



**2013-2018
Strategic Plan**

Everett Area School District
427 East South Street
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"The Everett Area School District is dedicated to excellence in education by empowering students through individualized learning, equality of opportunity, and fostering a lifetime of success in a global society."

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Superintendent's Introduction

Through cooperative effort, a voluntary committee comprised of students, parents, community members, area business leaders, teachers, school board directors and administrators formulated the plans and objectives you will find in this pamphlet. This plan will be the guide map for our small, rural school over the next five years.

The committee used the process of Appreciative Inquiry by which parents, students and the community in general were surveyed for positive input on what is needed to achieve an "ideal best" of our schools' operation. Survey results were valued and weaved into the innovative thinking that formulated this plan which shall be implemented to maintain or exceed current student achievement and success.

This plan will further enhance the District's commitment to provide a quality education to every student through the use of updated technology and curriculum, as well as, the latest teaching strategies. The District will continue to "Polish the Stars" only do it with a little more fervor through keeping with the latest technology!

While providing a quality education to each student is foremost, we could not ignore the significance of student safety in this current day. You will also see the measures the District will enact to promote better student safety and over-all safety awareness.

I wish to personally thank each committee member for their time and dedication to this strategic endeavor. I do believe we have achieved a plan that will further cultivate a quality education for our students enabling them to be competitive in tomorrow's world. With the guidance of this collaborative plan, we will continue to focus on providing each child with the tools to find, mold and create themselves into our future leaders.



Educationally yours,

Dr. Danny R. Webb,
Superintendent

Educational Beliefs

“Every individual has a place to fill in the world, and is important in some respect, whether he chooses to be so or not.”

NATHANIEL HAWTHORNE

EVERETT AREA SCHOOL DISTRICT BELIEVES.....

Every Student.....

should have a safe, inviting, inclusive and supportive learning environment.

has the ability to learn.

should be guided by a qualified adult advocate in personal and academic development.

has the right to an education that addresses their individual learning style.

has a personal responsibility to foster their own learning.

should be engaged in active and purposeful learning with a curiosity and desire to advance because learning is a life-long process.

is enabled to reach their highest potential through education.

Our Teachers.....

are knowledgeable about their students, current educational and developmental research and best practices.

teach a curriculum that is challenging, exploratory, integrative and relative to 21st Century learning.

will use varied and ongoing assessments to measure and advance student learning.

are engaged in active and purposeful learning with a curiosity and desire to advance the life-long learning process.

About the Community.....

The school should include community and business partners.

Parental involvement in a student's education is essential.

A well-educated and secure community is essential to the maintenance and improvement of the economic and social well being of its society.

It is the responsibility of the community to provide for and share in the education of all students in a safe, healthy environment.

Fundamental Values

The Everett Area School District strives to consistently foster the following key basic characteristics within its students, staff, leaders and community members:

Integrity-----We are honest, ethical, loyal and trustworthy.

Respect-----We are committed to respecting self, others and community while celebrating and affirming the importance of human differences.

Pride-----We strive for excellence by having a satisfied sense of achievement in self and community.

Collaboration-----We partner with others to achieve common goals.

Resiliency-----We strive to persevere in spite of adversity resulting in adaptability and personal growth.

Compassion-----We foster kindness, generosity, care, selflessness and service to others.

“Good character is a prerequisite to happiness. It entails empathy, courage, generosity, work, honesty, discipline and balance. It is not easily achieved. It is not a lesson which can be learned from books. It requires practice.”

JEANNE J. KIRKPATRICK



Safe & Supportive Schools

Objectives & Plans

Objective 1: The Everett Area School District is dedicated to providing all students with a quality education in a nurturing, secure environment comprised of academic rigor, excellence and the tools necessary to successfully transition into achieving productive life goals.

Plan: EASD will strive to ensure a quality education in a suitable environment by.....

- implementing a K-12 comprehensive curriculum which fosters character building in all students.
- supporting ongoing anti-bullying programs at all levels.
- establishing clear, concise rules and regulations with consistent consequences.
- continuing to provide a variety of ways to celebrate student successes.

Objective 2: The Everett Area School District's educational community is committed to providing ongoing, safe, well-maintained facilities with the vision to assess, anticipate and prevent future safety concerns.

Plan: EASD will strive to prevent future safety concerns through.....

- updating the Crisis Management Plan and procedures.
- creating an atmosphere of personal responsibility in which all individuals may maintain an awareness of who should and should not be in school buildings.
- maintaining a constant surveillance of the facilities by all personnel and electronic means.
- providing adequate time to support an active Student Assistance Program (SAP) to assess and monitor ongoing student concerns.
- providing adequate resources to provide students with alternative education services as necessary.

Objective 3: The Everett Area School District realizes the importance of instilling a sense of belonging in all children. Through a comprehensive and integrated curriculum, qualities of strong moral character will be supported through nurturing a sense of community, self-worth and mutual respect.

Plan: EASD will strive to instill a sense of belonging and strong moral character by.....

- providing a variety of challenging course offerings that accommodate the academic needs of students.
- offering necessary support services to meet student academic, social and emotional needs.
- continuing to foster a strong camaraderie among all stakeholders: staff, teachers, administration, school board directors, parents and students.

Professional Development Objectives & Plans

Objective 1: The Everett Area School District understands that Common Core Standards will influence curriculum which in turn drives instruction to ensure all students receive an appropriate education to lead them toward success in higher education and career training. Through state and local trainings, the District will offer professional development in each subject area to promote growth and a continued culture of learning.

Plan: EASD will cultivate professional growth and learning through...

- supplying resources related to Common Core Standards to all educators.
- educating and training faculty in the use of Common Core Standards and implementing them in daily lesson plans.
- informing the community and parents of new standards.

Objective 2: The Everett Area School District understands it is imperative that students be prepared to be productive in a technologically driven environment. Technology is imbedded in all facets of life and is constantly evolving. Educators will be trained through internal and external sources to gain useful experience to achieve this goal.

Plan: EASD will promote ongoing technology training for teachers through....

- research in current trends regarding technology and programming.
- updating current technology and programming.
- providing training on updated technology and programs.
- implementing technology into classrooms on a regular basis as part of daily instruction.

Objective 3: The Everett Area School District recognizes a professional development program has relevance to the success of the educational process. Motivation and desire for constructive change occurs when new and innovative strategies are implemented to enhance growth in District leadership and all school employees.

**Professional Development
Objectives & Plans Continued**

Plan: EASD will maintain and further professional development by....

- encouraging staff to research professional development opportunities.
- providing funding (grants, budget, etc.) to do so.
- providing opportunities to share learned experiences.
- implementing a top-down model.

Objective 4: The Everett Area School District believes in maintaining the safety of all students and staff. It will continue seeking support through community resources which may include educational agencies to provide emergency response training for staff at each building.

Plan: EASD will promote professional development through safety training by.....

- researching and implementing current safety procedures at all buildings
- seeking grant funding for safety procedures training.
- informing and educating staff, students, community and parents about learned safety procedures.



"Only in growth, reform and change,
paradoxically enough, is true security to
be found."

Anne Morrow Lindbergh

Curriculum & Instruction

Objectives & Plans

Objective 1: The Everett Area School District is committed to an individualized education for all students through acceleration, enrichment and alternate learning experiences. Through use of data analysis, flexible scheduling and differentiated instruction, students will take ownership of their learning.

Plan: EASD will help students take ownership of their learning by.....

- using comprehensive data analysis to plan individualized instruction.
- creating flexible scheduling for students and teachers.
- alternating learning experiences and instruction to meet the needs of every student.
- incorporating 21st Century learning tools, resources and instruction into the educational process.

Objective 2: The Everett Area School District in collaboration with all stakeholders will share in the accountability of providing a quality curriculum that is vertically and horizontally aligned. EASD will provide the necessary support, resources and time to foster a continuous plan for up-to-date curriculum development.

Plan: EASD will maintain accountability through.....

- allocating common meeting times for departments and grade levels.
- supporting cross-curricular development.
- providing for ongoing research-based professional development and implementation.



“Good education is the essential foundation of a strong democracy.”

BARBARA BUSH

Special Education Objectives & Plans

Objective 1:

SUCCESS: The Everett Area School District will foster student success through a passionate, integrative approach influenced by an attitude of continuous improvement in order to narrowing any achievement gap. Collaborative team effort established from individualized research-based instruction and exemplary support will afford opportunities for life-long learning and social gain.

Plan: EASD will foster student growth and life-long learning by.....

- incorporating research-based strategies such as co-teach opportunities that acknowledge success for all students.
- sponsoring professional development opportunities which include disability awareness and best practice approaches in instruction and assessments.
- providing common time for productive team collaboration.
- providing effective, rigorous, research-based curricular options for individual needs.
- providing a program that addresses advocacy, legal mandates, compliance and collaboration between all stakeholders.
- offering pre-referral activities that screen all students for the potential need for specially designed instruction.
- implementing and maintaining District-wide progress monitoring approaches.

Objective 2:

ADVOCACY: Under the direction of a Special Education Team Leader, the Everett Area School District's highly qualified, dedicated staff will advocate for equal opportunities in student achievement by designing appropriate accommodations within an environment of understanding and acceptance. An open communication model will be utilized to develop positive relationships among all stakeholders to help our students succeed as productive citizens.

Special Education
Objectives & Plans Continued

Plan: EASD will promote advocacy through.....

- supporting continuous professional development necessary to provide appropriate services.
- being a vital teaching and welcoming center for community families.
- providing student-focused, individualized, effective intervention services such as:
 - curriculum aligned to a student's level of mastery and retention.
 - school-wide supports such as SAP.
- nurturing positive relationships with all stakeholders.
- designating a Special Education Team Leader who will:
 - advocate at an administrative level.
 - ensure compliance of paperwork.
 - collaborate with school personnel and parents.
 - lead the Team in developing best practices.
- District-wide character education.
- District-wide anti-bullying awareness.
- self-advocacy.
- continuing to utilize a highly-qualified staff in the educational process.
- appropriate accommodations and assistive technology.
- ensuring all stakeholders have a vested interest in the educational process as it is a team effort requiring teamwork.
- passion.
- open communication.



Special Education
Objectives & Plans Continued

Objective 3:

TRANSITIONING: The Everett Area School District empowers all students for successful life transitions through the development of academic, life, work and leisure skills aligned to the Common Core Standards. Comprehensive support systems in conjunction with equal access curricular and extra-curricular programs and resources such as job coaching, supplementary aides, services and strategic measures will ensure each student is afforded the opportunity to participate as a fully contributing local community member within the global society.



“You have a right and a responsibility to lay claim to what touches you and effects change for the future.”

JOHN FOSTER

Plan: EASD will empower students for transition by.....

- reaching all levels of support necessary for student achievement.
- preparing students for active citizenship by providing needed resources such as:
 - job coaching.
 - sufficient supplementary aides and services.
- creating a safe, supportive environment that achieves equity in learning opportunities.
- modeling collaborative and stable co-teach relationships which afford student advocacy.
- employing best practices in all subject areas.
- incorporating community-based experiences that promote individual growth.
- providing PASSAGE (Preparing all Students for Success in a Global Economy).

TECHNOLOGY

Objectives & Plans

Objective 1: The Everett Area School District continues to recognize the need for technology to improve instruction and communication as a paradigm shift for school board directors, the administration, teachers, students, parents and the community.

Plan: EASD will utilize technology in the improvement of communication by.....

- offering workshops to parents on how to utilize technology used by the District.
- encouraging teachers to create and maintain a website.
- initiating a paradigm shift that will encourage the use of technology by students, teachers and parents as an integral part of the daily routine.
- maintaining up-to-date technology options for all students and staff.

Objective 2: The Everett Area School District recognizes the need to maintain up-to-date technology. It will be utilized to individualize student education through enrichment or remediation. Staff trainings will ensure efficiency gains and expand individual student opportunities.

Plan: EASD will utilize technology to.....

- work to create more diverse offerings through the creation of more blended learning courses.
- make use of online courses to allow students to take advantage of early college placement programs to accelerate their education.
- provide professional development opportunities to increase teachers' use of technology.
- make use of online courses to provide remediation for students.



A “Special Thanks” to the following Strategic Plan participants:

ADMINISTRATION

**Dr. Danny Webb
James Hollis**



CURRICULUM & INSTRUCTION

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Strategic Plan participants continued:

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Mark Mountan
Cameron Painter
Sharon Sponsler**



Note: Not every participant is shown in the photos presented, however, the District acknowledges the dedication and commitment of every individual who worked on this project. Thanks to all!

“A SMALL GROUP OF THOUGHTFUL PEOPLE COULD CHANGE THE WORLD. INDEED, IT’S THE ONLY THING THAT EVER HAS.”

MARGARET MEAD



Comments from Strategic Plan Participants.....

“It was amazing to see the many powerful minds, though differing greatly in opinion, cooperate to layout a warpath for the Warrior Nation's educational conquests.”
--Tom Brambley

“This Strategic Plan was an amazing opportunity for teachers, administrators, community members and parents to come together to examine and determine the direction of the Everett Area School District over the course of the next four years. The high level of dedication and positivity of the group made the whole process very successful and worthwhile for all of us. It was an honor to be a part of such an inspiring group.”--Nicole Hillegas

“The Strategic Plan Process was one of the best committees I have ever served on. I felt my professional opinion was valued and listened to. Having the opportunity to interview and discuss other's professional opinions was a key component of the process and vital to bringing about positive change and growth within this district.”--Laura Illig

“This Appreciative Inquiry comprehensive planning process provided a positive, pro-active environment for students, community members, employers, teachers, parents, and administrators to come together to develop a five year focus plan for continuous improvement throughout all areas in the Everett Area School District educational system: Curriculum/Instruction, Special Education, Technology, Safe and Supportive Schools, and Professional Education. It has been extremely beneficial, as a teacher in the district, to be a member of this collaborative event that highlighted all that is successful at Everett Area School District. Group sharing and discussion sessions created opportunities to have an integral voice in developing further strategic action steps, resulting in a district plan that will lead us on in a clear direction of educational growth. “--Bev Young

“Because the Appreciative Inquiry process allowed for collaboration from various stakeholders (parents, students, teachers, etc.) my eyes opened to the perceptions of how well the district is doing as a whole. I appreciated the candor of the interviews and the openness this process allowed.”--Dante Tambellini

“The entire process was well thought out and executed to insure successful outcome. I felt that the most beneficial and unexpected takeaway for me personally was what turned into a team building exercise in our small group. I was privileged to work with and get to know on a more personal level a group of very talented professionals within our community and district. These are true measures of a successful program.”--Bryan Wilt

Comments from Strategic Plan Participants.....

“Through our strategic planning all stakeholders of the school district and community were involved in the collaboration to develop goals for the growth of our schools. Through the use of surveys and interviews we were able to ensure that many ideas of staff and community members were incorporated into the strategic plan. Comradery amongst staff members from different levels and with community members allowed for engaging discussions that permitted a well thought plan to be established for the school district.” --Justin Hillegas

“The process included a wide variety of stake holders from the teaching staff, community members, business leaders, administrators, support staff, and parents. It provides us with a vision that includes buy in from every group in our community.”-- Dr. Danny Webb

“Over the course of the strategic planning sessions I was fortunate to have to opportunity to learn a lot about the EASD. I was a member of the technology group, which was a good fit for me. I enjoyed working with other members of the school district, community, and students to make a plan for the technology at Everett. The process overall was very intriguing to me! I was surprised that a group comprised of students, school district employees, and community members would have the authority to make decisions about the school’s future, which was an honor for me to be a part of. We made the technology plan by looking at the pros and cons for technology within the district currently. We then decided how to take that information and decide what new equipment we need to purchase or update what we already have. Once again it was an honor to be a member of this team and learning a bit about the behind-the-scenes of the education system.”--Cameron Painter

“At the first meeting, the Superintendent and Assistant Superintendent gave a very good and professional presentation on our goals and the procedures to accomplish them. I was impressed with the diversity and talents of the participants. I felt the breaking up into five groups to handle five different areas of the education process was a good idea. After each group completed their goals, the entire group got to review them and make any needed refinements. I believe it ended in an excellent document. I was impressed with the group’s cooperation and uplifting spirit. I came away with the positive feeling that the Everett Area School District was in very qualified and dedicated hands.”-- Mr. Thomas Harclerode

“The planning process was such an enjoyable experience. It was really nice to work with other faculty members and community members to work toward the success of our school.”--Ashley Clark



Comments from Strategic Plan Participants.....

“During the Strategic Planning Committee process, I learned a lot about our school district. At first, I was really nervous to be on this committee as a student representative, but after the first night my anxiety went away and the rest of the process was interesting and exciting. From what I learned, everything had been running smoothly within our school district. With this planning committee we wanted to take the school district to an even higher level of excellence for everyone in the district and community. Teachers, faculty, administration, board members, community members, and another student and I worked as a team to identify areas needing improvement. We set numerous standards that we would like to help our school district accomplish to push us to that greater level of excellence. In these standards we set out to help students achieve greater success in academics, provide support and structure for students, and keep students safe at school. More standards were developed for faculty, staff, administration, board members, and community members to help students achieve greater success in these areas. I was given many opportunities during the process to provide my input. I felt privileged to be a part of this important Strategic Planning Committee that will benefit our school district in so many ways.”--Timothy Knox

“The strategic plan process was very interesting to me. This was the first time I had participated, and I was excited and pleased when I found out how it was to be carried out. The emphasis on what is right with our school, instead of what is wrong, offered us the chance to work on positive changes we would like to see, instead of concentrating on the negative. There was a true collaboration of people from all walks of life who have an interest in our schools for a variety of reasons. All in all, this was an experience I would not have missed for the world!”--Lyn Johnson

“The process was a great way to collect a multitude of thoughts, ideas and goals for the growth of the school district and use them to keep the district moving forward in a positive and inclusive direction.”
--Tricia Beidle