EVERGREEN COMMUNITY CS

PO Box 523

Comprehensive Plan | 2023 - 2026

MISSION STATEMENT

The mission of Evergreen Community Charter School is to prepare young people for meaningful life experiences with respect to career decisions, interpersonal relations, and community involvement.

VISION STATEMENT

To achieve this mission, emphasis is placed on the integration of technical and academic applications through a cross-curricular approach. This method of education is a model which serves the needs of the child as a whole being by creating environments for learning that respect individual differences and emphasize social interaction. All levels of abilities are served as students live and learn in a natural, mixed-age group which is very much like the society they will live in as adults. The high level of academic achievement so common in this method is a natural outcome of experience in such a supportive environment. The education of the whole personality rather than the teaching of a specific body of knowledge lends itself to opportunities for community service, travel, and cooperative experiences with local business partners. Evergreen Community Charter School is committed to the future. Our strength in environmental sciences, communications skills, mathematics, foreign language, theater, and travel gives us the confidence to expand our programs.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

Our students are an integral part of our school community. They each have value and share in the responsibility for their success in the educational process. Each student possesses unique strengths and needs. They are to be respectful and respected and need the opportunity to learn in an educational program that maximizes their potential.

STAFF

Or teachers foster higher level thinking and learning among all students. Teachers and parents are strategic partners in the success of each student. Our teachers continue to develop and grow each year. Evergreen's teachers recognize individual differences in each student and help each to meet his or her potential.

ADMINISTRATION

Evergreen's administrators utilize community resources and input in the decision-making process. Our administrators make decisions consistent with the mission statement of the LEA. They are committed to personal and professional growth and development. The administrators plan and implement a safe and positive learning environment. Our administrators encourage excellence and innovation as they assist teachers in implementing the district curriculum. Evergreen's administrators focus on positive communication between families and school.

PARENTS

Evergreen's parents and guardians provide continuous positive involvement in the educational process. Parents and guardians support educators in educational programs and discipline to enable students to be in a safe environment conducive to learning. Parents and guardians communicate with students and educators.

COMMUNITY

The school community is respectful and responsive to its diverse composition. Our community creates an environment that supports each student at his or her individual level.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Kathryn Yerkes	Other	Evergreen Community CS
Jill Shoesmith	Administrator	Evergreen Community CS
Natasha Keelen	School Nurse	Evergreen Community CS
Steven Richard	Principal	Evergreen Community CS
Joseph Spinelli	Community Member	Evergreen Community CS
Sherline Eugene	Board Member	Evergreen Community CS
Savannah Amador	Student	Evergreen Community CS
Nancy Price	Teacher	Evergreen Community CS
Amanda Tallon	Parent	Evergreen Community CS

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Increase the percentage of student achievement from PSSAs and Keystone Exams to pre-Covid levels.	Essential Practices 1: Focus on Continuous Improvement of Instruction Essential Practices 1: Focus on Continuous Improvement of Instruction Rigorous Courses of Study Section
Design and begin implementation of a multi-tiered system of supports to collect and analyze effectiveness of academic interventions.	Essential Practices 1: Focus on Continuous Improvement of Instruction Professional learning Professional learning
Improve communication and collaboration to improve student outcome that include higher levels of performance and rigorous coursework.	Rigorous Courses of Study Section School climate and culture

ACTION PLAN AND STEPS

Evidence-based Strategy

Multi-tiered System of Support/Student Achievement

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Multi-tiered System of Support	Design and implement a Multi-tiered system of support to measure the effectiveness of academic interventions so less than 20% of students need tiered intervention.
Student Achievement - Standards Aligned Curriculum	Establish common curriculum-based assessments for each major content area (English/Language Arts, Mathematics, Science, Social Studies) so that specified assessments identify the PA Academic Standard by 2025.
Student Achievement - Learning Loss	Develop and implement programs that measure and significantly close achievement gaps for students with IEPs, and those who lost ground during Covid years, reach proficiency rates (as measured by PSSA and Keystone Exams) that are 20% higher than 2020-2021 data by the Spring of 2025.
Student Achievement - Standards Aligned Curriculum	Increase the percentage of student achievement in English/Language Arts, Mathematics, and Science categorized as Proficient or Advanced from the 2025 Spring PSSA/Keystone Exam data by 20% compared to the 2022 levels.
School Culture - Rigorous Coursework.	Increase the opportunities and number of students participating in Advanced Placement and Dual Enrollment opportunities by at least 20% for 2024-2025.
School Culture - Community Service	Strengthen community relations and have students experience the "ethic" and "benefit" of community service by having at least 50% of students participate in Community Service projects by 2025.
Professional Development	Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025.
Professional Development Goals	Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025

Goal Nickname

Measurable Goal Statement (Smart Goal)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop system for collecting accurate and reliable data	2023-07-01 - 2024-06-30	Building Principal	School calendar, Assessment calendar, Assessment data.
Establish data analysis process that monitors student response to instruction and measures the effectiveness of interventions.	2023-07-01 - 2024-06-30	Building Principal	Assessment Calendar, Interventions
Establish professional learning community protocol, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions.	2023-07-01 - 2024-06-30	Administration	Assessment Calendar, Interventions
Establish student leadership opportunities.	2023-07-01 - 2024-06-30	Building Principal	Current opportunities, list of scheduled events, brainstormed activities.

Anticipated Outcome

All stakeholders feel like positive contributing members of our school community. Relationships between students and teachers and students to each other is positive and problem solving oriented. Students are intrinsically motivated to be positive role models, respectful and responsible citizens.

Monitoring/Evaluation

Adminstrators will monitor the action steps on an ongoing basis.

Evidence-based Strategy

Effective Teacher Professional Development

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Professional Development	Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025.
Professional Development Goals	Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Conduct a needs assessment of instructional practices, and programs related to contenct background, and awareness of resources	2023-07-02 - 2024-06-30	Adminstrative Staff	Survey, Data Analysis, Curriculum Work Group
Evaluate effectiveness of Professional Development in terms of increased skill or knowledge and overall teacher participation.	2023-07-01 - 2025-06-30	Administrative staff	Post training survey, observations, discussion groups, attendance records.

Anticipated Outcome

Classroom observations will indicate effective implementation of Professional Development focus areas. Student achievement and growth will be positively affected.

Monitoring/Evaluation

Building administration will conduct informal observations, student data will be reviewed quarterly.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development) Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)	Effective Teacher Professional Development	Conduct a needs assessment of instructional practices, and programs related to content background, and awareness of resources	07/02/2023 - 06/30/2024

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development)	Effective Teacher Professional Development	Evaluate effectiveness of Professional Development in terms of increased skill or knowledge and overall teacher participation.	07/01/2023 - 06/30/2025
Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)			

APPROVALS & SIGNATURES

Assurance of Quality and Accountability
Assurance of Quality and Accountability

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

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

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

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

We hereby affirm and assure that this plan:

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

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

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

Chief School Administrator   Jill Shoesmith   2023-10-26

School Improvement Facilitator Signature

Building Principal Signature   Steven Richard   2023-10-26

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

PSSA scores are close to state averages.

100% of students participate in standardized testing.

Screening can identify needs of incoming and/or struggling students.

Qualified, motivated teachers willing to adapt and improve curriculum to help students improve in ELA.

Qualified, motivated teachers willing to adapt and improve curriculum to help students improve in Math.

Screening can identify needs of incoming and/or struggling students.

Qualified, motivated teachers willing to adapt and improve curriculum to help students improve in Science.

A Screening process to identify needs in new students and struggling students.

100% Participation in Career Readiness Activities

Challenges

Increase PSSA and Keystone test scores across all student groups and all grades.

Continuous review of achievement can help to direct changes in curriculum.

Regain losses in scores due to the pandemic.

PSSA scores while close to the state average have much room for improvement. The Covid years have skewed data with so many students missing the testing, and also missing instruction for longer periods of time.

PSSA ELA and Keystone Literature scores have fallen in the past two pandemic years and Evergreen needs to ameliorate deficits.

PSSA scores while close to the state average have much room for improvement. The Covid years have skewed data with so many students missing the testing, and also missing instruction for longer periods of time.

PSSA Math and Keystone Algebra scores have fallen in the past two pandemic years and Evergreen needs to ameliorate deficits.

Strengths

- Varied social studies offerings that include AP options.
- Flexible scheduling to accommodate all: struggling students to highly motivated students.
- Varied physical education activities.
- Students with disabilities are supported schoolwide.
- Team meetings to address any issues that may arise.
- Flexibility in scheduling math courses.
- Required Plans have been submitted.
- English Language Learner Programs have been developed but at this time there are no English Language Learner students.
- Continue to monitor Materials and Lesson Plans for alignment to PA standards.
- Continue to foster high expectations for students across all grades.

Challenges

- PSSA scores while close to the state average have much room for improvement. The Covid years have skewed data with so many students missing the testing, and also missing instruction for longer periods of time.
- CTE options are unavailable due to transportation issues.
- Family and consumer sciences are offered as electives due to scheduling issues.
- Plans are in place for English Language Learners, although at this time there are none attending Evergreen.
- Time constraints for more resource time.
- Ongoing evaluation and improvement.
- Ongoing teacher training.
- Plan to address deficits from the Covid years for regaining ground in standardized testing.
- Continue to identify and address individual learning needs.
- PSSA Science and Keystone Biology scores have fallen in the past two pandemic years and Evergreen needs to ameliorate deficits.
- Our students take the Keystone Biology every second year. This

Challenges

skews the data on the off year.

Most Notable Observations/Patterns

Challenges	Discussion Point	Priority for Planning
Increase PSSA and Keystone test scores across all student groups and all grades.	Ensure there is a system that ensures school-wide use of data that focuses on school improvement and academic growth.	✓
Continuous review of achievement can help to direct changes in curriculum.	Ensure there is a system that ensures school-wide use of data that focuses on school improvement and academic growth.	✓
Regain losses in scores due to the pandemic.	Ensure that the organizational structure, processes, materials, and resources align with the school's goals for student growth and continuous school improvement.	✓

ADDENDUM B: ACTION PLAN

Action Plan: Multi-tiered System of Support/Student Achievement

Action Steps	Anticipated Start/Completion Date
Develop system for collecting accurate and reliable data	07/01/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Adminstrators will monitor the action steps on an ongoing basis.	All stakeholders feel like positive contributing members of our school community. Relationships between students and teachers and students to each other is positive and problem solving oriented. Students are intrinsically motivated to be positive role models, respectful and responsible citizens.

Material/Resources/Supports Needed	PD Step	Comm Step
School calendar, Assessment calendar, Assessment data.	no	no

Action Steps

Anticipated Start/Completion Date

Establish data analysis process that monitors student response to instruction and measures the effectiveness of interventions.

07/01/2023 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Adminstrators will monitor the action steps on an ongoing basis.

All stakeholders feel like positive contributing members of our school community. Relationships between students and teachers and students to each other is positive and problem solving oriented. Students are intrinsically motivated to be positive role models, respectful and responsible citizens.

Material/Resources/Supports Needed

PD Step

Comm Step

Assessment Calendar, Interventions

no

no

Action Steps

Anticipated Start/Completion Date

Establish professional learning community protocol, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions.

07/01/2023 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Adminstrators will monitor the action steps on an ongoing basis.

All stakeholders feel like positive contributing members of our school community. Relationships between students and teachers and students to each other is positive and problem solving oriented. Students are intrinsically motivated to be positive role models, respectful and responsible citizens.

Material/Resources/Supports Needed

PD Step

Comm Step

Assessment Calendar, Interventions

no

yes

Action Steps	Anticipated Start/Completion Date
Establish student leadership opportunities.	07/01/2023 - 06/30/2024

Monitoring/Evaluation	Anticipated Output
Administrators will monitor the action steps on an ongoing basis.	All stakeholders feel like positive contributing members of our school community. Relationships between students and teachers and students to each other is positive and problem solving oriented. Students are intrinsically motivated to be positive role models, respectful and responsible citizens.

Material/Resources/Supports Needed	PD Step	Comm Step
Current opportunities, list of scheduled events, brainstormed activities.	no	no

Action Plan: Effective Teacher Professional Development

Action Steps

Conduct a needs assessment of instructional practices, and programs related to contenct background, and awareness of resources

Anticipated Start/Completion Date

07/02/2023 - 06/30/2024

Monitoring/Evaluation

Building administration will conduct informal observations, student data will be reviewed quarterly.

Anticipated Output

Classroom observations will indicate effective implementation of Professional Development focus areas. Student achievement and growth will be positively affected.

Material/Resources/Supports Needed

Survey, Data Analysis, Curriculum Work Group

PD Step

yes

Comm Step

yes

Action Steps	Anticipated Start/Completion Date
Evaluate effectiveness of Professional Development in terms of increased skill or knowledge and overall teacher participation.	07/01/2023 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
Building administration will conduct informal observations, student data will be reviewed quarterly.	Classroom observations will indicate effective implementation of Professional Development focus areas. Student achievement and growth will be positively affected.

Material/Resources/Supports Needed	PD Step	Comm Step
Post training survey, observations, discussion groups, attendance records.	yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development) Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)	Effective Teacher Professional Development	Conduct a needs assessment of instructional practices, and programs related to content background, and awareness of resources	07/02/2023 – 06/30/2024
Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development) Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)	Effective Teacher Professional Development	Evaluate effectiveness of Professional Development in terms of increased skill or knowledge and overall teacher participation.	07/01/2023 – 06/30/2025

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Effective Teacher Professional Development	All teachers, and administrators.	Math 6-8, Math 9-12, ELA 6-8, ELA 9-12, Science 6-8, Science 9-12, Social Studies 6-8, Social Studies 9-12, Applying effective teaching strategies, Understanding Data, Classroom Management. Consistent implementation of inclusive and equitable practices.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Observable actions in the classroom, increased student achievement and/or growth, attendance at sessions. Diversity and Inclusion strategies, and practices in place schoolwide. Building and maintaining relationships between adults and students.	07/01/2023 - 06/30/2026	Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Teaching Diverse Learners in Inclusive Settings

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Design and implement a Multi-tiered system of support to measure the effectiveness of academic interventions so less than 20% of students need tiered intervention. (Multi-tiered System of Support)	Multi-tiered System of Support/Student Achievement	Establish professional learning community protocol, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions.	2023-07-01 - 2024-06-30
Establish common curriculum-based assessments for each major content area (English/Language Arts, Mathematics, Science, Social Studies) so that specified assessments identify the PA Academic Standard by 2025. (Student Achievement - Standards Aligned Curriculum)			
Develop and implement programs that measure and significantly close achievement gaps for students with IEPs, and those who lost ground during Covid years, reach proficiency rates (as measured by PSSA and Keystone Exams) that are 20% higher than 2020-2021 data by the Spring of 2025. (Student Achievement - Learning Loss)			
Increase the percentage of student achievement in English/Language Arts, Mathematics, and Science categorized as Proficient or Advanced from the 2025 Spring PSSA/Keystone Exam data by 20% compared to the 2022 levels. (Student Achievement - Standards Aligned Curriculum)			
Increase the opportunities and number of students participating in Advanced Placement and Dual Enrollment opportunities by at least 20% for 2024-2025. (School Culture - Rigorous Coursework.)			
Strengthen community relations and have students experience the "ethic" and			

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
"benefit" of community service by having at least 50% of students participate in Community Service projects by 2025. (School Culture - Community Service) Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development) Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)			
Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development) Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)	Effective Teacher Professional Development	Conduct a needs assessment of instructional practices, and programs related to conternt background, and awareness of resources	2023-07-02 - 2024-06-30
Provide targeted, sustained professional learning on effective instructional practice, using data to drive instruction, by 2025. (Professional Development)	Effective Teacher	Evaluate effectiveness of	2023-07-01 - 2025-06-

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Establish professional learning community protocols, expectations, and logs to document data discussions, intervention targets, and/or curriculum revisions. Update 100% of curriculum in academic subjects by 2025 (Professional Development Goals)	Professional Development	Professional Development in terms of increased skill or knowledge and overall teacher participation.	30

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Effective Teacher Professional Development	School teachers and Adminstrative staff	Dependent upon needs survey: Math 6-8, Math 9-12, ELA 6-8, ELA 9-12, Science 6-8, Science 9-12, Social Studies 6-8, Social Studies 9-12, Applying effective teaching strategies, Understanding Data, Classroom Management.

Anticipated Timeframe	Frequency	Delivery Method
07/01/2023 - 06/30/2024	quarterly based on Professional Development Offerings	Presentation

Lead Person/Position
Principal

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Communicate and promote the sessions identified in the Professional Development Schedule	Dependent upon results of needs survey: Math 6-8, Math 9-12, ELA, 6-8, ELA 9-12, Science 6-8, Science 9-12, Social Studies 6-8, Social Studies 9-12, Applying Effective Teaching Strategies, Understanding Data, Classroom Management	Email, Presentation, Posting on the website	Teachers, Administrators,	7/1/23 - 6/30/24