

PALISADES SD

39 Thomas Free Dr

Comprehensive Plan | 2023 - 2026

MISSION STATEMENT

Inspired to Lead. Prepared to Succeed.

VISION STATEMENT

Palisades School District is a community of learners where hope is fostered and nurtured. Working collaboratively, we will provide a safe, enriching, and supportive educational environment wherein all students are prepared for success upon graduation for their future.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Students are represented on our Steering Committee for this Comprehensive Planning Process. Throughout the duration of this Plan, a variety of student groups will be engaged in supporting the various components of our action plans to facilitate our access to the mission and vision of the district.

STAFF

Staff members are represented on our Steering Committee for this Comprehensive Planning Process. Throughout the duration of this Plan, a variety of staff members will be engaged in supporting the various components of our action plans to facilitate our access to the mission and vision of the district.

ADMINISTRATION

Administrators are represented on our Steering Committee for this Comprehensive Planning Process. Throughout the duration of this Plan, a variety of administrators will be engaged in supporting the various components of our action plans to facilitate our access to the mission and vision of the district.

PARENTS

Parents are represented on our Steering Committee for this Comprehensive Planning Process. Throughout the duration of this Plan, a variety of parent groups will be engaged in supporting the various components of our action plans to facilitate our access to the mission and vision of the district.

COMMUNITY

Community members are represented on our Steering Committee for this Comprehensive Planning Process. Throughout the duration of this Plan, a variety of community members will be engaged in supporting the various components of our action plans to facilitate our access to the

mission and vision of the district.

OTHER (OPTIONAL)

In addition to developing foundational academic and technical skills, our students will be afforded opportunities to strengthen core competencies prior to graduation. As a school community, we are committed to developing the following core competencies for all of our students upon graduation from Palisades School District. The core competencies which have been established for our students are: Collaboration Communication Curiosity and creativity Leadership Independent problem solving and perseverance Cultural understanding Self-awareness, self-care, and self-evaluation Respect for self and others Appreciation of diversity Civic and global engagement Responsible citizenship to support a safe community Passion and ambition Flexibility and resilience Community-minded and service-oriented

STEERING COMMITTEE

| Name | Position | Building/Group |
|------------------------|------------------|---------------------------|
| Cora Landis | Board Member | Palisades School District |
| James Hallowell | Board Member | Palisades School District |
| Silvia LeBlanc | Board Member | Palisades School District |
| Joanne Allen | Community Member | Palisades School District |
| Dylan Fedell | Staff Member | Palisades School District |
| Carole Scoggin | Staff Member | Palisades School District |
| Al Crouthamel | Administrator | Palisades School District |
| Dr. Karl Scheibenhofer | Administrator | Palisades School District |
| Gary Adams | Administrator | Palisades School District |
| Amy Kenson | Parent | Palisades School District |
| Amy Stump | Parent | Palisades School District |
| Saul Ramos | Community Member | Palisades School District |
| Camilla O'Donnell | Student | Palisades School District |

| Name | Position | Building/Group |
|-----------------------|-----------------|---------------------------|
| Abby Hsu | Student | Palisades School District |
| Talon Falcone | Student | Palisades School District |
| Heather Wentz | Staff Member | Palisades School District |
| Alison Dorward | Staff Member | Palisades School District |
| Donna Holmes | Administrator | Palisades School District |
| Dr. Michael Donnelly | Administrator | Palisades School District |
| Rich Heffernan | Administrator | Palisades School District |
| Dr. Bridget O'Connell | Administrator | Palisades School District |

ESTABLISHED PRIORITIES

| Priority Statement | Outcome Category |
|--|---|
| <p>The district will prioritize infrastructure and building repair needs to enhance high quality instruction within our buildings and grounds. We will continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors.</p> | <p>Other</p> |
| <p>A comprehensive review of best practices in technology use, alongside a review of curriculum will help to inform a standard and structured approach for using technology in the area of teaching and learning from a K - 12 perspective.</p> | <p>Essential Practices 1: Focus on Continuous Improvement of Instruction</p> |
| <p>The district will work to create a climate, educational opportunities, and resources to enhance the emotional well-being and safety of our students.</p> | <p>School climate and culture</p> <p>Wellness</p> <p>Wellness</p> |
| <p>In addition to seeking student input for ideas on co-curricular and extra-curricular activities and opportunities, the district will seek funding opportunities to ensure that all students have equal access to these opportunities.</p> | <p>Graduation rate</p> <p>Community Engagement</p> <p>Essential Practices 4: Implement Data-Driven Human Capital Strategies</p> |

ACTION PLAN AND STEPS

Evidence-based Strategy

Website Efficacy, Ease of Use and Accessibility

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Communications

Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Communications: Convene a group of users to review the proposed new template for website.

2023-07-03 -
2024-06-28

Donna Holmes/Director of Community Relations and Development
Gary Adams/Director of Technology

Intrado Support Team-website provider; Monsido Support Team-accessibility support

Anticipated Outcome

Updated and user friendly, accessible website

Monitoring/Evaluation

Communications Action Planning Team on a semi-annual basis.

Evidence-based Strategy

Develop protocols for timing and content of communications, while empowering stakeholders.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|----------------|---|
| Communications | Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|--|--|
| Communications: Administrative team will meet to determine an acceptable timeframe for releasing information to the community depending on the issue; discuss details, and provide rationales when applicable, to be included in the communication piece and the appropriate media to be used. | 2023-07-03 - 2024-06-28 | Gary Adams; Director of Technology Donna Holmes; Director of Community Relations and Development | |
| Communications: Develop a cross training plan for School Messenger and other communications tools for all who will be responsible to communicate on behalf of the school or district. | 2023-07-03 - 2024-06-28 | Gary Adams; Director of Technology Donna Holmes; Director of | School Messenger support and documentation |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|--|---|
| | | Community Relations and Development | |
| Communications: Develop a disclosure statement with appropriate links to policy. | 2023-07-03 - 2024-06-28 | Gary Adams; Director of Technology Donna Holmes; Director of Community Relations and Development | Written statement approved by administration. |

Anticipated Outcome

Increased awareness by stakeholders of important information which should be shared with everyone.

Monitoring/Evaluation

Communications Action Planning Team on quarterly basis.

Evidence-based Strategy

Promote means by which communications are made available-social media sites, website, tv channel, video, etc.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|----------------------|---|
| Communications | Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|-------------------------------------|---|--|
| Communications: Prominently post how to access communications or sign up to receive them - Patch, Facebook, Twitter, TV Channel, etc. | 2023-07-03 - 2024-06-28 | Gary Adams; Director of Technology Donna Holmes; Director of Community Relations and Development | Access to social media accounts and general proficiency with the use of same. |
| Communications: Communicating all media sources for PSD through ads in local newspapers, district-wide communications (Patch, newsletter and calendar) and postcard distributions.) | 2023-07-03 - 2026-06-30 | Gary Adams; Director of Technology Donna Holmes; Director of Community Relations and Development | Access and budget for advertising using printed materials. |
| Communications: Increase communications to the individuals who do not have children in the district; increase their engagement. | 2023-07-03 - 2026-06-30 | Gary Adams; Director of Technology Donna Holmes; Director of Community Relations and Development | Access and budget for advertising and use of printed/electronic means of publications. |

| Anticipated Outcome |
|--|
| Heightened awareness from the community at large of information being distributed by the district. |

Monitoring/Evaluation

Communications Action Planning Team on quarterly basis.

Evidence-based Strategy

Define the meaningful use of technology in the process of teaching and learning

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|------------------------------------|--|
| Academic Excellence-Technology Use | Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|--|-------------------------------------|
| AE Technology: Research best practices regarding the use of technology in schools, being mindful of the unique differences between elementary and secondary-aged students. | 2023-07-03 - 2024-06-28 | Department Chairpersons and Principals | N/A |
| AE Technology: Elicit the support of the teacher technology leaders to collect research and ideas to assist in the defining of “meaningful use of technology”. | 2023-07-03 - 2024-06-28 | District Technology Leaders | Time to meet, conduct research |
| AE Technology: Communicate with stakeholder groups as to what best practices and research shows regarding the use of | 2023-07-03 - 2024-06-28 | Assistant to Superintendent & | N/A |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|-------------|------------------------------|-------------------------------------|-------------------------------------|
| technology. | | Direction of Community Relations | |

Anticipated Outcome
 Research that identifies time limits and uses for technology in content specific classrooms

Monitoring/Evaluation
 Technology leaders, Department Chairpersons, Principals

Evidence-based Strategy
 Research and provide an overview of upgrades required for programming, ie., auditorium sound, lighting, building comfort

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------|---|
| Facilities | Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|--|
| Facilities: Create an overall needs assessment for each building to determine heating/cooling needs. (Four buildings - Springfield, Durham, PALMS, PHS) | 2023-07-03 - 2024-06-28 | Al Crouthamel; Director of Facilities | Engineering Study and funding to do so. |
| Facilities: Create a needs assessment in relation to the renovation of the PALMS Auditorium. | 2023-07-03 - 2024-06-28 | Al Crouthamel; Director of Facilities and PALMS Building Administration | Architectural design and estimated costs for construction. |
| Facilities: Developing a plan for these projects: PHS stage lighting upgrade and the addition of acoustic paneling; PHS Video Studio upgrade (studio desk, backdrop, lighting). | 2023-07-03 - 2026-06-30 | Al Crouthamel; Director of Facilities and PHS Building Administration | Costs for design and projected implementation. |

Anticipated Outcome

Setting up the stage area and the video studio with the equipment needed to fully support the educational and production experience required of our curriculum/programming.

Monitoring/Evaluation

Facilities, administration and teaching personnel involved with the music and video production courses. An annual review will take place.

Evidence-based Strategy

Evaluate the various technology tools that are being used and determine efficacy

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) | | |
|--|--|--|-------------------------------------|
| Academic Excellence- Technology Use | Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. | | |
| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
| AE Technology: Survey teachers and staff to elicit a comprehensive collection of technology tools that are being utilized in classrooms. | 2023-07-03 - 2024-06-28 | Teachers and Principals | n?a |
| AE Technology: Survey students to review their feedback about the various technology tools being utilized in school and online and share that data with teachers. | 2023-07-03 - 2025-06-30 | Students and Principals | N/A |
| AE Technology: Establish a team of teachers from all levels to review the technology tools and to make recommendations for tools that will support the curriculum. | 2025-07-01 - 2026-06-30 | Assistant to the Superintendent for Educational Services, Teacher Technology Leaders, selected faculty | Meeting time |
| AE Technology: Survey young alumni and career pathway advisory councils to provide feedback on the use of technology and perception of preparedness post-graduation. | 2023-07-03 - 2026-06-30 | Assistant to the Superintendent for Educational Services, High School administration | Meeting time |

Anticipated Outcome

Identify the amount of technology used in classes based upon students' perspectives.

Monitoring/Evaluation

Administrators, teaching staff

Evidence-based Strategy

Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors.

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Facilities

Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities.
Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|-------------------------|---|
| Facilities: Research costs and implementation of a Resource Officer for the buildings that do not have a local police department. (During school hours and after-school activities) | 2023-07-03 - 2024-06-28 | District Administration | Needs assessment and possible funding to hire the security guard/officer. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|--|
| Facilities: Provide staff with CPR/AED Training | 2023-07-03 - 2026-06-30 | Dr. Michael Donnelly, Asst. to the Superintendent for Education and building administrators | Training programs provided by Lehigh Valley Health Network |
| Facilities: Provide one building level representative (staff member) to attend trainings on best practices regarding building safety and security in schools. | 2023-07-03 - 2026-06-30 | Building administrators | Funding to attend provided trainings (if needed) |

Anticipated Outcome

More familiarity at all levels with the best practices for schools recommended by our partner agencies for safety and security.

Monitoring/Evaluation

Administrative team on a monthly basis.

Evidence-based Strategy

Promote best practices for utilizing technology in a student-centered classroom

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|--|--|
| Academic Excellence- Technology Use | Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|--|-------------------------------------|
| AE Technology: Through the Act 48 committee, determine targeted and specific professional learning opportunities to support the use of technology in the classroom. | 2023-07-03 - 2026-06-30 | Assistant to the Superintendent for Educational Services, Act 48 committee | Meeting time |
| AE Technology: Recommended guidelines for the use of technology in the classroom and as part of the teaching and learning process. | 2024-07-01 - 2025-06-30 | Assistant to the Superintendent for Educational Services, principals, teacher technology leaders | Meeting time |
| Communicate recommended guidelines with stakeholder groups. | 2024-11-01 - 2024-12-31 | Assistant to the Superintendent for Educational Services and Director of Community Relations & Development | Website, PATCH, Weekly Newsletters |
| AE Technology: Elicit the support of the teacher technology leaders to share and to model best practices with their colleagues in each building. | 2024-07-01 - 2026-06-30 | Assistant to the Superintendent for Educational Services, principals, and teacher technology leaders | PD time |

Anticipated Outcome

Develop a range of technology use in the classrooms across all grade levels

Monitoring/Evaluation

Administrators, Professional Development team members

Evidence-based Strategy

Monitor enrollment, building capacity, and staffing to ensure that the district is maximizing its resources.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------|---|
| Facilities | Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|-----------------------------------|-------------------------------------|
| Facilities: Produce an annual report that includes past, present, and future enrollment along with current building capacity and current staffing and class sizes. | 2023-07-03 - 2026-06-30 | Superintendent and administration | Data reports to be provided |

Anticipated Outcome

Regular review of all human resources and facilities resources for the district.

Monitoring/Evaluation

Annual review of data to provide the School Board with an overview.

Evidence-based Strategy

Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted.

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Student Services-Bullying Prevention

Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|---|
| SS Bullying Prevention: Review current district-wide data and programs (PAYS, SWPBIS, PIMS, SST, Safe Schools, S2SS, mentoring, counseling etc.) to determine focus/target areas. | 2023-07-03 - 2024-06-28 | Lou deFonteny-Director of Student Services with the Student Services Action Planning Team | Review of data and services/programs currently provided |
| SS Bullying Prevention: Conduct research on current best | 2023-07-03 - | Lou deFonteny-Director | Access to information and |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|---|
| practices related to focus/target areas (local districts, scholarly journals, program research, etc.). | 2025-06-30 | of Student Services with the Student Services Action Planning Team | research time; also time during faculty meetings and professional development time. |
| SS Bullying Prevention: Upon the steering committee's recommendation select pilot program(s) and/or recommend changes to current district-wide core programs. | 2024-07-01 - 2026-06-30 | Lou deFonteny-Director of Student Services with the Student Services Action Planning Team | Funds to pilot recommended program. |
| SS Bullying Prevention: Implement changes to current programs or the selected district-wide bullying prevention program. | 2024-07-01 - 2026-06-30 | Lou deFonteny-Director of Student Services with the Student Services Action Planning Team | Funding to provide program and implement necessary changes. |

Anticipated Outcome
 Bring awareness to bullying prevention opportunities and reduce incidences of reports of bullying.

Monitoring/Evaluation
 Counselors and administration on a quarterly basis.

Evidence-based Strategy

Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual).

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|--------------------------------------|--|
| Student Services-Bullying Prevention | Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|--|--|
| SS Bullying Prevention: Review district-wide discipline procedures, responses, and alignment with district policy and administrative regulations. | 2023-07-03 - 2026-06-30 | Lou deFonteny-Director of Student Services and Building Administrators | Potential cost for faculty coverage as needed. |
| SS Bullying Prevention: Create consistent, fair, and appropriate district-wide discipline practices. | 2023-07-03 - 2026-06-30 | Lou deFonteny-Director of Student Services and Building Administrators | Potential cost for faculty coverage as needed. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|--|--|
| SS Bullying Prevention: Implement consistent district-wide discipline procedures and responses and provide educational opportunities and community knowledge (in-person and virtual) of what constitutes bullying / harassment and supportive resources. | 2023-07-03 - 2026-06-30 | Lou deFonteny-Director of Student Services and Building Administrators | Update building student handbooks, bullying/harassment forms, and procedures aligned to policies and administrative regulations. |

Anticipated Outcome
Align fair/consistent discipline procedures with district policies and administrative regulations.

Monitoring/Evaluation
Lou deFonteny-Director of Student Services and the Student Services Action Planning Team

Evidence-based Strategy
Identify and offer clubs/activities that would be in demand based upon a successful completion of Strategy #1. If possible, access community resources to establish and support clubs and activities.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------|--|
| | |

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

Academic Excellence-
Additional Offerings

Investigate and implement additional engaging activities and clubs for students.

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

AE Addl. Offerings: Once the non Athletic EDR committee approves the club, the buildings should begin developing plans for the program’s implementation.

2024-07-01 -
2025-06-30

Building Principals,
Building Leadership
Teams

Time

AE Addl. Offerings: Seek community resources and expertise to assist with the development and operation of established clubs.

2024-07-01 -
2025-06-30

Building Principals,
Building Leadership
Teams

Planning/Contacy time

AE Addl. Offerings: Advertise and hold “club” fairs at all grade levels to solicit participation in new and existing clubs. Consider dissemination of clubs during parent events/BSN

2024-07-01 -
2025-06-30

Building Principals,
Building Leadership
Teams, Club Advisors

Time

Anticipated Outcome

Once new clubs are approved, building teams will develop a marketing plan for promoting student membership in new clubs and existing clubs.

Monitoring/Evaluation

Administrators, club advisors, non-athletic EDR committee

Evidence-based Strategy

Monitor club participation, emerging student interests, and adjust club offerings, as necessary.

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Academic Excellence-
Additional Offerings

Investigate and implement additional engaging activities and clubs for students.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|---|-------------------------------------|
| AE Addl. Offerings: Collect annual participation rates by club. Administer survey that collects student feedback about the club. | 2023-07-03 - 2026-06-30 | Building Principals, Club Advisors | Time |
| AE Addl. Offerings: New club ideas should seek “pilot” status until the next non-athletic EDR cycle. | 2023-07-03 - 2026-06-30 | Building Principals, Building Leadership Teams | Time |
| AE Addl. Offerings: Using school databases collect data that correlates the participation in a club and student attendance, grades, discipline, etc. | 2024-07-01 - 2026-06-30 | Building Principals, Building Leadership Teams, School Counselors | Meeting time |
| AE Addl. Offerings: Administer reflective survey to 5th, 8th | 2024-07-01 - | Building Principals, | Meeting time |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|--|-------------------------------------|
| and 12th graders regarding club participation and experiences. | 2026-06-30 | Building Leadership Teams, School Counselors | |
| AE Addl. Offerings: Administer reflective survey to 5th, 8th and 12th graders regarding club participation and experiences. | 2024-07-01 - 2026-05-30 | Counselors | Meeting time |

Anticipated Outcome
 Palisades student data that identifies PSD students' club interests

Monitoring/Evaluation
 Administrators

Evidence-based Strategy
 Complete a thorough analysis of club participation and ability to access clubs, which should include some of the following: participation rates by club, participation rates in multiple clubs, rates of non participants, students/parents abilities to access clubs, root cause for students that are non participants, etc.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------|--|
| | |

| Goal Nickname | Measurable Goal Statement (Smart Goal) | | |
|---|--|--|---|
| Academic Excellence- Additional Offerings | Investigate and implement additional engaging activities and clubs for students. | | |
| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
| AE Addl. Offerings: Collect current data about club participation, K-12, which must include the following data points: participation rates by club, participation rates in multiple clubs, rates of non participants, students/parents abilities to access clubs, root cause for students that are non participants, etc. | 2023-07-03 - 2026-06-30 | Building Principals, Non Athletic EDR Advisors, Building Leadership Teams | Meeting time, administration of survey |
| AE Addl. Offerings: Administer a student and parent survey that offers a categorical choice of clubs, of club activities, type of meeting (virtual, f2f, weekend, summer, during school day, after school, foster competition and/or community, relaxation, other) and transportation needs. | 2023-07-03 - 2024-06-28 | Building Principals, Director of Community Relations, Non Athletic EDR Advisors, Building Leadership Teams | Meeting time, survey administration |
| AE Addl. Offerings: Using the data and analysis from Action Steps 1 & 2, create a list of recommendations for additional clubs by grade-level and elimination of under-used clubs that will be shared with the non- Athletic EDR committee. | 2024-07-01 - 2025-06-30 | Building Principals, Director of Community Relations, Non Athletic EDR Advisors, Building | Meeting time |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|-------------|------------------------------|----------------------|-------------------------------------|
| | | Leadership Teams | |

Anticipated Outcome
 Provide a list of club activities for non-athletic EDR recommendations

Monitoring/Evaluation
 Building administrators

Evidence-based Strategy
 Provide information and/or opportunities for stakeholders to learn about mental health acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|--------------------------------|---|
| Student Services-Mental Health | To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. |

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

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|--|---|
| SS Mental Health: Create a Mental Health Awareness Fair, bringing community agencies to the Palisades School District to provide information and resources regarding mental wellness. | 2023-07-03 - 2024-06-30 | Lou deFontney-Director of Student Services, Karl Scheibenhofer-PALMS Principal, Donna Holmes-Director of Community Relations and Development | Support from organizations throughout Bucks County and surrounding areas. |
| SS Mental Health: Publish a quarterly article to be placed on the Patch and Palisades School District website | 2023-07-03 - 2026-06-30 | Lou deFontney-Director of Student Services | none |

Anticipated Outcome

Allow for exposure by our community to mental health resources available in the county.

Monitoring/Evaluation

Director of Student Services, Director of Community Relations and PALMS Principal

Evidence-based Strategy

Provide stakeholders (staff, students and community members) with opportunities to learn skills and preventative measures regarding mental health/mental wellness.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) | | |
|---|---|--|---|
| Student Services-Mental Health | To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. | | |
| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
| SS Mental Health: Establish training opportunities for Youth Mental Health First Aid throughout the 2023-2024 school term. | 2023-07-03 - 2024-06-28 | Lou deFonteny-Director of Student Services | Secure funding from the Bucks County Department of Behavioral Health and Development Programs for training. |
| SS Mental Health: Explore mental wellness curricula, such as Aavidum, to supplement current health courses potential with potential implementation occurring in the 2025 school term. | 2024-07-01 - 2025-06-30 | Lou deFonteny-Director of Student Services | None |
| SS Mental Health: The Palisades School District will establish training opportunities for QPR throughout the 2024-2025 school term. | 2024-07-01 - 2025-06-30 | Lou deFonteny-Director of Student Services | Resources for training |
| Anticipated Outcome | | | |
| Provide additional support and training for our staff in the areas of mental wellness. | | | |

Monitoring/Evaluation

Director of Student Services and Counseling Staff on a semi-annual basis.

Evidence-based Strategy

Create opportunities for students to engage with others in areas of interest and to seek support when they are feeling disengaged.

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Student Services-Mental Health

To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

SS Mental Health: Survey students to better understand their thoughts and feelings regarding school connectedness.

2023-07-03 -
2024-06-28

Lou deFonteny-
Director of
Student
Services

Prepare student survey for distribution and analyze returned data.

SS Mental Health: Research strategies and/or programs for increasing student connectedness to school and develop an action plan for

2023-07-03 -
2024-06-28

Lou deFonteny-

Opportunity to meet with stakeholders to review.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|---|
| implementation in the 2024-2025 school term. | | Director of Student Services | |
| SS Mental Health: Train staff regarding strategies to enhance school connectedness. | 2024-07-01 - 2025-06-30 | Lou deFonteny- Director of Student Services | Opportunity and funding for professional development. |

Anticipated Outcome
 Monitor students' attachment to school using PAYS and other student survey data.

Monitoring/Evaluation
 Director of Student Services on a bi-annual basis.

Evidence-based Strategy
 Implement a data discussion protocol.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|---------------|--|
| | |

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

Academic Excellence-
Student Preparedness

Prepare students for future success in their post-secondary decisions: college, military, or the workforce.

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

AE Student Prep: Research best practices in data-driven decision making and design a protocol to guide building-based data team discussions.

2023-07-03 -
2026-06-30

Assistant to the
Superintendent for
Educational Services and
principals

Professional development
meeting time

Anticipated Outcome

Data teams will follow a uniform practice throughout the district.

Monitoring/Evaluation

Administrators, Building Data Teams

Evidence-based Strategy

Increase access to targeted and specific interventions through the MTSS process.

Measurable Goals

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

Academic Excellence-
Student Preparedness

Prepare students for future success in their post-secondary decisions: college, military, or the workforce.

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

AE Student Prep: Audit options for interventions currently available to determine where there is additional need.

2023-07-03 -
2024-06-28

Elementary and middle school principals and department chairpersons

Department meeting time

AE Student Prep: Conduct professional development to increase efficacy of MTSS process.

2024-07-01 -
2025-06-30

Assistant to the Superintendent for Educational Services and elementary/middle school principals

Professional Development time

Anticipated Outcome

Better interventions strategies to meet the varied needs of our struggling students

Monitoring/Evaluation

Principals, Data teams

Evidence-based Strategy

Develop classes and programs that meet the needs and wants of students.

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Academic Excellence-
Student Preparedness

Prepare students for future success in their post-secondary decisions: college, military, or the workforce.

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|---|-------------------------------------|
| AE Student Prep: Develop a student interest survey. | 2023-07-03 - 2026-06-30 | Assistant to the Superintendent for Educational Services and secondary principals | Meeting time |
| AE Student Prep: Integrate survey results in conversations with department chairpersons. | 2024-07-01 - 2026-06-30 | Assistant to the Superintendent for Educational Services, secondary principals, and department chairpersons | Meeting time |
| AE Student Prep: Present findings and recommendations to EPS. | 2024-07-01 - 2025-06-30 | Assistant to the Superintendent for Educational Services, secondary principals, department chairpersons | Meeting time |
| AE Student Prep: Update planned courses and high school curriculum guide with revisions. | 2024-07-01 - 2026-06-30 | Assistant to the Superintendent for Educational Services and secondary principals | Planning and development time |

Anticipated Outcome

Integrate students' course content interests into curriculum offerings

Monitoring/Evaluation

Principals, Assistant to the Superintendent for Educational Services

Evidence-based Strategy

Provide an informational session for stakeholders to learn about the guidelines that impact food services and food choices.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|------------------------------|--|
| Student Services-Food Choice | To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|---|-------------------------------------|
| SS Food: Present, annually, at the Educational Programs and Services Committee Meeting, on the Student Wellness policy, Tri-annual assessment, and federal and state guidelines relative to food services and food choices. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Director of Food Services | None |
| SS Food: Post presentations on the Palisades School District Website and/or Patch regarding Student Wellness policy and federal and state guidelines relative to food services and food choices. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Director of Food Services | None |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|--|--------------------------------------|
| SS Food: Conduct a High School & Middle School Student panel discussion. Review of Wellness Policy, Tri-annual assessment, State and Federal nutritional guidelines. | 2023-07-03 - 2026-06-30 | Gerry Giarratana-Director of Food Services | Scheduled meeting with student panel |

Anticipated Outcome
 Garner feedback from students and provide education regarding our food service policies and strategies.

Monitoring/Evaluation
 Director of Food Services on an annual basis.

Evidence-based Strategy
 Educate students and parents regarding the value of proper nutrition.

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|------------------------------|--|
| Student Services-Food Choice | To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|--|------------------------------|---|--|
| SS Food: Review the current health curriculum to ensure that nutrition is taught in the health program. | 2023-07-03 - 2024-06-28 | Gerry Giarratana- Director of Food Services | Opportunity to meet with Health and Wellness Teachers |
| SS Food: Utilize current food choices in the cafeteria to help explain nutrition during classroom presentations. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Director of Food Services | Opportunity for video production or other media for explanations |
| SS Food: Display and share menu items at Back to School nights. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Food Services Director | Time to prepare and set up for tasting. |

Anticipated Outcome

Students, through their health classes, will be able to identify the nutritional value of the food options they could consume in the district's cafeteria.

Monitoring/Evaluation

Asst. to the Superintendent for Educational Services, Director of Transportation and Food Services, Cafeteria Crew Chiefs

Evidence-based Strategy

Provide opportunity to engage community in "tasting sessions" during an Open House Night

Measurable Goals

| Goal Nickname | Measurable Goal Statement (Smart Goal) |
|------------------------------|--|
| Student Services-Food Choice | To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. |

| Action Step | Anticipated Start/Completion | Lead Person/Position | Materials/Resources/Supports Needed |
|---|------------------------------|--|---|
| SS Food: Coordinate with school administration to provide a 15 minute tasting session at each school's Open House. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Food Services Director | Time for preparation and display of food items. |
| SS Food: Establish a menu of foods to be offered at each tasting session. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Food Services Director | Opportunity to meet with crew chiefs |
| SS Food: Prepare handouts and an FAQ for parents regarding school nutrition. Maintain Wall of Wellness Brochures @ High School & Middle School. | 2023-07-03 - 2026-06-30 | Gerry Giarratana- Food Services Director | Printing costs for materials. |

Anticipated Outcome

Provide necessary information regarding our food services program to school community.

Monitoring/Evaluation

Director of Food Services on an annual basis.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Develop protocols for timing and content of communications, while empowering stakeholders. | Communications: Administrative team will meet to determine an acceptable timeframe for releasing information to the community depending on the issue; discuss details, and provide rationales when applicable, to be included in the communication piece and the appropriate media to be used. | 07/03/2023 - 06/28/2024 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Develop protocols for timing and content of communications, while empowering stakeholders. | Communications: Develop a cross training plan for School Messenger and other communications tools for all who will be responsible to communicate on behalf of the school or district. | 07/03/2023 - 06/28/2024 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|-------------------------------|
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Promote means by which communications are made available-social media sites, website, tv channel, video, etc. | Communications: Prominently post how to access communications or sign up to receive them - Patch, Facebook, Twitter, TV Channel, etc. | 07/03/2023 - 06/28/2024 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors. | Facilities: Research costs and implementation of a Resource Officer for the buildings that do not have a local police department. (During school hours and after-school activities) | 07/03/2023 - 06/28/2024 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors. | Facilities: Provide staff with CPR/AED Training | 07/03/2023 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|---|--|-------------------------------|
| Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use) | Promote best practices for utilizing technology in a student-centered classroom | AE Technology: Elicit the support of the teacher technology leaders to share and to model best practices with their colleagues in each building. | 07/01/2024 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|---|---|----------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current | SS Bullying Prevention: | 07/03/2023 - |
| | district-wide bullying program and evidenced based data to see if a change in programming is warranted. | Conduct research on current best practices related to focus/target areas (local districts, scholarly journals, program research, etc.). | 06/30/2025 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|--|---|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Upon the steering committee's recommendation select pilot program(s) and/or recommend changes to current district-wide core programs. | 07/01/2024 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|--|--|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Implement changes to current programs or the selected district-wide bullying prevention program. | 07/01/2024 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|--|--|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual). | SS Bullying Prevention: Create consistent, fair, and appropriate district-wide discipline practices. | 07/03/2023 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|--|
| <p>Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention)</p> | <p>Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual).</p> | <p>SS Bullying Prevention: Implement consistent district-wide discipline procedures and responses and provide educational opportunities and community knowledge (in-person and virtual) of what constitutes bullying / harassment and supportive resources.</p> | <p>07/03/2023 - 06/30/2026</p> |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|-------------------------------|
| Investigate and implement additional engaging activities and clubs for students. (Academic Excellence-Additional Offerings) | Identify and offer clubs/activities that would be in demand based upon a successful completion of Strategy #1. If possible, access community resources to establish and support clubs and activities. | AE Addl. Offerings: Seek community resources and expertise to assist with the development and operation of established clubs. | 07/01/2024 - 06/30/2025 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Provide stakeholders (staff, students and community members) with opportunities to learn skills and preventative measures regarding mental health/mental wellness. | SS Mental Health: Establish training opportunities for Youth Mental Health First Aid throughout the 2023-2024 school term. | 07/03/2023 - 06/28/2024 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Provide stakeholders (staff, students and community members) with opportunities to learn skills and preventative measures regarding mental health/mental wellness. | SS Mental Health: The Palisades School District will establish training opportunities for QPR throughout the 2024-2025 school term. | 07/01/2024 - 06/30/2025 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Create opportunities for students to engage with others in areas of interest and to seek support when they are feeling disengaged. | SS Mental Health: Train staff regarding strategies to enhance school connectedness. | 07/01/2024 - 06/30/2025 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---------------------------------------|--|-------------------------------|
| Prepare students for future success in their post-secondary decisions: college, military, or the workforce. (Academic Excellence-Student Preparedness) | Implement a data discussion protocol. | AE Student Prep: Research best practices in data-driven decision making and design a protocol to guide building-based data team discussions. | 07/03/2023 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| Prepare students for future success in their post-secondary decisions: college, military, or the workforce. (Academic Excellence-Student Preparedness) | Increase access to targeted and specific interventions through the MTSS process. | AE Student Prep: Conduct professional development to increase efficacy of MTSS process. | 07/01/2024 - 06/30/2025 |

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|--|-------------------------------|
| Prepare students for future success in their post-secondary decisions: college, military, or the workforce. (Academic Excellence-Student Preparedness) | Develop classes and programs that meet the needs and wants of students. | AE Student Prep: Develop a student interest survey. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|---|--|
| <p>Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications)</p> | <p>Develop protocols for timing and content of communications, while empowering stakeholders.</p> | <p>Communications: Administrative team will meet to determine an acceptable timeframe for releasing information to the community depending on the issue; discuss details, and provide rationales when applicable, to be included in the communication piece and the appropriate media to be used.</p> | <p>07/03/2023 - 06/28/2024</p> |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|---|---|-------------------------------|
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Promote means by which communications are made available-social media sites, website, tv channel, video, etc. | Communications: Prominently post how to access communications or sign up to receive them - Patch, Facebook, Twitter, TV Channel, etc. | 07/03/2023 - 06/28/2024 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|---|---|-------------------------------|
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Promote means by which communications are made available-social media sites, website, tv channel, video, etc. | Communications: Increase communications to the individuals who do not have children in the district; increase their engagement. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|--|-------------------------------|
| Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use) | Define the meaningful use of technology in the process of teaching and learning | AE Technology: Communicate with stakeholder groups as to what best practices and research shows regarding the use of technology. | 07/03/2023 - 06/28/2024 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors. | Facilities: Research costs and implementation of a Resource Officer for the buildings that do not have a local police department. (During school hours and after-school activities) | 07/03/2023 - 06/28/2024 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|---|-------------------------|
| Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use) | Promote best practices for utilizing technology in a student-centered classroom | Communicate recommended guidelines with stakeholder groups. | 11/01/2024 - 12/31/2024 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|--|-------------------------------|
| Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use) | Promote best practices for utilizing technology in a student-centered classroom | AE Technology: Elicit the support of the teacher technology leaders to share and to model best practices with their colleagues in each building. | 07/01/2024 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Monitor enrollment, building capacity, and staffing to ensure that the district is maximizing its resources. | Facilities: Produce an annual report that includes past, present, and future enrollment along with current building capacity and current staffing and class sizes. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|---|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Upon the steering committee's recommendation select pilot program(s) and/or recommend changes to current district-wide core programs. | 07/01/2024 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|--|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Implement changes to current programs or the selected district-wide bullying prevention program. | 07/01/2024 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|---|---|--|
| <p>Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention)</p> | <p>Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual).</p> | <p>SS Bullying Prevention: Create consistent, fair, and appropriate district-wide discipline practices.</p> | <p>07/03/2023 - 06/30/2026</p> |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|---|---|--|
| <p>Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention)</p> | <p>Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual).</p> | <p>SS Bullying Prevention: Implement consistent district-wide discipline procedures and responses and provide educational opportunities and community knowledge (in-person and virtual) of what constitutes bullying / harassment and supportive resources.</p> | <p>07/03/2023 - 06/30/2026</p> |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|--|--|
| <p>To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health)</p> | <p>Provide information and/or opportunities for stakeholders to learn about mental health acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events.</p> | <p>SS Mental Health: Create a Mental Health Awareness Fair, bringing community agencies to the Palisades School District to provide information and resources regarding mental wellness.</p> | <p>07/03/2023 - 06/30/2024</p> |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|--|--|
| <p>To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health)</p> | <p>Provide information and/or opportunities for stakeholders to learn about mental health acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events.</p> | <p>SS Mental Health: Publish a quarterly article to be placed on the Patch and Palisades School District website</p> | <p>07/03/2023 - 06/30/2026</p> |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|---|-------------------------------|
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Provide an informational session for stakeholders to learn about the guidelines that impact food services and food choices. | SS Food: Present, annually, at the Educational Programs and Services Committee Meeting, on the Student Wellness policy, Tri-annual assessment, and federal and state guidelines relative to food services and food choices. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|--|-------------------------------|
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Provide an informational session for stakeholders to learn about the guidelines that impact food services and food choices. | SS Food: Post presentations on the Palisades School District Website and/or Patch regarding Student Wellness policy and federal and state guidelines relative to food services and food choices. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|---|-------------------------------|
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Educate students and parents regarding the value of proper nutrition. | SS Food: Display and share menu items at Back to School nights. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|--|-------------------------------|
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Provide opportunity to engage community in "tasting sessions" during an Open House Night | SS Food: Coordinate with school administration to provide a 15 minute tasting session at each school's Open House. | 07/03/2023 - 06/30/2026 |

COMMUNICATION PLAN - STEPS AND TIMELINES:

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|---|-------------------------------|
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Provide opportunity to engage community in "tasting sessions" during an Open House Night | SS Food: Prepare handouts and an FAQ for parents regarding school nutrition. Maintain Wall of Wellness Brochures @ High School & Middle School. | 07/03/2023 - 06/30/2026 |

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Chief School Administrator, I affirm that this LEA Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the LEA Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was made available for public inspection and comment for a minimum of 28 days prior to approval by the school's governing board and submission to the Department.

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

Chief School Administrator

Bridget O'Connell

2023-05-04

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

High School - 89.5% of students scored proficient or better on the Algebra I Keystone exam

High School - 99.1% of students met the Career Readiness benchmarks

Middle School - 77.6% of students scored proficient or better on the PSSA Science exam

Middle School - 100% of students met the Career Readiness benchmarks

Elementary -89.8% of all elementary school students across 3 buildings scored proficient or better on the PSSA Science

As a small, rural district, we are fortunate to have a student : teacher ratio that provides ample opportunities for learner-specific remediation and enrichment, as needed.

Our high school program, Journeys, continues to offer real-world experiences for our students with intellectual disabilities.

Secondary students continue to focus on career readiness through their course work and applicable pathways that have

Challenges

Facilities need to support the academic, co-curricular, and extra curricular program needs for students

Students that are disengaged in the school community are often at-risk for not graduating with their cohort

Differentiating instruction with an adequate balance of technology resources to maximize student performance and achievement

Being able to provide access to transportation outside of the confines of the traditional student day to allow full access for all students to participate in any variety of before and/or after school activities.

Ensuring that all students, independent of socioeconomic status, have access to participate in any school-sponsored activity that is made available.

Student academic performance can be affected or interrupted by student experiences with regard to mental health and/or bullying

Strengths

been developed. Our results in this area indicate strong performance; however additional attention to receiving certifications in technical areas continue to be researched.

Palisades SD worked with Bucks County Community College to create a program which sends college professors to the high school to teach college level general elective courses that are highly transferrable upon enrolling in a post secondary institution upon graduation.

High School - 80% of all Palisades students tested were on-track in words in context skill

Middle School - In the area of reading the middle school exceeded national norms and has met growth norms according to NWEA

High School - Math performance in both grades exceed national averages; in 10th grade students scored a 447 and in 11th grade the students scored a 476. Notably, students scored exceptionally well on "Math Without a Calculator" and "The Heart of Algebra" (linear equations and systems of linear equations) sections.

Middle School - exceeded national norms in math for grades 6, 7 and 8 according to NWEA

High School - 57% of students that took the AP Biology exam scored a 3 or better with 3 of the students scoring a 5.

Challenges

occurrences.

Only 16% of students have completed Industry Standard and credentialing by the time they graduate from the high school.

High School - Only 60% of 11th grade students met the conventions skill on-track goal

Middle School - continue to build skills in reading literature, reading informational text and building vocabulary acquisition and use

High School - Based upon the PSAT data results, our students scored lowest on the "Analysis in Science" area, which is heavily dependent upon technical reading and science content.

Middle School - continue to build skills in geometry, algebraic concepts, data and probability along with numbers and operations

High School - Historically, 75% or more of our students score a 3 or better on AP Exams. Thus, the 2022 exam results are lower than longitudinal data.

Middle School - Although the PSSA science performance exceeds achievement and growth benchmarks when compared to state averages, students are not demonstrating growth within two science anchor achievement areas that includes physical science and earth and space science

Strengths

Middle School - PSSA science performance exceeds state averages and PVAAS scores indicate significant growth in this area

Foster a vision and culture of high expectations for success for all students, educators, and families

Build the capacity of central office and school administrators as instructional leaders to effectively monitor, supervise, and support high quality teaching and learning

Challenges

Providing differentiated instruction with an adequate balance of technology resources to maximize student performance and achievement.

Support schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction

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

Most Notable Observations/Patterns

Challenges

Discussion Point

Priority for Planning

Students that are disengaged in the school community are often at-risk for not graduating with their cohort

| Challenges | Discussion Point | Priority for Planning |
|---|---|-----------------------|
| Facilities need to support the academic, co-curricular, and extra curricular program needs for students | To meet the ever-evolving wants and needs of students and the greater community, it is important that we are flexible and able to provide a myriad options that engage our students before, during, and after school that fuel their desire to learn and achieve. It is critical that our facilities and physical plant are commensurate with those needs. | ✓ |
| Providing differentiated instruction with an adequate balance of technology resources to maximize student performance and achievement. | In a post-COVID society, during which technology became heavily relied upon to ensure continued instruction in a virtual setting, it is critical that we now focus time and effort on ensuring an appropriate balance of technology use is integrated within the curriculum, in an effort to ensure our students are prepared for a successful life post-graduation. | ✓ |
| Student academic performance can be affected or interrupted by student experiences with regard to mental health and/or bullying occurrences. | Youth mental health and wellness have been a keystone of the district's efforts for many years and, in a society in which many factors, such as social media, have continued negative effects on students, it is imperative that we continue to employ strategies to address student mental health and bullying prevention in order to create an environment in which each student can meet academic success. | ✓ |
| Being able to provide access to transportation outside of the confines of the traditional student day to allow full access for all students to participate in any variety of before and/or after school activities. | In order for our students to continue to grow, providing them with | ✓ |
| Ensuring that all students, | In order for our students to continue to grow, providing them with | ✓ |

Challenges**Discussion Point****Priority for Planning**

independent of socioeconomic status, have access to participate in any school-sponsored activity that is made available.

experiences outside of the core curriculum which may expand student knowledge and ability in areas of extended interest, should be made available to all, independent of their ability to pay.

ADDENDUM B: ACTION PLAN

Action Plan: Website Efficacy, Ease of Use and Accessibility

| Action Steps | Anticipated Start/Completion Date |
|---|-----------------------------------|
| Communications: Convene a group of users to review the proposed new template for website. | 07/03/2023 - 06/28/2024 |

| Monitoring/Evaluation | Anticipated Output |
|---|---|
| Communications Action Planning Team on a semi-annual basis. | Updated and user friendly, accessible website |

| Material/Resources/Supports Needed | PD Step | Comm Step |
|---|---------|-----------|
| Intrado Support Team-website provider; Monsido Support Team-accessibility support | no | no |

Action Plan: Develop protocols for timing and content of communications, while empowering stakeholders.

Action Steps**Anticipated Start/Completion Date**

Communications: Administrative team will meet to determine an acceptable timeframe for releasing information to the community depending on the issue; discuss details, and provide rationales when applicable, to be included in the communication piece and the appropriate media to be used.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Communications Action Planning Team on quarterly basis.

Increased awareness by stakeholders of important information which should be shared with everyone.

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

yes

yes



Action Steps**Anticipated Start/Completion Date**

Communications: Develop a cross training plan for School Messenger and other communications tools for all who will be responsible to communicate on behalf of the school or district.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Communications Action Planning Team on quarterly basis.

Increased awareness by stakeholders of important information which should be shared with everyone.

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

School Messenger support and documentation

yes

no



Action Steps

Anticipated Start/Completion Date

Communications: Develop a disclosure statement with appropriate links to policy.

07/03/2023 - 06/28/2024

Monitoring/Evaluation

Anticipated Output

Communications Action Planning Team on quarterly basis.

Increased awareness by stakeholders of important information which should be shared with everyone.

Material/Resources/Supports Needed

PD Step

Comm Step

Written statement approved by administration.

no

no

Action Plan: Promote means by which communications are made available-social media sites, website, tv channel, video, etc.

Action Steps**Anticipated Start/Completion Date**

Communications: Prominently post how to access communications or sign up to receive them - Patch, Facebook, Twitter, TV Channel, etc.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Communications Action Planning Team on quarterly basis.

Heightened awareness from the community at large of information being distributed by the district.

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

Access to social media accounts and general proficiency with the use of same.

yes

yes



Action Steps**Anticipated Start/Completion Date**

Communications: Communicating all media sources for PSD through ads in local newspapers, district-wide communications (Patch, newsletter and calendar) and postcard distributions.)

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Communications Action Planning Team on quarterly basis.

Heightened awareness from the community at large of information being distributed by the district.

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

Access and budget for advertising using printed materials.

no

no



Action Steps

Anticipated Start/Completion Date

Communications: Increase communications to the individuals who do not have children in the district; increase their engagement.

07/03/2023 - 06/30/2026

Monitoring/Evaluation

Anticipated Output

Communications Action Planning Team on quarterly basis.

Heightened awareness from the community at large of information being distributed by the district.

Material/Resources/Supports Needed

PD Step

Comm Step

Access and budget for advertising and use of printed/electronic means of publications.

no

yes

Action Plan: Define the meaningful use of technology in the process of teaching and learning

Action Steps**Anticipated Start/Completion Date**

AE Technology: Research best practices regarding the use of technology in schools, being mindful of the unique differences between elementary and secondary-aged students.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Technology leaders, Department Chairpersons, Principals

Research that identifies time limits and uses for technology in content specific classrooms

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

N/A

no

no



Action Steps**Anticipated Start/Completion Date**

AE Technology: Elicit the support of the teacher technology leaders to collect research and ideas to assist in the defining of “meaningful use of technology”.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Technology leaders, Department Chairpersons, Principals

Research that identifies time limits and uses for technology in content specific classrooms

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

Time to meet, conduct research

no

no



Action Steps**Anticipated Start/Completion Date**

AE Technology: Communicate with stakeholder groups as to what best practices and research shows regarding the use of technology.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Technology leaders, Department Chairpersons, Principals

Research that identifies time limits and uses for technology in content specific classrooms

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

N/A

no

yes

Action Plan: Research and provide an overview of upgrades required for programming, ie., auditorium sound, lighting, building comfort

Action Steps**Anticipated Start/Completion Date**

Facilities: Create an overall needs assessment for each building to determine heating/cooling needs. (Four buildings - Springfield, Durham, PALMS, PHS)

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Facilities, administration and teaching personnel involved with the music and video production courses. An annual review will take place.

Setting up the stage area and the video studio with the equipment needed to fully support the educational and production experience required of our curriculum/programming.

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

Engineering Study and funding to do so.

no

no



Action Steps**Anticipated Start/Completion Date**

Facilities: Create a needs assessment in relation to the renovation of the PALMS Auditorium.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Facilities, administration and teaching personnel involved with the music and video production courses. An annual review will take place.

Setting up the stage area and the video studio with the equipment needed to fully support the educational and production experience required of our curriculum/programming.

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

Architectural design and estimated costs for construction.

no

no



Action Steps**Anticipated Start/Completion Date**

Facilities: Developing a plan for these projects: PHS stage lighting upgrade and the addition of acoustic paneling; PHS Video Studio upgrade (studio desk, backdrop, lighting).

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Facilities, administration and teaching personnel involved with the music and video production courses. An annual review will take place.

Setting up the stage area and the video studio with the equipment needed to fully support the educational and production experience required of our curriculum/programming.

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

Costs for design and projected implementation.

no

no

Action Plan: Evaluate the various technology tools that are being used and determine efficacy

Action Steps**Anticipated Start/Completion Date**

AE Technology: Survey teachers and staff to elicit a comprehensive collection of technology tools that are being utilized in classrooms.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Administrators, teaching staff

Identify the amount of technology used in classes based upon students' perspectives.

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

n?a

no

no



Action Steps**Anticipated Start/Completion Date**

AE Technology: Survey students to review their feedback about the various technology tools being utilized in school and online and share that data with teachers.

07/03/2023 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Administrators, teaching staff

Identify the amount of technology used in classes based upon students' perspectives.

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

N/A

no

no



Action Steps**Anticipated Start/Completion Date**

AE Technology: Establish a team of teachers from all levels to review the technology tools and to make recommendations for tools that will support the curriculum.

07/01/2025 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators, teaching staff

Identify the amount of technology used in classes based upon students' perspectives.

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

Meeting time

no

no



Action Steps

Anticipated Start/Completion Date

AE Technology: Survey young alumni and career pathway advisory councils to provide feedback on the use of technology and perception of preparedness post-graduation.

07/03/2023 - 06/30/2026

Monitoring/Evaluation

Anticipated Output

Administrators, teaching staff

Identify the amount of technology used in classes based upon students' perspectives.

Material/Resources/Supports Needed

PD Step

Comm Step

Meeting time

no

no

Action Plan: Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors.

Action Steps**Anticipated Start/Completion Date**

Facilities: Research costs and implementation of a Resource Officer for the buildings that do not have a local police department. (During school hours and after-school activities)

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Administrative team on a monthly basis.

More familiarity at all levels with the best practices for schools recommended by our partner agencies for safety and security.

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

Needs assessment and possible funding to hire the security guard/officer.

yes

yes



Action Steps**Anticipated Start/Completion Date**

Facilities: Provide staff with CPR/AED Training

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrative team on a monthly basis.

More familiarity at all levels with the best practices for schools recommended by our partner agencies for safety and security.

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

Training programs provided by Lehigh Valley Health Network

yes

no



Action Steps**Anticipated Start/Completion Date**

Facilities: Provide one building level representative (staff member) to attend trainings on best practices regarding building safety and security in schools.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrative team on a monthly basis.

More familiarity at all levels with the best practices for schools recommended by our partner agencies for safety and security.

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

Funding to attend provided trainings (if needed)

no

no

Action Plan: Promote best practices for utilizing technology in a student-centered classroom

Action Steps**Anticipated Start/Completion Date**

AE Technology: Through the Act 48 committee, determine targeted and specific professional learning opportunities to support the use of technology in the classroom.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators, Professional Development team members

Develop a range of technology use in the classrooms across all grade levels

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

Meeting time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Technology: Recommended guidelines for the use of technology in the classroom and as part of the teaching and learning process.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Administrators, Professional Development team members

Develop a range of technology use in the classrooms across all grade levels

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

Meeting time

no

no



Action Steps**Anticipated Start/Completion Date**

Communicate recommended guidelines with stakeholder groups.

11/01/2024 - 12/31/2024

Monitoring/Evaluation**Anticipated Output**

Administrators, Professional Development team members

Develop a range of technology use in the classrooms across all grade levels

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

Website, PATCH, Weekly Newsletters

no

yes



Action Steps**Anticipated Start/Completion Date**

AE Technology: Elicit the support of the teacher technology leaders to share and to model best practices with their colleagues in each building.

07/01/2024 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators, Professional Development team members

Develop a range of technology use in the classrooms across all grade levels

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

PD time

yes

yes



Action Plan: Monitor enrollment, building capacity, and staffing to ensure that the district is maximizing its resources.

| Action Steps | Anticipated Start/Completion Date |
|--|-----------------------------------|
| Facilities: Produce an annual report that includes past, present, and future enrollment along with current building capacity and current staffing and class sizes. | 07/03/2023 - 06/30/2026 |

| Monitoring/Evaluation | Anticipated Output |
|---|--|
| Annual review of data to provide the School Board with an overview. | Regular review of all human resources and facilities resources for the district. |

| Material/Resources/Supports Needed | PD Step | Comm Step |
|------------------------------------|---------|-----------|
| Data reports to be provided | no | yes |

Action Plan: Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted.

Action Steps**Anticipated Start/Completion Date**

SS Bullying Prevention: Review current district-wide data and programs (PAYS, SWPBIS, PIMS, SST, Safe Schools, S2SS, mentoring, counseling etc.) to determine focus/target areas.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Counselors and administration on a quarterly basis.

Bring awareness to bullying prevention opportunities and reduce incidences of reports of bullying.

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

Review of data and services/programs currently provided

no

no



Action Steps**Anticipated Start/Completion Date**

SS Bullying Prevention: Conduct research on current best practices related to focus/target areas (local districts, scholarly journals, program research, etc.).

07/03/2023 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Counselors and administration on a quarterly basis.

Bring awareness to bullying prevention opportunities and reduce incidences of reports of bullying.

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

Access to information and research time; also time during faculty meetings and professional development time.

yes

no



Action Steps**Anticipated Start/Completion Date**

SS Bullying Prevention: Upon the steering committee's recommendation select pilot program(s) and/or recommend changes to current district-wide core programs.

07/01/2024 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Counselors and administration on a quarterly basis.

Bring awareness to bullying prevention opportunities and reduce incidences of reports of bullying.

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

Funds to pilot recommended program.

yes

yes



Action Steps

Anticipated Start/Completion Date

SS Bullying Prevention: Implement changes to current programs or the selected district-wide bullying prevention program.

07/01/2024 - 06/30/2026

Monitoring/Evaluation

Anticipated Output

Counselors and administration on a quarterly basis.

Bring awareness to bullying prevention opportunities and reduce incidences of reports of bullying.

Material/Resources/Supports Needed

PD Step

Comm Step

Funding to provide program and implement necessary changes.

yes

yes

Action Plan: Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual).

Action Steps**Anticipated Start/Completion Date**

SS Bullying Prevention: Review district-wide discipline procedures, responses, and alignment with district policy and administrative regulations.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Lou deFonteny-Director of Student Services and the Student Services Action Planning Team

Align fair/consistent discipline procedures with district policies and administrative regulations.

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

Potential cost for faculty coverage as needed.

no

no



Action Steps**Anticipated Start/Completion Date**

SS Bullying Prevention: Create consistent, fair, and appropriate district-wide discipline practices.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Lou deFonteny-Director of Student Services and the Student Services Action Planning Team

Align fair/consistent discipline procedures with district policies and administrative regulations.

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

Potential cost for faculty coverage as needed.

yes

yes



Action Steps**Anticipated Start/Completion Date**

SS Bullying Prevention: Implement consistent district-wide discipline procedures and responses and provide educational opportunities and community knowledge (in-person and virtual) of what constitutes bullying / harassment and supportive resources.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Lou deFonteny-Director of Student Services and the Student Services Action Planning Team

Align fair/consistent discipline procedures with district policies and administrative regulations.

Material/Resources/Supports Needed

**PD
Step**

**Comm
Step**

Update building student handbooks, bullying/harassment forms, and procedures aligned to policies and administrative regulations.

yes

yes

Action Plan: Identify and offer clubs/activities that would be in demand based upon a successful completion of Strategy #1. If possible, access community resources to establish and support clubs and activities.

Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Once the non Athletic EDR committee approves the club, the buildings should begin developing plans for the program's implementation.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Administrators, club advisors, non-athletic EDR committee

Once new clubs are approved, building teams will develop a marketing plan for promoting student membership in new clubs and existing clubs.

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

Time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Seek community resources and expertise to assist with the development and operation of established clubs.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Administrators, club advisors, non-athletic EDR committee

Once new clubs are approved, building teams will develop a marketing plan for promoting student membership in new clubs and existing clubs.

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

Planning/Contacy time

yes

no



Action Steps

Anticipated Start/Completion Date

AE Addl. Offerings: Advertise and hold “club” fairs at all grade levels to solicit participation in new and existing clubs. Consider dissemination of clubs during parent events/BSN

07/01/2024 - 06/30/2025

Monitoring/Evaluation

Anticipated Output

Administrators, club advisors, non-athletic EDR committee

Once new clubs are approved, building teams will develop a marketing plan for promoting student membership in new clubs and existing clubs.

Material/Resources/Supports Needed

PD Step

Comm Step

Time

no

no

Action Plan: Monitor club participation, emerging student interests, and adjust club offerings, as necessary.

Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Collect annual participation rates by club. Administer survey that collects student feedback about the club.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators

Palisades student data that identifies PSD students' club interests

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

Time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: New club ideas should seek “pilot” status until the next non-athletic EDR cycle.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators

Palisades student data that identifies PSD students' club interests

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

Time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Using school databases collect data that correlates the participation in a club and student attendance, grades, discipline, etc.

07/01/2024 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators

Palisades student data that identifies PSD students' club interests

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

Meeting time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Administer reflective survey to 5th, 8th and 12th graders regarding club participation and experiences.

07/01/2024 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators

Palisades student data that identifies PSD students' club interests

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

Meeting time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Administer reflective survey to 5th, 8th and 12th graders regarding club participation and experiences.

07/01/2024 - 05/30/2026

Monitoring/Evaluation**Anticipated Output**

Administrators

Palisades student data that identifies PSD students' club interests

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

Meeting time

no

no

Action Plan: Complete a thorough analysis of club participation and ability to access clubs, which should include some of the following: participation rates by club, participation rates in multiple clubs, rates of non participants, students/parents abilities to access clubs, root cause for students that are non participants, etc.

Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Collect current data about club participation, K-12, which must include the following data points: participation rates by club, participation rates in multiple clubs, rates of non participants, students/parents abilities to access clubs, root cause for students that are non participants, etc.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Building administrators

Provide a list of club activities for non-athletic EDR recommendations

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

Meeting time, administration of survey

no

no



Action Steps**Anticipated Start/Completion Date**

AE Addl. Offerings: Administer a student and parent survey that offers a categorical choice of clubs, of club activities, type of meeting (virtual, f2f, weekend, summer, during school day, after school, foster competition and/or community, relaxation, other) and transportation needs.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Building administrators

Provide a list of club activities for non-athletic EDR recommendations

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

Meeting time, survey administration

no

no



Action Steps

Anticipated Start/Completion Date

AE Addl. Offerings: Using the data and analysis from Action Steps 1 & 2, create a list of recommendations for additional clubs by grade-level and elimination of under-used clubs that will be shared with the non-Athletic EDR committee.

07/01/2024 - 06/30/2025

Monitoring/Evaluation

Anticipated Output

Building administrators

Provide a list of club activities for non-athletic EDR recommendations

Material/Resources/Supports Needed

PD Step

Comm Step

Meeting time

no

no

Action Plan: Provide information and/or opportunities for stakeholders to learn about mental health acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events.

Action Steps**Anticipated Start/Completion Date**

SS Mental Health: Create a Mental Health Awareness Fair, bringing community agencies to the Palisades School District to provide information and resources regarding mental wellness.

07/03/2023 - 06/30/2024

Monitoring/Evaluation**Anticipated Output**

Director of Student Services, Director of Community Relations and PALMS Principal

Allow for exposure by our community to mental health resources available in the county.

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

Support from organizations throughout Bucks County and surrounding areas.

no

yes



Action Steps

Anticipated Start/Completion Date

SS Mental Health: Publish a quarterly article to be placed on the Patch and Palisades School District website

07/03/2023 - 06/30/2026

Monitoring/Evaluation

Anticipated Output

Director of Student Services, Director of Community Relations and PALMS Principal

Allow for exposure by our community to mental health resources available in the county.

Material/Resources/Supports Needed

PD Step

Comm Step

none

no

yes

Action Plan: Provide stakeholders (staff, students and community members) with opportunities to learn skills and preventative measures regarding mental health/mental wellness.

Action Steps**Anticipated Start/Completion Date**

SS Mental Health: Establish training opportunities for Youth Mental Health First Aid throughout the 2023-2024 school term.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Director of Student Services and Counseling Staff on a semi-annual basis.

Provide additional support and training for our staff in the areas of mental wellness.

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

Secure funding from the Bucks County Department of Behavioral Health and Development Programs for training.

yes

no



Action Steps**Anticipated Start/Completion Date**

SS Mental Health: Explore mental wellness curricula, such as Aavidum, to supplement current health courses potential with potential implementation occurring in the 2025 school term.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Director of Student Services and Counseling Staff on a semi-annual basis.

Provide additional support and training for our staff in the areas of mental wellness.

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

None

no

no



Action Steps

Anticipated Start/Completion Date

SS Mental Health: The Palisades School District will establish training opportunities for QPR throughout the 2024-2025 school term.

07/01/2024 - 06/30/2025

Monitoring/Evaluation

Anticipated Output

Director of Student Services and Counseling Staff on a semi-annual basis.

Provide additional support and training for our staff in the areas of mental wellness.

Material/Resources/Supports Needed

PD Step

Comm Step

Resources for training

yes

no

Action Plan: Create opportunities for students to engage with others in areas of interest and to seek support when they are feeling disengaged.

Action Steps**Anticipated Start/Completion Date**

SS Mental Health: Survey students to better understand their thoughts and feelings regarding school connectedness.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Director of Student Services on a bi-annual basis.

Monitor students' attachment to school using PAYS and other student survey data.

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

Prepare student survey for distribution and analyze returned data.

no

no



Action Steps**Anticipated Start/Completion Date**

SS Mental Health: Research strategies and/or programs for increasing student connectedness to school and develop an action plan for implementation in the 2024-2025 school term.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Director of Student Services on a bi-annual basis.

Monitor students' attachment to school using PAYS and other student survey data.

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

Opportunity to meet with stakeholders to review.

no

no



Action Steps**Anticipated Start/Completion Date**

SS Mental Health: Train staff regarding strategies to enhance school connectedness.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Director of Student Services on a bi-annual basis.

Monitor students' attachment to school using PAYS and other student survey data.

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

Opportunity and funding for professional development.

yes

no



Action Plan: Implement a data discussion protocol.

| Action Steps | Anticipated Start/Completion Date |
|--|-----------------------------------|
| AE Student Prep: Research best practices in data-driven decision making and design a protocol to guide building-based data team discussions. | 07/03/2023 - 06/30/2026 |

| Monitoring/Evaluation | Anticipated Output |
|-------------------------------------|--|
| Administrators, Building Data Teams | Data teams will follow a uniform practice throughout the district. |

| Material/Resources/Supports Needed | PD Step | Comm Step |
|---------------------------------------|---------|-----------|
| Professional development meeting time | yes | no |

Action Plan: Increase access to targeted and specific interventions through the MTSS process.

Action Steps**Anticipated Start/Completion Date**

AE Student Prep: Audit options for interventions currently available to determine where there is additional need.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Principals, Data teams

Better interventions strategies to meet the varied needs of our struggling students

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

Department meeting time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Student Prep: Conduct professional development to increase efficacy of MTSS process.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Principals, Data teams

Better interventions strategies to meet the varied needs of our struggling students

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

Professional Development time

yes

no

Action Plan: Develop classes and programs that meet the needs and wants of students.

Action Steps**Anticipated Start/Completion Date**

AE Student Prep: Develop a student interest survey.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Principals, Assistant to the Superintendent for Educational Services

Integrate students' course content interests into curriculum offerings

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

Meeting time

yes

no



Action Steps**Anticipated Start/Completion Date**

AE Student Prep: Integrate survey results in conversations with department chairpersons.

07/01/2024 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Principals, Assistant to the Superintendent for Educational Services

Integrate students' course content interests into curriculum offerings

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

Meeting time

no

no



Action Steps**Anticipated Start/Completion Date**

AE Student Prep: Present findings and recommendations to EPS.

07/01/2024 - 06/30/2025

Monitoring/Evaluation**Anticipated Output**

Principals, Assistant to the Superintendent for Educational Services

Integrate students' course content interests into curriculum offerings

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

Meeting time

no

no



Action Steps

Anticipated Start/Completion Date

AE Student Prep: Update planned courses and high school curriculum guide with revisions.

07/01/2024 - 06/30/2026

Monitoring/Evaluation

Anticipated Output

Principals, Assistant to the Superintendent for Educational Services

Integrate students' course content interests into curriculum offerings

Material/Resources/Supports Needed

PD Step

Comm Step

Planning and development time

no

no

Action Plan: Provide an informational session for stakeholders to learn about the guidelines that impact food services and food choices.

Action Steps**Anticipated Start/Completion Date**

SS Food: Present, annually, at the Educational Programs and Services Committee Meeting, on the Student Wellness policy, Tri-annual assessment, and federal and state guidelines relative to food services and food choices.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Director of Food Services on an annual basis.

Garner feedback from students and provide education regarding our food service policies and strategies.

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

None

no

yes



Action Steps**Anticipated Start/Completion Date**

SS Food: Post presentations on the Palisades School District Website and/or Patch regarding Student Wellness policy and federal and state guidelines relative to food services and food choices.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Director of Food Services on an annual basis.

Garner feedback from students and provide education regarding our food service policies and strategies.

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

None

no

yes



Action Steps**Anticipated Start/Completion Date**

SS Food: Conduct a High School & Middle School Student panel discussion. Review of Wellness Policy, Tri-annual assessment, State and Federal nutritional guidelines.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Director of Food Services on an annual basis.

Garner feedback from students and provide education regarding our food service policies and strategies.

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

Scheduled meeting with student panel

no

no

Action Plan: Educate students and parents regarding the value of proper nutrition.

Action Steps**Anticipated Start/Completion Date**

SS Food: Review the current health curriculum to ensure that nutrition is taught in the health program.

07/03/2023 - 06/28/2024

Monitoring/Evaluation**Anticipated Output**

Asst. to the Superintendent for Educational Services,
Director of Transportation and Food Services,
Cafeteria Crew Chiefs

Students, through their health classes, will be able to identify the nutritional value of the food options they could consume in the district's cafeteria.

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

Opportunity to meet with Health and Wellness Teachers

no

no



Action Steps**Anticipated Start/Completion Date**

SS Food: Utilize current food choices in the cafeteria to help explain nutrition during classroom presentations.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Asst. to the Superintendent for Educational Services,
Director of Transportation and Food Services,
Cafeteria Crew Chiefs

Students, through their health classes, will be able to identify the nutritional value of the food options they could consume in the district's cafeteria.

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

Opportunity for video production or other media for explanations

no

no



Action Steps

Anticipated Start/Completion Date

SS Food: Display and share menu items at Back to School nights.

07/03/2023 - 06/30/2026

Monitoring/Evaluation

Anticipated Output

Asst. to the Superintendent for Educational Services,
Director of Transportation and Food Services,
Cafeteria Crew Chiefs

Students, through their health classes, will be able to identify the nutritional value of the food options they could consume in the district's cafeteria.

Material/Resources/Supports Needed

PD Step

Comm Step

Time to prepare and set up for tasting.

no

yes

Action Plan: Provide opportunity to engage community in "tasting sessions" during an Open House Night

Action Steps**Anticipated Start/Completion Date**

SS Food: Coordinate with school administration to provide a 15 minute tasting session at each school's Open House.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Director of Food Services on an annual basis.

Provide necessary information regarding our food services program to school community.

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

Time for preparation and display of food items.

no

yes



Action Steps**Anticipated Start/Completion Date**

SS Food: Establish a menu of foods to be offered at each tasting session.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Director of Food Services on an annual basis.

Provide necessary information regarding our food services program to school community.

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

Opportunity to meet with crew chiefs

no

no



Action Steps**Anticipated Start/Completion Date**

SS Food: Prepare handouts and an FAQ for parents regarding school nutrition. Maintain Wall of Wellness Brochures @ High School & Middle School.

07/03/2023 - 06/30/2026

Monitoring/Evaluation**Anticipated Output**

Director of Food Services on an annual basis.

Provide necessary information regarding our food services program to school community.

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

Printing costs for materials.

no

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|---|---|--|
| <p>Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications)</p> | <p>Develop protocols for timing and content of communications, while empowering stakeholders.</p> | <p>Communications: Administrative team will meet to determine an acceptable timeframe for releasing information to the community depending on the issue; discuss details, and provide rationales when applicable, to be included in the communication piece and the appropriate media to be used.</p> | <p>07/03/2023 - 06/28/2024</p> |
| <p>Palisades School District is dedicated to developing, distributing and receiving</p> | <p>Develop</p> | <p>Communications:</p> | <p>07/03/2023</p> |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|---|---|-------------------------------|
| timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | protocols for timing and content of communications, while empowering stakeholders. | Develop a cross training plan for School Messenger and other communications tools for all who will be responsible to communicate on behalf of the school or district. | - 06/28/2024 |
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Promote means by which communications are made available-social media sites, website, tv channel, video, etc. | Communications: Prominently post how to access communications or sign up to receive them - Patch, Facebook, Twitter, TV Channel, etc. | 07/03/2023 - 06/28/2024 |
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Evaluate and monitor district needs in order to take steps to | Facilities: Research costs and implementation of | 07/03/2023 - 06/28/2024 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|--|--|-------------------------------|
| | ensure a safe and secure environment for all students, staff and visitors. | a Resource Officer for the buildings that do not have a local police department. (During school hours and after-school activities) | |
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors. | Facilities: Provide staff with CPR/AED Training | 07/03/2023 - 06/30/2026 |
| Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use) | Promote best practices for utilizing technology in a student-centered classroom | AE Technology: Elicit the support of the teacher technology leaders to share and to model best practices with | 07/01/2024 - 06/30/2026 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|--|---|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | their colleagues in each building. SS Bullying Prevention: Conduct research on current best practices related to focus/target areas (local districts, scholarly journals, program research, etc.). | 07/03/2023 - 06/30/2025 |
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Upon the steering committee's recommendation select pilot program(s) and/or recommend changes to current district-wide core programs. | 07/01/2024 - 06/30/2026 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|---|--|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Implement changes to current programs or the selected district-wide bullying prevention program. | 07/01/2024 - 06/30/2026 |
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive | SS Bullying Prevention: Create consistent, fair, and appropriate district-wide discipline practices. | 07/03/2023 - 06/30/2026 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|---|--|--|-------------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | resources (in-person and virtual). Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual). | SS Bullying Prevention: Implement consistent district-wide discipline procedures and responses and provide educational opportunities and community knowledge (in-person and virtual) of what constitutes bullying / harassment and supportive resources. | 07/03/2023 - 06/30/2026 |
| Investigate and implement additional engaging activities and clubs for students. (Academic Excellence-Additional Offerings) | Identify and offer | AE Addl. Offerings: Seek | 07/01/2024 - |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|--|-------------------------------|
| | clubs/activities that would be in demand based upon a successful completion of Strategy #1. If possible, access community resources to establish and support clubs and activities. | community resources and expertise to assist with the development and operation of established clubs. | 06/30/2025 |
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Provide stakeholders (staff, students and community members) with opportunities to learn skills and preventative measures regarding mental health/mental wellness. | SS Mental Health: Establish training opportunities for Youth Mental Health First Aid throughout the 2023-2024 school term. | 07/03/2023 - 06/28/2024 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Provide stakeholders (staff, students and community members) with opportunities to learn skills and preventative measures regarding mental health/mental wellness. | SS Mental Health: The Palisades School District will establish training opportunities for QPR throughout the 2024-2025 school term. | 07/01/2024 - 06/30/2025 |
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Create opportunities for students to engage with others in areas of interest and to seek support when they are feeling disengaged. | SS Mental Health: Train staff regarding strategies to enhance school connectedness. | 07/01/2024 - 06/30/2025 |
| Prepare students for future success in their post-secondary decisions: college, | Implement a | AE Student Prep: | 07/03/2023 |

| Measurable Goals | Action Plan Name | Professional Development Step | Anticipated Timeline |
|--|--|---|-------------------------------|
| military, or the workforce. (Academic Excellence-Student Preparedness) | data discussion protocol. | Research best practices in data-driven decision making and design a protocol to guide building-based data team discussions. | - 06/30/2026 |
| Prepare students for future success in their post-secondary decisions: college, military, or the workforce. (Academic Excellence-Student Preparedness) | Increase access to targeted and specific interventions through the MTSS process. | AE Student Prep: Conduct professional development to increase efficacy of MTSS process. | 07/01/2024 - 06/30/2025 |
| Prepare students for future success in their post-secondary decisions: college, military, or the workforce. (Academic Excellence-Student Preparedness) | Develop classes and programs that meet the needs and wants of students. | AE Student Prep: Develop a student interest survey. | 07/03/2023 - 06/30/2026 |

PROFESSIONAL DEVELOPMENT PLANS

| Professional Development Step | Audience | Topics of Prof. Dev |
|--|--|--|
| Language and Literacy Acquisition for all students | Five certificated areas required by law, as well as building-level leaders | Structured literacy, best practices in language acquisition, strategies for literacy and reading |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|-----------------------------|------------------------------|---|
| Pre- and post-surveys | 08/28/2023 - 06/12/2026 | Dr. Michael Donnelly Assistant to the Superintendent for Educational Services |

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Language and Literacy Acquisition for All Students

| Professional Development Step | Audience | Topics of Prof. Dev |
|---|--|---|
| Teaching diverse learners in inclusive settings | Teachers, building-based administrators, and instructional support staff | Best practices in inclusion for students with special education, as well as training for inclusion of students who are classified as English Language Learners. |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|-----------------------------|------------------------------|---|
| Pre- and post-survey | 08/28/2023 - 06/12/2026 | Dr. Michael Donnelly Assistant to the Superintendent for Educational Services |

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Teaching Diverse Learners in Inclusive Settings

Professional Development Step

Audience

Topics of Prof. Dev

Trauma-informed care training

All staff

Trauma-informed and best practices

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Post workshop certificate

08/28/2023 - 06/12/2026

Dr. Michael Donnelly Assistant to the Superintendent
for Educational Services

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

At Least 1-hour of Trauma-informed Care Training for All Staff

| Professional Development Step | Audience | Topics of Prof. Dev |
|-------------------------------|--------------------|--|
| Professional ethics program | certificated staff | <p>PE.1 Demonstrate their understanding of the PA Code of Professional Practice and Conduct for Educators and the PA Educator Discipline Act.</p> <p>PE.2 Describe the function of the PA Professional Standards and Practices Commission and its role in professional disciplinary actions for educators.</p> <p>PE.3 Differentiate between codes of conduct and codes of ethics and explain how each informs professional practice and decision making.</p> <p>PE.4 Demonstrate their understanding of their responsibility to the profession as described in Principle 1 of the Model Code of Ethics for Educators (MCEE).</p> <p>PE.5 Demonstrate their understanding of their responsibility for professional competence as described in Principle 2 of the Model Code of Ethics for Educators (MCEE).</p> <p>PE.6 Demonstrate their understanding of their responsibility to students as described in Principle 3 of the Model Code of Ethics for Educators (MCEE).</p> <p>PE.7 Demonstrate their understanding of their responsibility to the school community as described in Principle 4 of the Model Code of Ethics for Educators (MCEE).</p> <p>PE.8 Demonstrate their understanding of the expectation for responsible and ethical use of technology as described in Principle 5 of the Model Code of Ethics for Educators</p> |

| Evidence of Learning | Anticipated Timeframe | Lead Person/Position |
|---|-------------------------|---|
| Activities built into new teacher induction | 08/15/2023 - 06/12/2026 | Dr. Michael Donnelly Assistant to the Superintendent for Educational Services |

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Professional Ethics

ADDENDUM D: ACTION PLAN COMMUNICATION

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|---|---|--------------------------------|
| <p>Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications)</p> | <p>Develop protocols for timing and content of communications, while empowering stakeholders.</p> | <p>Communications: Administrative team will meet to determine an acceptable timeframe for releasing information to the community depending on the issue; discuss details, and provide rationales when applicable, to be included in the communication piece and the appropriate media to be used.</p> | <p>2023-07-03 - 2024-06-28</p> |
| <p>Palisades School District is dedicated to developing, distributing and receiving</p> | <p>Promote means</p> | <p>Communications:</p> | <p>2023-07-</p> |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|---|---|-------------------------|
| timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | by which communications are made available-social media sites, website, tv channel, video, etc. | Prominently post how to access communications or sign up to receive them - Patch, Facebook, Twitter, TV Channel, etc. | 03 - 2024-06-28 |
| Palisades School District is dedicated to developing, distributing and receiving timely and meaningful content and feedback in an efficient manner with our students, parents/guardians, employees, and other community members to promote the mission of the district. (Communications) | Promote means by which communications are made available-social media sites, website, tv channel, video, etc. | Communications: Increase communications to the individuals who do not have children in the district; increase their engagement. | 2023-07-03 - 2026-06-30 |
| Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use) | Define the meaningful use of technology in the process of teaching and learning | AE Technology: Communicate with stakeholder groups as to what best practices and research shows regarding the use | 2023-07-03 - 2024-06-28 |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|---|--|--------------------------------|
| <p>Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities)</p> | <p>Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors.</p> | <p>of technology.</p> <p>Facilities: Research costs and implementation of a Resource Officer for the buildings that do not have a local police department. (During school hours and after-school activities)</p> | <p>2023-07-03 - 2024-06-28</p> |
| <p>Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use)</p> | <p>Promote best practices for utilizing technology in a student-centered classroom</p> | <p>Communicate recommended guidelines with stakeholder groups.</p> | <p>2024-11-01 - 2024-12-31</p> |
| <p>Conduct a comprehensive review of the use of technology in the classroom with a desired outcome of striking an appropriate balance of technology use for educational purposes. (Academic Excellence-Technology Use)</p> | <p>Promote best practices for utilizing</p> | <p>AE Technology: Elicit the support of the teacher</p> | <p>2024-07-01 - 2026-06-30</p> |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|--|-------------------------|
| | technology in a student-centered classroom | technology leaders to share and to model best practices with their colleagues in each building. | |
| Prioritize infrastructure and building repair needs to enhance high quality instruction within our facilities. Continue to evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff, and visitors. (Facilities) | Monitor enrollment, building capacity, and staffing to ensure that the district is maximizing its resources. | Facilities: Produce an annual report that includes past, present, and future enrollment along with current building capacity and current staffing and class sizes. | 2023-07-03 - 2026-06-30 |
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | SS Bullying Prevention: Upon the steering committee's recommendation select pilot program(s) and/or recommend | 2024-07-01 - 2026-06-30 |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|---|-------------------------|
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | changes to current district-wide core programs. SS Bullying Prevention: Implement changes to current programs or the selected district-wide bullying prevention program. | 2024-07-01 - 2026-06-30 |
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational | SS Bullying Prevention: Create consistent, fair, and appropriate district-wide discipline practices. | 2023-07-03 - 2026-06-30 |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|---|-------------------------|
| | opportunities and community knowledge / supportive resources (in-person and virtual). | | |
| Create a climate, educational opportunities, and resources to enhance the emotional well being and safety of our students. (Student Services-Bullying Prevention) | Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual). | SS Bullying Prevention: Implement consistent district-wide discipline procedures and responses and provide educational opportunities and community knowledge (in-person and virtual) of what constitutes bullying / harassment and supportive | 2023-07-03 - 2026-06-30 |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|--|---|-------------------------|
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Provide information and/or opportunities for stakeholders to learn about mental health acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events. | resources. SS Mental Health: Create a Mental Health Awareness Fair, bringing community agencies to the Palisades School District to provide information and resources regarding mental wellness. | 2023-07-03 - 2024-06-30 |
| To increase public awareness regarding mental health/mental wellness while developing skills among staff, students and families to support mental wellness and student connectedness. (Student Services-Mental Health) | Provide information and/or opportunities for stakeholders to learn about mental health | SS Mental Health: Publish a quarterly article to be placed on the Patch and Palisades School District website | 2023-07-03 - 2026-06-30 |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|--|--|--|--------------------------------|
| | <p>acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events.</p> | | |
| <p>To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice)</p> | <p>Provide an informational session for stakeholders to learn about the guidelines that impact food services and food choices.</p> | <p>SS Food: Present, annually, at the Educational Programs and Services Committee Meeting, on the Student Wellness policy, Tri-annual assessment, and federal and state guidelines relative to food services and food choices.</p> | <p>2023-07-03 - 2026-06-30</p> |
| <p>To increase public awareness regarding food services and student wellness</p> | <p>Provide an</p> | <p>SS Food: Post</p> | <p>2023-07-</p> |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|--|-------------------------|
| requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | informational session for stakeholders to learn about the guidelines that impact food services and food choices. | presentations on the Palisades School District Website and/or Patch regarding Student Wellness policy and federal and state guidelines relative to food services and food choices. | 03 - 2026-06-30 |
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Educate students and parents regarding the value of proper nutrition. | SS Food: Display and share menu items at Back to School nights. | 2023-07-03 - 2026-06-30 |
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Provide opportunity to engage community in "tasting sessions" during an Open House | SS Food: Coordinate with school administration to provide a 15 minute tasting session at each | 2023-07-03 - 2026-06-30 |

| Measurable Goals | Action Plan Name | Communication Step | Anticipated Timeline |
|---|--|---|-------------------------|
| | Night | school's Open House. | |
| To increase public awareness regarding food services and student wellness requirements relative to the USDA guidelines and Pennsylvania Department of Education school code. (Student Services-Food Choice) | Provide opportunity to engage community in "tasting sessions" during an Open House Night | SS Food: Prepare handouts and an FAQ for parents regarding school nutrition. Maintain Wall of Wellness Brochures @ High School & Middle School. | 2023-07-03 - 2026-06-30 |

COMMUNICATIONS PLAN

| Communication Step | Audience | Topics/Message of Communication |
|--|------------------------------|---|
| Develop protocols for timing and content of communications, while empowering stakeholders. | Palisades community at large | Issues related to safety, security or other important notices |

| Anticipated Timeframe | Frequency | Delivery Method |
|-------------------------|---------------------|--------------------------------------|
| 07/03/2023 - 06/28/2024 | As situations arise | Email Posting on district website |

| Lead Person/Position |
|--|
| Director of Community Relations with Superintendent and Building Principal |

| Communication Step | Audience | Topics/Message of Communication |
|---|--|--|
| Define the meaningful use of technology in the process of teaching and learning | Parents/Guardians of students in the district, teachers, School Board members, community members | The recommended research regarding the amount of time a student should use technology and the types of activities that are most effective in their learning. |

| Anticipated Timeframe | Frequency | Delivery Method |
|-------------------------|-----------|---------------------|
| 09/05/2023 - 06/01/2024 | Monthly | Email Newsletter |

| Lead Person/Position |
|---------------------------------|
| Director of Community Relations |



| Communication Step | Audience | Topics/Message of Communication |
|---|---------------------|---|
| Promote best practices for utilizing technology in a student-centered classroom | PSD Faculty members | Through research and BEST practices, the PSD professional development plan will communicate the findings with the faculty members |

| Anticipated Timeframe | Frequency | Delivery Method |
|------------------------------|--|------------------------|
| 09/05/2024 - 06/15/2025 | Start of the year professional development training sessions | Presentation |

| Lead Person/Position |
|--|
| Assistant to the Superintendent for Educational Services |



| Communication Step | Audience | Topics/Message of Communication |
|---|--|---|
| Promote means by which communications are made available-social media sites, website, tv channel, video, etc. | Palisades School District community at large | Events and activities, policies and procedures, safety and security, etc. |

Anticipated Timeframe

07/03/2023 - 06/30/2026

Frequency

Semi annually

Delivery MethodNewsletter
Posting on district website**Lead Person/Position**

Director of Community Relations

Communication Step

Evaluate and monitor district needs in order to take steps to ensure a safe and secure environment for all students, staff and visitors.

AudiencePalisades School District
community at large**Topics/Message of Communication**

Costs, duties and responsibilities, etc.

Anticipated Timeframe

07/03/2023 - 06/28/2024

FrequencyApprise community throughout the
hiring process**Delivery Method**

Email

Lead Person/Position

Superintendent and building administrators with Director of Community Relations

| Communication Step | Audience | Topics/Message of Communication |
|--|--|---|
| Monitor enrollment, building capacity, and staffing to ensure that the district is maximizing its resources. | Palisades School District community at large | Comprehensive resource planning including staffing, student enrollment, building capacity, transportation and financials. |

| Anticipated Timeframe | Frequency | Delivery Method |
|-------------------------|-----------|-----------------|
| 07/03/2023 - 06/30/2026 | Annual | Presentation |

| Lead Person/Position |
|----------------------|
| Administrative Team |

| Communication Step | Audience | Topics/Message of Communication |
|--|--|--|
| Review current district-wide bullying program and evidenced based data to see if a change in programming is warranted. | Palisades School District students, faculty, staff and families. | Updates to programming related to bullying prevention. |

| Anticipated Timeframe | Frequency | Delivery Method |
|-------------------------|-----------------------------------|-----------------------|
| 07/03/2023 - 06/30/2026 | As needed through implementation. | Email Presentation |

| Lead Person/Position |
|------------------------------|
| Director of Student Services |

| Communication Step | Audience | Topics/Message of Communication |
|--|--|-----------------------------------|
| Define, identify, and outline fair, consistent age-appropriate discipline procedures and responses district-wide and provide educational opportunities and community knowledge / supportive resources (in-person and virtual). | Palisades School District students, faculty, staff and families. | Changes to policy and procedures. |

| Anticipated Timeframe | Frequency | Delivery Method |
|-------------------------|------------------------------|-----------------------|
| 07/03/2023 - 06/30/2026 | As updates/changes are made. | Email Presentation |

| Lead Person/Position |
|--|
| Building administrators and the Director of Student Services |



| Communication Step | Audience | Topics/Message of Communication |
|--|---|--|
| Provide information and/or opportunities for stakeholders to learn about mental health acuity levels, supports and services on a quarterly basis through the Patch, Website and/or Presentations at public events. | Palisades School District community at large. | Information to help our community find meaningful mental health resources and find assistance they need. |

| Anticipated Timeframe | Frequency | Delivery Method |
|------------------------------|---|--|
| 07/03/2023 - 06/30/2026 | Provide updates and information throughout the school year. | Email Posting on district website Presentation |

| Lead Person/Position |
|------------------------------|
| Director of Student Services |



| Communication Step | Audience | Topics/Message of Communication |
|---|---|---|
| Provide an informational session for stakeholders to learn about the guidelines that impact food services and food choices. | Palisades School District community at large. | Providing information to the community regarding our food services programs and strategies. |

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

07/03/2023 - 06/30/2026

Annual presentation at Education Programs and Services Committee Meetings.

Presentation
Email**Lead Person/Position**

Director of Food Services

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

Educate students and parents regarding the value of proper nutrition.

Parents and guardians

Nutrition information

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

07/03/2023 - 06/30/2026

Annually

Presentation

Lead Person/Position

Director of Food Services

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

Provide opportunity to engage community in "tasting sessions" during an Open House Night.

Students and parents/guardians

School nutrition

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

07/03/2023 - 06/30/2026

At our Open Houses for parents/guardians at the beginning of the school year.

Presentation
Other

Lead Person/Position

Director of Food Services



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

| Communication Step | Topics of Message | Mode | Audience | Anticipated Timeline |
|--|---|---|------------------------------|----------------------|
| Plan will be reviewed at School Board Meeting and Posted on our Website for required days. The final plan will be on the SB Agenda in June for final vote. | Full comprehensive planning process and plan development. | Presentation, email and website posting | Palisades community at large | 05/03/23-06/09/23 |
