

Year In Review



**Highlands
School
District**

**22-23
School
Year**

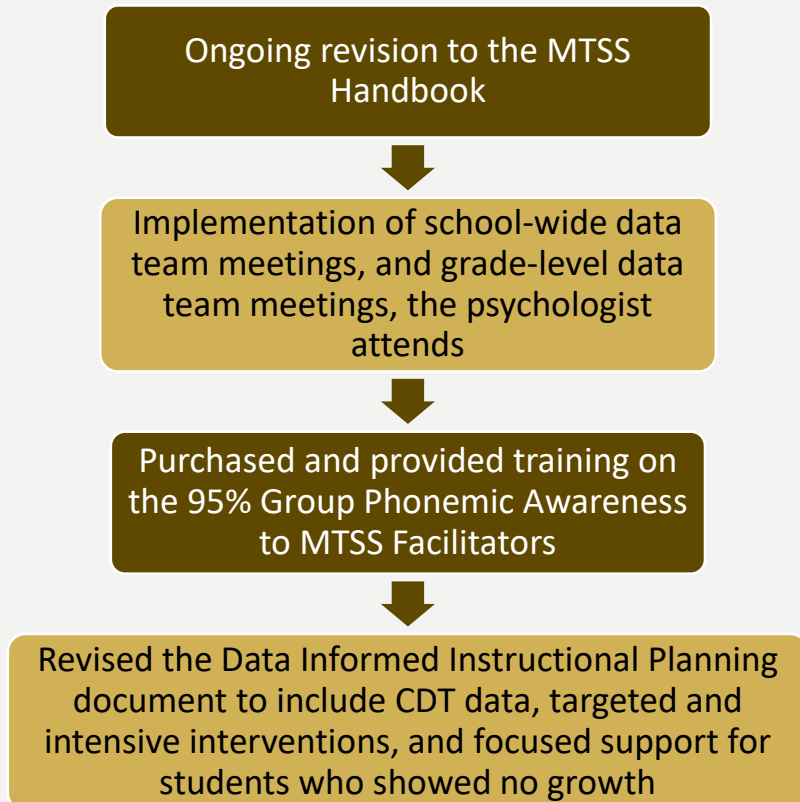


District Goals



STUDENT ACHIEVEMENT AND GROWTH

Implement MTSS Framework with Fidelity K-8



Implement STAR360 Assessments and Interventions K-10

- Implemented CDT diagnostic assessment for grades 3-8 in math, reading, writing, and science
- Provided training to HES and HMS teachers on CDT
- Provided additional training to teachers in grades K-8 on Star 360 reports, creating groups, setting goals, and creating Star custom assessments



STUDENT ACHIEVEMENT AND GROWTH

Evaluate and Enhance Student Service Department K-12

- Created Child Study Meetings K-4 to review students' progress in MTSS
- Trained 8 teachers in Wilson Reading Implementations and implemented interventions for WRS, Just Words, and Foundations
- Received recognition as a Unified Champion School and participated in Unified Track, which includes funding for material and a coaching stipend
- Completed over 90 Student Assistance Referrals
- Established a Best Buddies Program
- Awarded the Attract, Prepare, and Retain Grant
- Received grant funding to support Developing Future Special Educators
- Received grant funding for the RENEW Grant
- Received grant funding for the Hope Squad
- Responded to 202 reports through the Handle With Care initiative
- Continued and expanded ACCESS billing, the district received over \$80,000
- Serviced over 65 students with in-school counseling
- Identified as SEEKS grant recipient for \$585,000

SAFETY AND SECURITY

Continue to Meet all Act 44 Requirements

Secured the Safety and Security grants for maintaining and training the SPO and security personnel

Implemented Threat Assessment Teams at each building

Implemented all safety drills as required by PDE

Implemented responses to analyzed Risk Assessment Data and installed additional cameras

Conducted training on Safe2Say Something youth violence prevention program for new administrators

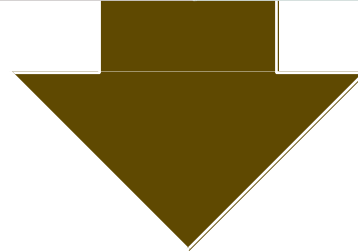
Enhance PBIS Program Pre-K through 12

- Re-established Core teams at each building to ensure consistent communication
- Engaged newly formed HS team and implemented school-wide incentives
- Completed Fidelity Checks at elementary and middle levels as required by the AIU
- Applied for and was selected to present as a model district at the Implementer's Forum in Hershey

SAFETY AND SECURITY CONTINUE

Implemented revised EOP Handbook to assess strategies

Provided overview training to staff on the flip books that detail safety procedures



Continue to Maintain and Replace Security Equipment

Adopted additional features of our Raptor system to better manage student and staff information in an

Continued to upgrade cameras across the district

Installed VAPE detectors at the MS and HS to deter student use

Implemented SMART Pass at the MS and HS to enhance student oversight

Established system to calibrate metal detectors and wands regularly

Continued replacement of door controls across the district

Planned for the installation of transaction windows at MS and HS for 2022

TEACHING AND LEARNING

Align curriculum to state standards K-12

- Created K-4 pacing guides in science
- Completed pacing guides for social studies (grades 5 & 6), World Cultures, US History, Economics, Civics/Government, Holocaust, Genocide, and Sociology
- Began the process of creating pacing guides in social studies and science grades 5-12
- Began the curriculum mapping process for PE/Health grades K-12
- Deconstructed standards into skills for ELA and math grades K-6
- Updated curriculum and instruction webpage by including planning documents, pacing guides, and "how to" videos
- Engaged in an ongoing review of planned instruction to ensure accurate and consistent feedback from principals



TEACHING AND LEARNING CONTINUED

Provide relevant professional development

Continued professional learning series with administrators focused on Supervision and Instructional Leadership

Conducted multiple PD sessions with HES and MS teachers on the Leveled Bookrooms to use with Guided Reading

Teachers of Grades K-1 received RAC Reading Apprenticeship Model Training

Provided Text Dependent Analysis Training through PDE's PA Leadership Series for 4-8 teachers

Provided training for K-9 teachers in a year-long Mathematics PLC sponsored by the AIU's Math/Science Collaborative

Continued support for K-8 teachers with revisions to the balanced literacy and math lesson plan tools

Provided training from McGraw Hill for 5-12 social studies teachers on implementing the new curriculum series

Participated in the NCEE System Design Benchmark series that consisted of administrators and teachers K-12

Refined the implementation of pacing guides to foster consistent, instructional delivery and standards alignment

TEACHING AND LEARNING CONTINUED

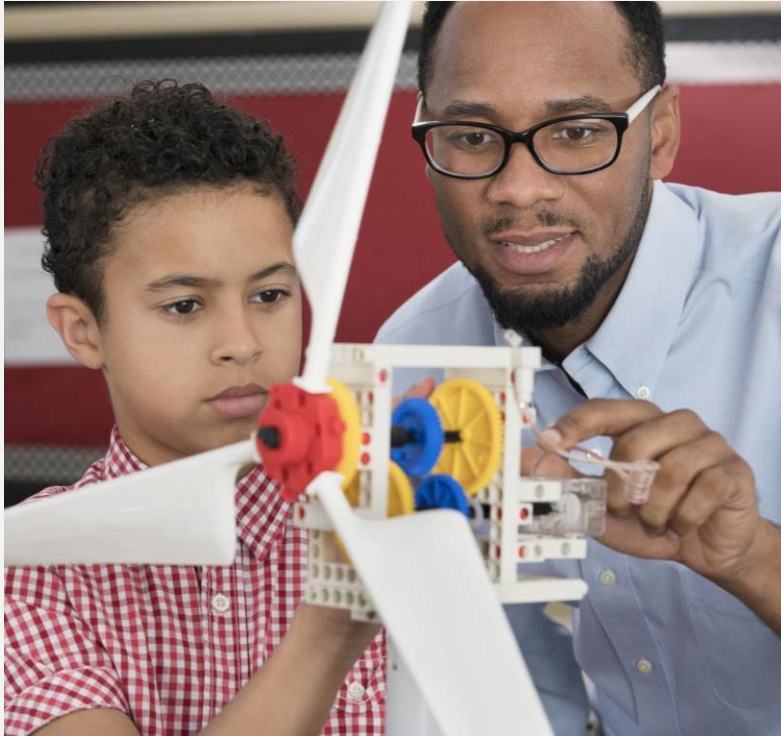
Differentiate instruction to meet the needs of all students

- Created differentiated instructional components within Pre-K lesson plans to ensure progress monitoring of student goals
- Implemented Leveled Book Rooms at HES and MS

Integrate technology into teaching and learning

- Began transitioning the MS library to a media center
- Developed blueprints for Maker Spaces in each building
- Increased the use of assistive technology for students with disabilities who have limited communication
- Purchased and implemented Spring Math for Grade 7 as a class-wide intervention
- Created a Director of Innovation Position who will work with teachers in the classroom

TEACHING AND LEARNING CONTINUED



Embed Career Education and Work Standards K-12

- Established District and Building Level Career & Workforce Readiness Teams
- Embedded the PA Career Education & Work Standards into the current curriculum
- Partnered with the AIU and Partner4Work organization to enhance the district's CWR Program

Pursue School-to-Work Programs

- Facilitated Partner breakfast sessions to introduce the district's Career & Workforce Readiness (CWR) program to Local and Neighboring Businesses
- Created a CWR Coordinator Position
- Created a Family & Consumer Science Position

TEACHING AND LEARNING CONTINUED



CONTINUE TO DEVELOP THE UBD FRAMEWORK (5-YEAR PLAN)

- Began the process of creating, sharing, and evaluating math performance tasks
- Adopted the social studies textbooks and supplemental materials that utilize the UbD Framework for Teaching

IMPLEMENT STRUCTURED WALKTHROUGHS THAT ALIGN TO THE FRAMEWORK FOR TEACHER

- Revised the walkthrough form to align with the components of the Framework for Teaching rubric
- Implemented the Non-teaching Professional Goal setting process as outlined in Act 13

TEACHING AND LEARNING CONTINUED

Continue consistent administrative supervision

- Provided ongoing comprehensive professional learning series to building administrators focused on supervision
- Monitored the implementation of the lesson plan structure through targeted and specific feedback K-12
- Refined the administrative and teacher evaluation process to align with the updated Act 13 legislation
- Utilized the PA-ESEP portal to provide on-going communication, feedback, and documentation of the evidence of practice
- Incorporated the use of the COMPLY web-based portal for gathering feedback on professional development and training
- Conducted paired observations with principals to provide guidance and feedback
- Continue conducting administrative classroom observations at each building



TEACHING AND LEARNING CONTINUED

Analyze data to inform instruction and assessment

- Formalized the data team structure K-8
- Restructured staff assignments to maximize effectiveness
- Provided training to administrators and teachers on PVAAS
- Refined the implementation of Student Profile Sheets to include all assessment measures to be considered in the development of balanced classrooms
- Established expectations for the administration of districtwide assessments to create ownership of student success
- Revised the calendar for K-8 progress monitoring to ensure consistency and timeliness
- Refined the goal-setting and progress-monitoring processes that established expectations in reading and math

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

- K-6 Standards-based Reporting Committee worked to develop aligned resources and supports to incorporate this approach fully

OPERATIONAL EFFICIENCY



<i>DEMONSTRATE FISCAL RESPONSIBILITY</i> ▼	<i>MONITOR AND REFINE CENTRALIZED STUDENT REGISTRATION PROCESS</i> ▼	<i>Monitor and Refine district-wide operational and student service processes</i> ▼
Applied for and received Title 1 designations for HMS and HHS	Refined Pre-K/K registration for families	Refined Child Accounting procedures for children in foster care and experiencing homelessness
Strategically earmarked ESSR funds to offset the budget for the next 2 fiscal years	Implemented the use of Microsoft Bookings for registration and Kindergarten screenings	Established procedures for auditing child count data to ensure accuracy
Negotiated the HESPA Collective Bargaining Agreement	Created a student file request document to utilize district-wide for new enrollments	Established district and building procedures for classroom and office inventory
Secured various grants to offset district budget costs, including securing \$585,00 in the SEEKS grant	Made revisions that streamlined the enrollment process to include ESL, students experiencing homelessness, students who are emancipated, and students in foster care	

Evaluate and enhance technological infrastructure

- Continued replacement of cameras districtwide
- Installed over 100 new Wi-Fi Aps districtwide
- Implemented a new Microsoft Licensing to avoid cyber attacks

Maintain a clean and safe learning environment both internally and externally

- Utilized the software program to evaluate custodial staffing assignments
- Established a list of capital projects to be completed with ABM and secured bond to fund the project
- Met all requirements related to COVID
- Maintained all required reporting and documentation required by Allegheny County Health Department
- Installed a new playground at HECC using grant funds

OPERATIONAL EFFICIENCY CONTINUED

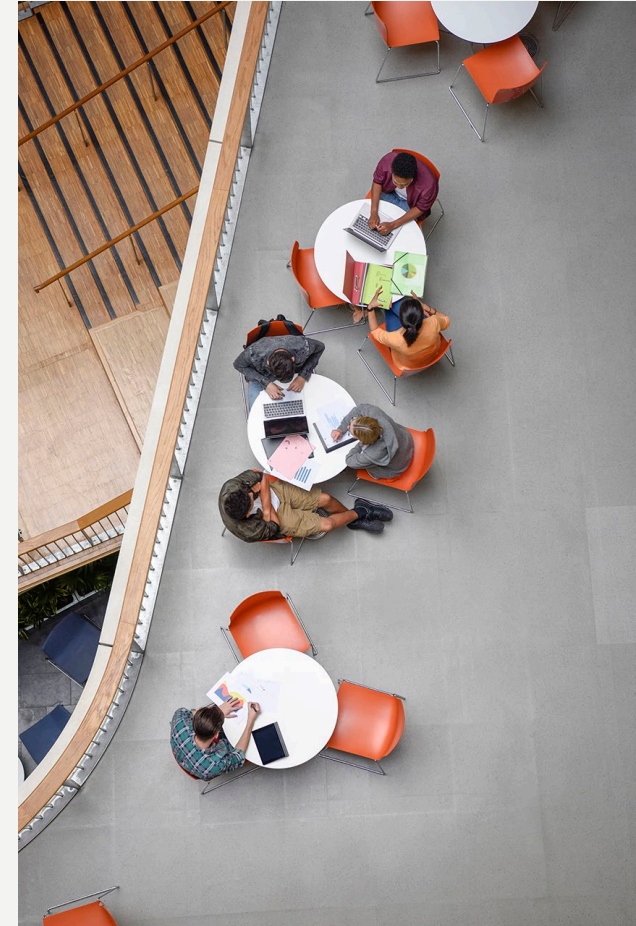
OPERATIONAL EFFICIENCY CONTINUED

Explore High Quality, Innovative Spaces for Teaching and Learning

- Secured funding for the construction of a greenhouse to be used for instruction across the district
- Created blueprints to create MAKER SPACES in the HES, HMS, and HHS
- Purchased sensory items to be utilized in designated areas of each building

Establish a seamless transition with a new transportation service provider to ensure student safety

- Created a process to ensure shared transportation costs with other districts under the McKinney Vento Act





COLLABORATIVE COMMUNITY AND CULTURE

Continue to enhance communication with all stakeholders

Implemented Teacher
and Coffee Talks

Created the Early
Childhood Leadership
Team at HECC

Created a Weekly
Newsletter to Enhance
Communication at HS

Hosted the Mega Math
Festival at HES

Facilitated
Superintendent Student
and Teacher Cabinets

Continued developing
the process and design
for a staff intranet

COLLABORATIVE COMMUNITY AND CULTURE

Enhance partnerships with foundations, local businesses, and educational service providers

- Created a Highlands Alumni Database to partner with alumni for career and workforce readiness opportunities
- Introduced the first Highlands Alumni Guest Speaker at the Commencement Ceremony
- Piloted the Mindhacks social and emotional learning curriculum in Grade 6 that UPMC created in partnership with the Pittsburgh Penguins Organization
- Completed year three of the partnership between the middle school and P2G
- Created a database of local and neighboring businesses to partner with the district's Career & Workforce Readiness Program K-8 and Post-Secondary Pathways 9-12
- Held three Partner Breakfasts with local and neighboring businesses to present the district's CWR Program
- Secured a \$20,000 RK Mellon STEM + Computer Science Career Readiness grant to enhance math, science, and computer science programs
- Partnered with ABC Transportation to secure and customize a van to serve as the District's Mobile Support Vehicle

Collaborative Community and Culture

Offer trainings for parents and community members

- Held three Title I PAC meetings for each building
- Held an evening parent event at MS to provide informational sessions on local and state assessments and how to interpret the data reports
- Provided parent training on multiple special education topics



FAST FACTS

Grant Funding

More than a million dollars in Federal Program Funds were used to purchase curriculum and technology resources, enhance summer programming opportunities, provide Professional Development to administrators and teachers, and offset salaries and benefits

HECC, HES, HMS, and HHS are all Title 1 Schools

Approximately \$1.2 million dollars was secured in grant funds. This amount is in addition to the 6 million the district received in federal ARP ESSR funds



FAST FACTS

CURRICULUM, INSTRUCTION & ASSESSMENT

- Completed K-4 pacing guides
- Continued work with K-6 Standards Based Reporting Committee
- Created common assessments in ELA, math, and Algebra I
- Created shared Google Drives to house ELA and math rubrics and common assessments
- Created standards/eligible content tracking sheets for grades 5-8
- Acquired a digital curriculum mapping and lesson plan tool
- Provided professional development for science teachers of grades 5-12 on the new STEELS standards
- Facilitated monthly meetings with principals to review progress with curriculum, instruction, and assessment
- Vetted, piloted, and adopted textbooks for Algebra I, II, and Geometry
- Trained high school English, science, and math teachers on STAR and CDT reports
- Participated in the AIU's Framework for Science Leadership training series
- Participated in the AIU's Supporting Teachers with the ELA Shifts and Complex Text training series



FAST FACTS

FOOD SERVICE DEPARTMENT

- Enhanced the overall program by offering more choices to students at each grade level
- Added more fresh fruit and vegetable options
- Saved over \$58,000 utilizing the DoD for fresh fruit and vegetables
- Completed the 5-year Administrative Review
- Implemented wellness and completed the Triennial Assessment
- Increased student participation district-wide served over 15,000 more breakfast and 21,000 more lunch
- Aligned with the Worked-Based Learning Experience Project to give students with disabilities real-life work experience
- Implemented the serving of hot breakfast sandwiches at HES
- Implemented the Summer Food Service Program



FAST FACTS HECC

- Achieved 79% of kindergarten students at benchmark or above in reading (increase of 5%) and 88% in math (increase of 3%) at the end of the year
- Met or exceeded beginning of the year academic goals for all kindergarten students in math
- Increased Average Daily Attendance to 90% (increase of .7%)
- Received a perfect score (333/333) on the Pre-K Counts annual program review evaluation
- Secured the expansion grant for the Pre-K Counts program in the amount of \$510,00 that awarded the district 85 slots and a full-day program



FAST FACTS HES

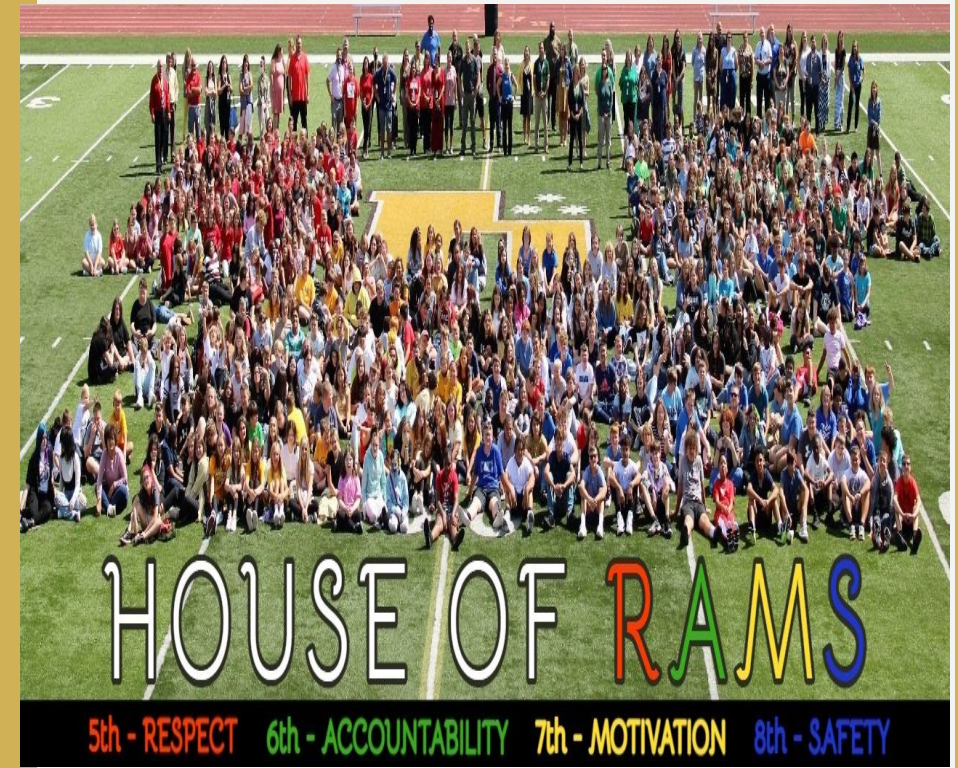
- Increased daily attendance to 89.5 % (an increase of 4.5%) and regular attendance to 84% (an increase of 7%)
- Increased academic performance on the 4th grade science PSSA by 3.6%
- Increased academic performance on the 3rd-grade math PSSA by 14.7%
- Increased academic performance on the 4th-grade math PSSA by 8.8%
- Decreased office discipline referrals by more than 40% over the past two school years
- Decreased TIER III attendance by 67%
- Conducted 94 Student Attendance Improvement Plan (SAIP) meetings



FAST FACTS

HMS

- Created and fully implemented the plan and schedule for Charlie, the district Therapy Dog
- Increased Grade 5 ELA PSSA scores from 37% to 45%
- Increased Grade 6 ELA PSSA scores from 40% to 43%
- Increased Grade 7 ELA PSSA scores from 41% to 45%
- Increased Grade 5 Math PSSA scores from 31% to 36%
- Increased Grade 6 Math PSSA scores from 16% to 29%
- Increased Grade 7 Math PSSA scores from 18% to 23%
- Implemented Restorative Practices that resulted in a decrease in suspensions: 238 (280 in the previous year)
- Achieved Tier 1, 2, and 3 implementation with fidelity for PBIS



FAST FACTS

HHS

- Maintained average daily attendance of 87%
- Conducted 230 Student Attendance Improvement Plan (SAIP) meetings
- Began a 4-year partnership with JV Manufacturing that provides work-study and scholarship opportunities for students
- Achieved Tier 1 fidelity, utilized a behavior tracker, and increased schoolwide incentives and initiatives for PBIS
- Increased the graduation rate (146/147 students)



Social Media by the Numbers

June 2022-June 2023



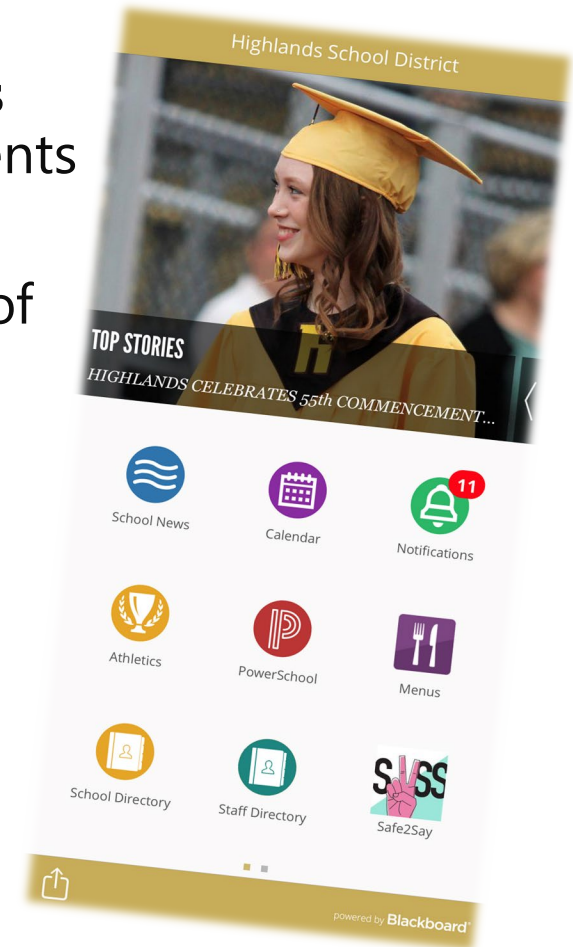
- **7,452 Facebook** followers
 - **751 Facebook Posts**
 - **22,659** reached – WTAE Michelle Wright Visit
 - **19,443** reached – Senior Walk
 - **18,882** reached – Eddie's 55th Birthday
- **2,361 Instagram** followers
 - **309 Instagram Posts**
 - **351 Likes** – Homecoming King & Queen
 - **3,352 Views** – Video of HES PSSA Parade
- **1,405 Twitter** followers
- **476 YouTube** subscribers
- **429 LinkedIn** followers - **67 LinkedIn Posts**



An INSTANT way to get the word out!

2022-23 District Website & Mobile App

- Compiled info, wrote and posted nearly **170 School News features** that promoted classroom, building, student and staff accomplishments and events.
- Created about **60 photo galleries** that included numerous photos of school events.
- Utilized the website and mobile app to **promote school and community events**, Coffee Talks, parent meetings, school board meetings, etc.
- Maintained **updates to informational content** on district and building pages, calendar and staff directory.
- Continued the development of a **Staff Intranet** to house forms, resources and links for employees.



Mobile App Downloads: 6,760

Communication, Design and Production

- Compiled, designed and edited all content to produce the **2022-23 school activities calendar** publication
- Communicated to Highlands families directly with **weekly school messenger emails** that included announcements, updates, school news and upcoming events
- Took and edited thousands of photos as well as videos to **promote and cover school events**
- Designed and produced **in-house printed materials and publications** (concert programs, musical programs, tickets, awards, cards, flyers, posters, etc.) as well as created digital infographics for web and social media
- Coordinated and assisted with **special projects and events:** Senior Spotlight, Holiday Card Contest, Student Recognition, 25-year Employee Recognition, Highlands Heroes, Retirees Recognition, Teacher Talks, School Board Appreciation, Registration & Camp Promotion, Homecoming, Commencement, etc.
- Developed an ongoing **Highlands Alumni Database** to stay connected and partner with alumni for career readiness endeavors (guest speakers, job shadows, site visits, etc.) – *Almost 300 alumni since February*

2022-23