversity of needs, including autistic and emotional support students. We will need more special education staff.	We are a school of choice and there are concerns or problems in other schools and they want to attend our school. They are looking for a school that can provide for the child. Something is not working for them. Overall, it is a reflection of our society.	
Use systematic, collaborative planning processes to ensure instruction is coordinated, aligned, and evidence-based. Scheduling time to finish writing the curricula and lesson plans for ELA and Math.	Time is always a struggle. Starting and stopping the sessions every other week is not effective.	✓

ADDENDUM B: ACTION PLAN

Action Plan: Professional Learning Communities

Action Steps	Anticipated Start/Completion Date	
Grade band meetings will identify gaps in our current ELA and math instruction practices.	06/02/2023 - 06/02/2023	
Monitoring/Evaluation	Anticipated Output	
The LIU facilitator will receive the information from the classroom teachers and will relay that to Dr. Hogan.	A list of gaps between grade level instruction will be identified for ELA and math. A Scope and Sequence for ELA, math, science and social studies will be completed.	
Material/Resources/Supports Needed	PD Step	Comm Step
LIU 12 Facilitators, Teachers, CDT Data, Current Instructional Resources, Lesson Plans	no	yes

Action Steps**Anticipated Start/Completion Date**

To compose the Scope and Sequence for ELA and math.

06/02/2023 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

The LIU facilitator will receive the information from the classroom teachers and will relay that to Dr. Hogan.

A list of gaps between grade level instruction will be identified for ELA and math. A Scope and Sequence for ELA, math, science and social studies will be completed.

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

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans

no

yes



Action Steps**Anticipated Start/Completion Date**

To create a committee to compose the Scope and Sequence for science.

09/04/2023 - 06/07/2024

Monitoring/Evaluation**Anticipated Output**

The LIU facilitator will receive the information from the classroom teachers and will relay that to Dr. Hogan.

A list of gaps between grade level instruction will be identified for ELA and math. A Scope and Sequence for ELA, math, science and social studies will be completed.

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

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans

no

yes



Action Steps**Anticipated Start/Completion Date**

To create a committee to compose the Scope and Sequence for social studies.

09/04/2024 - 06/07/2025

Monitoring/Evaluation**Anticipated Output**

The LIU facilitator will receive the information from the classroom teachers and will relay that to Dr. Hogan.

A list of gaps between grade level instruction will be identified for ELA and math. A Scope and Sequence for ELA, math, science and social studies will be completed.

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

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans

no

yes



Action Steps

Anticipated Start/Completion Date

To create a committee to compose the Scope and Sequence for physical education, health, music and art.

06/02/2025 - 06/06/2025

Monitoring/Evaluation

Anticipated Output

The LIU facilitator will receive the information from the classroom teachers and will relay that to Dr. Hogan.

A list of gaps between grade level instruction will be identified for ELA and math. A Scope and Sequence for ELA, math, science and social studies will be completed.

Material/Resources/Supports Needed

PD Step

Comm Step

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans, Nurse

no

yes

Action Plan: Professional Learning Communities

Action Steps**Anticipated Start/Completion Date**

ELA and math curricula writing workshop.

06/05/2023 - 06/09/2023

Monitoring/Evaluation**Anticipated Output**

Yearly reflection and updates by teachers and check-ins from IU12 facilitators and CEO/Principal and Assistant Principal. Compare our curricula with high scoring districts curricula, to evaluate ours.

Fully developed modules for year-long math, ELA, science, social studies, physical education, health, music, and art curricula.

Material/Resources/Supports Needed

PD Step **Comm Step**

LIU 12 Facilitators, Scope and Sequence for ELA and math, classroom teachers K-6 and Rtl teachers, special ed. coordinator, special education teachers, materials, programs, standards, lesson plans, assessments. Enough space to spread out. Google Drive, Lunches, snacks, water, coffee, STIPENDS.

no yes

Action Steps**Anticipated Start/Completion Date**

Science curriculum writing workshop.

09/04/2023 - 06/07/2024

Monitoring/Evaluation**Anticipated Output**

Yearly reflection and updates by teachers and check-ins from IU12 facilitators and CEO/Principal and Assistant Principal. Compare our curricula with high scoring districts curricula, to evaluate ours.

Fully developed modules for year-long math, ELA, science, social studies, physical education, health, music, and art curricula.

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

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans

no

yes



Action Steps**Anticipated Start/Completion Date**

Social studies curriculum writing workshop.

09/04/2024 - 06/07/2025

Monitoring/Evaluation**Anticipated Output**

Yearly reflection and updates by teachers and check-ins from IU12 facilitators and CEO/Principal and Assistant Principal. Compare our curricula with high scoring districts curricula, to evaluate ours.

Fully developed modules for year-long math, ELA, science, social studies, physical education, health, music, and art curricula.

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

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans

no

yes



Action Steps**Anticipated Start/Completion Date**

Physical education, health, music and art curricula writing workshop.

06/09/2025 - 06/05/2026

Monitoring/Evaluation**Anticipated Output**

Yearly reflection and updates by teachers and check-ins from IU12 facilitators and CEO/Principal and Assistant Principal. Compare our curricula with high scoring districts curricula, to evaluate ours.

Fully developed modules for year-long math, ELA, science, social studies, physical education, health, music, and art curricula.

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

LIU 12 Facilitators, Current Instructional Resources, Lesson Plans, Nurse

no

yes



Action Plan: Professional Development

Action Steps	Anticipated Start/Completion Date
Science of Math: Early Numeracy K-2 and Concrete Representation and Abstract 3-6	02/17/2023 - 06/01/2024

Monitoring/Evaluation	Anticipated Output
Use Acadience and CDT and PSSA to monitor progress.	Classroom teachers will have a deeper understanding of math. Students will also have a deeper understanding of math and this will increase their achievement.

Material/Resources/Supports Needed	PD Step	Comm Step
IU Facilitators	yes	no

Action Plan: Staff Survey

Action Steps**Anticipated Start/Completion Date**

Provide the finance committee with requests from the staff survey, to discuss and determine what is financially feasible to add to the budget.

02/10/2013 - 06/01/2023

Monitoring/Evaluation**Anticipated Output**

Periodic staff surveys will be sent out for feedback.

Many of the requests will be accepted and entered into the budget for the Board to approve. Staff retention will increase.

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

Survey results, staff numbers, numbers of days.

no

yes



Action Steps**Anticipated Start/Completion Date**

Ask Board approval to change sick and personal days to paid time off days.

02/13/2023 - 06/30/2023

Monitoring/Evaluation**Anticipated Output**

Periodic staff surveys will be sent out for feedback.

Many of the requests will be accepted and entered into the budget for the Board to approve. Staff retention will increase.

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

Board meeting and update Employee Handbook and Policy.

no

yes



Action Steps**Anticipated Start/Completion Date**

Create a schedule that gives teachers more time to work with their grade bands.

02/13/2023 - 06/02/2023

Monitoring/Evaluation**Anticipated Output**

Periodic staff surveys will be sent out for feedback.

Many of the requests will be accepted and entered into the budget for the Board to approve. Staff retention will increase.

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

Calendar, Meeting with CEO

no

yes



Action Steps**Anticipated Start/Completion Date**

Staff will have the opportunity to design their professional development.

02/13/2023 - 05/27/2026

Monitoring/Evaluation**Anticipated Output**

Periodic staff surveys will be sent out for feedback.

Many of the requests will be accepted and entered into the budget for the Board to approve. Staff retention will increase.

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

Calendar, Meeting with CEO, Access to LIU trainings, PATTAN, and other.

no

yes



Action Steps**Anticipated Start/Completion Date**

Staff Retention Retreat and Positive Morale Initiatives

09/01/2023 - 06/27/2026

Monitoring/Evaluation**Anticipated Output**

Periodic staff surveys will be sent out for feedback.

Many of the requests will be accepted and entered into the budget for the Board to approve. Staff retention will increase.

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

Board Approval \$5k yearly for CEO discretionary funds.

no

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)	Professional Development	Science of Math: Early Numeracy K-2 and Concrete Representation and Abstract 3-6	02/17/2023 - 06/01/2024

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
PLC with IU	K-2 classroom teachers, 3-6 classroom teachers, Rtl teachers, Special Education teachers	Early Numeracy: Quantity and Beginning Computational Concepts, Whole Number Computation and Place Value, Algebraic Reasoning and Word Problem Schema Concrete Representation and Abstract: Addition and Subtraction, Multiplication and Division, Fractions, Integers and Equations

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Lesson plans will include evidence of strategies used in training. Observed in student work. Incorporate these strategies into the existing curriculum. Long-term growth in math scores.	10/01/2023 - 12/01/2023	Dr. Tammy Hogan: Assistant Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1c: Setting Instructional Outcomes 1e: Designing Coherent Instruction 3c: Engaging Students in Learning 1a: Demonstrating Knowledge of Content and Pedagogy 4d: Participating in a Professional Community 4a: Reflecting on Teaching 1b: Demonstrating Knowledge of Students	Teaching Diverse Learners in Inclusive Settings



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)	Professional Learning Communities	Grade band meetings will identify gaps in our current ELA and math instruction practices.	2023-06-02 - 2023-06-02
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)			
We will have a scope and sequence for each grade and subject to eliminate gaps between grades (Scope and Sequence)			
We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)	Professional Learning Communities	To compose the Scope and Sequence for ELA and math.	2023-06-02 - 2023-06-02
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)			
We will have a scope and sequence for each grade and subject to eliminate gaps between grades (Scope and Sequence)			
We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)	Professional Learning Communities	To create a committee to compose the Scope and Sequence for science.	2023-09-04 - 2024-06-07
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)			
We will have a scope and sequence for each grade and subject to eliminate gaps between grades (Scope and Sequence)			
We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)	Professional	To create a	2024-09-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)</p> <p>We will have a scope and sequence for each grade and subject to eliminate gaps between grades (Scope and Sequence)</p>	Learning Communities	committee to compose the Scope and Sequence for social studies.	04 - 2025-06-07
<p>We will see a 40% increase in PSSA, Acadience, and CDT math scores. (Math Gains)</p> <p>We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)</p> <p>We will have a scope and sequence for each grade and subject to eliminate gaps between grades (Scope and Sequence)</p>	Professional Learning Communities	To create a committee to compose the Scope and Sequence for physical education, health, music and art.	2025-06-02 - 2025-06-06
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)	Professional Learning Communities	ELA and math curricula writing workshop.	2023-06-05 - 2023-06-09
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)	Professional Learning Communities	Science curriculum writing workshop.	2023-09-04 - 2024-06-07
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)	Professional Learning Communities	Social studies curriculum writing workshop.	2024-09-04 - 2025-06-07

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
We will have all curricula (ELA, Math, and Science) written. (Curricula Writing)	Professional Learning Communities	Physical education, health, music and art curricula writing workshop.	2025-06-09 - 2026-06-05
We will retain 90 % of instructional staff by offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD and curriculum writing over the summer. (Staff Retention)	Staff Survey	Provide the finance committee with requests from the staff survey, to discuss and determine what is financially feasible to add to the budget.	2013-02-10 - 2023-06-01
We will retain 90 % of instructional staff by offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD and curriculum writing over the summer. (Staff Retention)	Staff Survey	Ask Board approval to change sick and personal days to paid time off days.	2023-02-13 - 2023-06-30
We will retain 90 % of instructional staff by offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD and curriculum writing over the summer. (Staff Retention)	Staff Survey	Create a schedule that gives teachers more	2023-02-13 - 2023-06-02

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		time to work with their grade bands.	
We will retain 90 % of instructional staff by offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD and curriculum writing over the summer. (Staff Retention)	Staff Survey	Staff will have the opportunity to design their professional development.	2023-02-13 - 2026-05-27
We will retain 90 % of instructional staff by offering new teacher incentives for retention, milestone pay raises, and paying stipends for additional PD and curriculum writing over the summer. (Staff Retention)	Staff Survey	Staff Retention Retreat and Positive Morale Initiatives	2023-09-01 - 2026-06-27

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Staff Survey	All staff and GMCS Board of Trustees, Jesse Bean (Charter Choices)	Finance committee review the proposed changes to the budget. Board approval of the 23/24 budget. Communicate training opportunities with staff as it comes available.. Scheduling adjustments to allow for collaboration. Plan retreat and/or positive morale initiatives throughout the year.

Anticipated Timeframe	Frequency	Delivery Method
03/10/2023 - 06/10/2026	yearly	Other Presentation Presentation Email

Lead Person/Position
Dr. Faye Pleso



Communication Step	Audience	Topics/Message of Communication
Professional Learning Communities	K-6, Teachers, RTI, Special Ed, Specialists, IU	Scope and sequence and curriculum writing for: ELA, Math, Science, Social Studies, PE, Art, Music, Health

Anticipated Timeframe	Frequency	Delivery Method
06/06/2023 - 05/29/2026	As needed for scheduling	Email Other Other

Lead Person/Position
Dr. Tammy Hogan



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
We will share the approved plan in November and then annually update them on our progress.	Review overall Plan then our progress and updates for each section, annually.	Email and Staff Meetings	Staff	November 2023-May 2026
After year one, we will annually update them on our progress.	Review overall Plan then our progress and updates for each section, annually.	In person at Board meetings	Board	June 2024-May 2026
Share our Comprehensive Plan in its pre-approval state and then our approved version.	The complete Comprehensive Plan.	website	Families	September 2023-2026
