

YEAR IN REVIEW

HIGHLANDS SCHOOL DISTRICT

2020-2021 SCHOOL YEAR



DISTRICT GOALS

2019- 2024



STUDENT ACHIEVEMENT AND GROWTH

Implement MTSS Framework with Fidelity K-8

- Revised the MTSS Handbook (2020)
- Restructured the data team protocol (2020)
- Embedded MTSS time throughout the master schedules (2019)
- Adopted ACADIENCE benchmark assessment in math (2020)
- Provided training for teachers to administer the assessments (2019)
- Created a district-wide assessment calendar (2019)
- Provided professional development for the MTSS facilitators (2019)
- Created Google drives K-8 that houses all MTSS documents and data (2020)

Implement STAR 360 Assessments and Interventions K-10

- STAR 360 program administered K-8 (2019)
- Benchmark assessment three times a year K-8 (2019)
- Began implementation of CDT diagnostic assessment - Gr. 9 & 10 (2020)
- Provided training to HS teachers on CDT (2020)
- Provided training to teachers K-8 on Star 360 reports and custom (2019)



STUDENT ACHIEVEMENT AND GROWTH CONTINUED

- *Evaluate and Enhance Student Service Department K-12*
 - Conducted departments' needs assessments (2019)
 - Eliminated in-house Partial program to decrease costs (2018)
 - Eliminated in-house Alternative Education program to decrease costs (2020)
 - Added an elementary school counselor to support K-4 students (2018)
 - Provided intense professional development to special education teachers and staff (2018-present)
 - Added a second school psychologist to facilitate evaluations (2021)
 - Restructured special education programming to provide continuum of placement and services (2019)
 - Contracted with Allegheny County Health Services to provide a Student Assistance Program Liaison for all buildings (2018)

STUDENT ACHIEVEMENT AND GROWTH CONTINUED

Evaluate and Enhance Student Service Department K-12

Secured funds to partner with
the County to provide
Community & School-Based
Behavioral Health Services

Created universal SAP forms
K-12 (2020)



Develop action plans for increasing student attendance K-12

Implemented A-TSI
Plan at HS-(2019)

Revised PBIS
programs at HES, MS
and HS (2019)

Hired Attendance
Officer-restructured
job description
(2021)

SAFETY AND SECURITY

Continue to meet all Act 44 requirements

- Secured the Safety and Security meritorious and competitive grants (2019)
- Established a district Safety and Security Coordinator (2019)
- Met all PDE requirements for safety drills (2018)
- Completed State Police Risk Assessment at HES, MS & HS (2021)
- Implemented the Safe2Say Something youth violence prevention program (2019)

Enhance PBIS program pre-K-12

- Conducted a comprehensive re-boot at HES (2020)
- Established a PBIS team at HS (2019)
- Provided training with AIU consultant grades 1-12 (2020)
- HECC & MS were awarded PBIS tier 1 recognition (2018-2021)



SAFETY AND SECURITY CONTINUED

Revise current District Emergency Operations Plan

Revised the DEO Handbook (2019)

Created DEO flip books for all classroom teachers and administrators (2020)



Continue to maintain and replace security equipment

Restructured district personnel access to buildings and facilities (2018)

Replaced cameras at MS & HS (2020)

Replaced district phone system (2020)

Replaced district walkie talkies (2020)

Enhanced the door controls HES & HS (2020)

Replaced metal detectors at MS & HS (2019, 2020)

Restructured the vestibule at HES (2020)

TEACHING AND LEARNING

- *Align curriculum to state standards K-12*
 - Adopted SAS Modules for ELA and Math K-8 and HS Keystone Courses (2020)
 - Implemented monthly Curriculum Team meetings for grades 5-9 with math, science & SS teachers (2018); expanded meetings to include K-4 in (2019)
 - Implemented a Balanced Literacy framework and math blocks K-8 (2020)
 - Restructured Algebra I course (2020)
 - Developed a science 9 curriculum (2019)
 - Developed block scheduling and common planning for teachers K-8 (2020)
 - Created pacing guides in ELA and math K-10 (2019)



TEACHING AND LEARNING CONTINUED

- ***Provide relevant professional development***
 - Implemented a K-12 professional development schedule aligned to district goals (2018)
 - Provided differentiated PD to teachers & staff and utilized in-house experts (2019)
 - Secured national consultants for UbD and Differentiated Instruction (2018-2021)
 - Provided technology training for staff K-12 (2019-2021)
 - Provided multi-modal PD content and opportunities (2018-2021)
 - Provided Project-Based Learning training with support from Consortium for Public Education (2021)
 - Provided ongoing training for different groups of employees based on needs, new initiatives, implementation of new instructional and software programs, etc. (2018-present)

TEACHING AND LEARNING CONTINUED

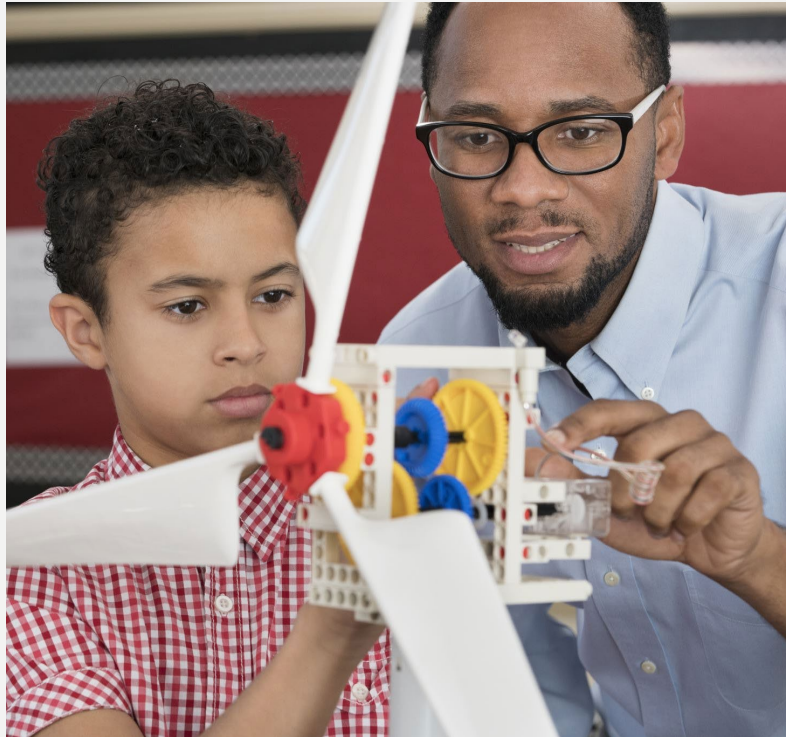
Differentiate instruction to meet the needs of all students

- Provided PD with support from a National consultant K-8 (2021)
- Began implementation of DI strategies K-8 (2021)

Integrate technology into teaching and learning

- Implemented a 1:1 Device for K-12 (2020)
- Purchased cameras, Bluetooth speakers, additional laptops and document cameras for K-12 classroom teachers (2020)
- Upgraded Interactive Boards for K-12 (2020-2021)
- Implemented Zoom and Google Classroom K-12 (2020)
- Purchased Freckle online learning platform K-8 (2019)
- Purchased and implemented the Accelerate virtual platform K-6 (2020)
- Expanded Edgenuity virtual platform to include additional electives 7-12 (2020)
- Purchased Smithsonian Science Classroom Kits that includes digital resources K-4 (2019)
- Purchased new textbook series for science 5-8 that includes an extensive digital platform (2019)
- Implemented virtual components of Journeys and GoMath resources K-8 (2020)
- Purchased and implemented the updated Second Step Series that includes digital resource K-8 (2020)
- Purchased new textbook series for social studies that includes a digital platform 5-12 (2021)

TEACHING AND LEARNING CONTINUED



Embed Career and College Readiness standards K-12

- Revised Chapter 339 Plan to include PDE required components K-12 (2019)
- Created crosswalk to align HS courses to CEW Standards (2021)
- Implemented Xello K-12
 - **Purchased in 2018 and implemented in 2019**
 - **Created applicable assignments specific to content (2020)**
- Implemented and evaluated Fire Service Training Class and ACE Programs
 - **Implemented and evaluated 9-12 (2019)**

Pursue school to work programs

- Initiated connection with Consortium for Public Education to create school to work opportunities for students (2021)
- Partnered with the local Community Development Council to explore job shadowing, internships and other experiences to our students (2021)

Continue to develop UbD framework (five-year plan)

- Secured a national consultant to provide ongoing PD to administrators and teachers K-12 (2018)
- Implemented Stage 1 of UbD Framework for all courses K-12 (2018)
- Began implementation of Stage 2 of UbD Framework for all courses K-12 (2019)
- Implemented curriculum binder process K-12 (2019)
- Incorporated the use of learning intentions and success criteria into instructional planning (2019)
- Purchased *Creating Quality Units* book for administrators and teachers K-12 (2018)
- Created and shared 5-year UbD District Plan with K-12 administrators and staff (2019)

Implement structured walkthroughs that align to the Framework for Teaching

- Developed classroom walkthrough form K-12 (2018)
- Established expectations for classroom walkthroughs and the process for continuous feedback (2018)

TEACHING AND LEARNING CONTINUED

TEACHING AND LEARNING CONTINUED

- *Continue consistent administrative supervision*
 - Provided ongoing comprehensive PD to building administrators K-12 (2019-present)
 - Created lesson plan templates K-12 (2020)
 - Monitored implementation of lesson plan structure through targeted and specific feedback K-12 (2020)
 - Refined the administrative and teacher evaluation process to align with Act 82 guidance (2018-present)
 - Utilized PA-ESEP supervision portal to document evidence of effective practice (2019-present)
 - Purchased and implemented the COMPLY web-based portal for maintenance of required PDE training and certifications (2019)
 - Established expectations for quarterly supervision responsibilities to include formal classroom observations and walkthroughs (2018)
 - Implemented monthly administrative building walkthroughs (2018)



TEACHING AND LEARNING CONTINUED

Analyze data to inform instruction and assessment

- Formalized the data team structure K-8 (2020)
- Restructured staff assignments to maximize effectiveness (2019)
- Provided training to administrators and teachers on PVAAS (2019-present)
- Implemented Student Profile Sheets for balanced classrooms (2021)
- Established expectations for teacher administration of assessments to create ownership of student success (2019)

Use of formative, summative, curriculum-based and common assessments

- Established District Assessment Committee to revise grading and assessment (2019-present)
- Began assessment audit grades 5-9 in math (2020)
- Began assessment literacy training with administrators K-12 (2020)

OPERATIONAL EFFICIENCY



Demonstrate

Demonstrate fiscal responsibility

- Refined and implemented the zero-based budget process (2018-present)
- Secured various grants to reduce district costs (2018-present)
- Decreased overall budgets in all buildings and departments (2019-present)
- Established yearly administrative meetings to assure efficiency of staffing (2018-present)
- Established expectations for ongoing inventory of supplies (2019-present)
- Established district-wide guidelines for purchases and budget process (2018 - present)

Monitor and refine

Monitor and refine centralized student registration process

- Completed 2019; reviewed annually
- Automated the registration process (2021)

Monitor and refine

Monitor and refine district-wide operational and student-service processes

- Improve compliance with local, federal, and state timelines

Evaluate and enhance technological infrastructure

- Migrated email system (2018)
- Unified district WiFi (2019)
- Upgraded district-wide network switch (2020)

Maintain a clean and safe learning environment both internally and externally

- Established expectations and training with custodial staff (2018-present)
- Implemented monthly building walk-throughs to evaluate facilities (2018)
- Upgraded chemical dilution stations in all buildings (2019)
- Repointed the brick work to eliminate infiltration of water at HES (2019)
- Installed Needlepoint Bipolar Ionization in all classrooms district-wide (2020)
- Installed fence at HECC playground to improve security (2020)
- Established the Task Force for Reopening Schools in response of COVID (2020)
- Met all requirements related to COVID (2020-present)

OPERATIONAL EFFICIENCY CONTINUED

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- *Design a long-range plan for maintaining and replacing district equipment and facilities*
 - Completed the Facility Condition Assessment for each building (2021)
 - Initiated a district equipment inventory to include a replacement cycle (2020)
 - Began designing a Capital Project Plan (2020)
- *Establish a seamless transition with new transportation service provider to ensure student safety*
 - Completed-(2019)



COLLABORATIVE COMMUNITY AND CULTURE

- *Continue to enhance communication with all stakeholders*
 - Implemented Superintendent Coffee Talks for parents/guardians (2018)
 - Implemented Superintendent Student, Teacher and Parent Cabinets (2019-2021)
 - Implemented district parent/community newsletters (2019)
 - Implemented student recognition and presentations at monthly Board meetings (2018)
 - Upgraded district website template and included mobile app access with push notifications (2018)
 - Expanded utilization of district website and social media outlets to share school announcements and updates, positive educational news and accomplishments, and promote school events (2018-present)
 - Increased frequency of district social media posts (2018-present)
 - Implemented School Messenger application for consistent communication via phone and email (2019)
 - Established a COVID-related information stream on district website (2020)
 - Established athletic department website and social media (2019)
 - Created and disseminated surveys to gather information for parent communication (2020)
 - Implemented BoardDocs for Board Meeting Agendas, Highlights and Policies (2018)
 - Implemented Frontline Recruiting & Hiring web-based program to advertise Employment Opportunities and track the application process (2020)
 - Began process and design for a staff intranet (2020)
 - Offered Special Education Parent Informational Meetings (2020)

COLLABORATIVE COMMUNITY AND CULTURE

- *Enhance partnerships with foundations, local businesses and educational service providers*
 - Established Middle School PTO (2019)
 - Restructured PAC meetings to include PTO at HECC and HES (2019)
 - Established partnership with Every Child Inc. and implemented the Community and School Based Behavioral Health program at HES (2020)
 - Partnered with Giant Eagle to provide COVID vaccinations for students (2021)
 - Partnered with Community Development Council to enhance opportunities for students to connect with the Highlands community (2020)
 - Collaborated with Highlands Partnership Network to provide Remote Learning Hubs for students during COVID (2020-21)
 - Established partnership with the Highlands Black Alumni Association (2021)
 - Increased participation with ABC Create & Remake Learning (2018-present)
 - Enhanced partnership with AVAC, Salvation Army, and Hope Center to provide support for families experiencing homelessness (2018-present)
 - Transitioned to a different service provider to enhance SAP services (2018-present)
 - Re-engaged higher education partners to provide student teacher opportunities (2020)
 - Established partnership with Project Lead the Way for HES and HMS to provide STEM opportunities for students and teachers (2019-present)
 - Established relationship with Consortium for Public Education to provide PD for teachers for Project Based Learning and Career and Workforce (2021)
 - Established relationship with Duquesne University's Kids4Kids4Teacher program to create student service project to celebrate teachers during COVID (2021)
 - Partnered with Vision to Learn to provide eye exams and glasses for students (2020)
 - Partnered with the Inventionland Institute to provide project-based learning opportunities for MS STEM classes (2020)
 - Partnered with the Girls on the Run physical activity-based positive youth development program for grades 3-4 girls (2020, 2021)
 - Established advertising opportunities with local businesses at our athletic facilities (2020)
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COLLABORATIVE COMMUNITY AND CULTURE

- *Offer trainings for parents and community members*
 - Provided technology training for parents and students for remote instruction (2020)
 - Provided training on Opioid abuse to the community (2019)
 - Provided Pre-K families with Kindergarten transition information and resources (2021)
 - Provided special education training to parents (2019-present)





FAST FACTS FROM 20-21 SY

- ✦ * **Eighty-nine** professional development trainings were offered for administrators and teachers totaling over 330 hours
- ✦ * **More than a million dollars** in Federal Program Funds was used to purchase curriculum and technology resources, enhance summer programming opportunities, provide PD to administrators and teachers, and offset teacher salaries and benefits
- ✦ * **Approximately \$1.8 million dollars** was secured in grant money. This is in addition to the 9 million the district received through ESSER funds.
- ✦ * **1,930 new devices** were purchased, and **2,235 devices** deployed to students K-12

FAST FACTS FROM 20-21 SY CONTINUED

- ❖ **890 pieces of new equipment** were purchased for classroom teachers K-12 to support remote learning and student engagement. This included cameras, tripods, Bluetooth speakers, Chromebooks, document cameras and 4-port USB hubs
- ❖ **55 new Interactive Display boards** were purchased and installed in classrooms K-12
- ❖ Purchased and installed a new telephone system K-12 that included the deployment of **320 handsets, 5 local servers, 1 main server, and 2 digital PRI fiber circuits**. **Fifty network drops** were installed to support the new IP phone system
- ❖ **New textbook series** were purchased for the **science and social studies 6-12** departments. The last edition of the science textbooks was from 2006 and social students was from 2005
- ❖ Department and Building budget meetings with Central Office resulted in an overall budget reduction of **\$272,619.16** for the 2019-2020 SY

