

MIDLAND BOROUGH SD

173 7th St

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

The mission of Midland Borough School is to provide an academic environment in which our children may reflect upon their heritage and prepare themselves for both the challenges of the 21 Century and their future success.

VISION STATEMENT

We are committed to the strategy of educating all students to higher performance levels through an emphasis on high-quality instruction that will enable all students to use their minds well and become productive, responsible citizens

EDUCATIONAL VALUE STATEMENTS

STUDENTS

The district welcomes two current 8th graders chosen from the prior school year's 7th grade class to serve as student representatives to the administrative team. Typically one message echos' throughout the annual meetings. Students want a year that's filled with fun and free of "drama". They expect their peers to perform well academically and strive for success.

STAFF

Our staff values their students, colleagues and community. The Midland Elementary-School resides in the center of the community. Our school is a focal point of school events. Our staff expends countless hours volunteering for evening programs within our building as well as at "the Center" a community stakeholder. Our staff puts our students at the forefront of their day. The initiate countless fundraisers and collections to provide food, clothing and gifts to our families.

ADMINISTRATION

One of the primary administration of Midland Borough School District's primary role is to ensure the success of their staff and students. Another is to ensure the safety and well being of our staff and students. We combine these role's with our mission/vision of ensuring every child has an equal opportunity for educational success and that our staff is provided with all the necessary teaching tools to guide and lead to student success. We education students in grades K4-8 grade; therefore our student's leave our district after 8th grade to other LEA's and charter schools. Our focus is to provide all stakeholders with the necessary skills to ensure student success not only measured by standardized test scores.

PARENTS

Our bi-annual survey's center around what we have done well and what can we improve upon. Our recent Fall 2021 survey opened with the following question "Think about your child's future." "What do you want for your child"? To be healthy, happy and successful was the common thread that read throughout the surveys. Our parent's provide the supportive link to the social, emotional and academic success of our

student's, their children. Our parents are hard working; faith based community members.

COMMUNITY

Our school physically sits in the center of our community. When a church needs a place to hold service because of a fire or electric failure, they come to the school. When our community loses power and we families need fed and housed, they come to our school. If a community member wants to know when trick or treat is taking place, needs a phone number, or when a celebratory event is taking place they call our school. Our school is the community. We are fortunate to partner with agencies that support our vision and mission to include the Center, a faith based after school center, 4-mile day care, The Lincoln Park Performing Arts Center, to provide educational services beyond academics, and far too many to count church denominations.

STEERING COMMITTEE

Name	Position	Building/Group
Cheryl Williams	Board Member	MBSD
Sean Tanner	Administrator	MBSD Superintendent
Brenda Militello	Administrator	MBSD Principal
Beth Calahan	Staff Member	MBSD Nurse
Christina Cuddy	Administrator	MBSD Director of Special Education
Joy Tanner	Staff Member	MBSD Middle School Teacher
Pam Scabilloni	Staff Member	MBSD Learning Support Teacher
Tina Oravitz	Community Member	the Center Board Member
Jen Miller	Community Member	the Center, Director
Chris Shovlin	Community Member	Lincoln Park Performing Arts Center, Director
Rick Bixler	Community Member	4 Mile Day Care, Director
Maddox Tanner	Student	MBSD
Kemoni Dean	Student	MBSD

Name	Position	Building/Group
Will Leavell	Staff Member	MBSD Student Services Director
Erica Guandolo	Staff Member	MBSD Guidance Counselor
Renee D'Itri	Parent	MBSD Parent
Shannon English	Parent	MBSD Parent

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Closely monitoring those students who are behind in meeting benchmarks to get them on track for year end 2022.	Career Standards Benchmark English Language Arts Mathematics
Continue to market and employ highly qualified staff and adding additional staff in the fall of 2022. These staff members will provide academic support across the grade levels.	School climate and culture
Closely monitoring those students who are behind in meeting benchmarks to get them on track for year end 2022.	Essential Practices 1: Focus on Continuous Improvement of Instruction
Continue to market and employ highly qualified staff and adding additional staff in the fall of 2022. These staff members will provide academic support across the grade levels. Take into consideration the need for additional staff to meet social and emotional needs of students.	Essential Practices 3: Provide Student-Centered Support Systems

ACTION PLAN AND STEPS

Evidence-based Strategy

Indicators of Effective Use

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Career Benchmark

Attain the benchmark for the 2021-2022 School Year and each ensuing year thereafter.

Action Step

**Anticipated
Start/Completion**

**Lead
Person/Position**

Materials/Resources/Supports Needed

Establish a system to ensure attainment of yearly Career Awareness Benchmark

2021-09-01 - 2022-06-03

Erica Guandolo,
Counselor

Career Readiness Program Material and Field Trips

Anticipated Outcome

Students are better prepared for transition in High School.

Monitoring/Evaluation

Counselor meets with each grade level to provide evidence of meeting benchmark.

Evidence-based Strategy

Indicator of Effective Use

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Annual Growth ELA	Meet or exceed the annual growth target in ELA.
Annual Growth Math	Meet or exceed the annual growth target in Math.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Improve proficiency level's on PSSA in Math and ELA. Advancing students one level or at minimum show growth. This is an annual goal.	2021-10-18 - 2024-06-06	Principal	Trainings on I-Ready, reading and math series.

Anticipated Outcome
Show at minimum annual growth in ELA and Math standards.

Monitoring/Evaluation
Data analysis of PVASS and I-Ready Diagnostic

Evidence-based Strategy
Social and Emotional Learning

Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)

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

Student Needs

Meeting the needs of students academically, emotionally and socially.

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

Provide intervention services to students through the employment of a Coordinator of Student Services. Improve student attendance. Staff Trauma Training.

2021-09-01 -
2023-06-06

Director of
Student
Services

Attendance records and
referrals for services.

Anticipated Outcome

Higher attendance rate. Identifying students in need of social and emotional interventions.

Monitoring/Evaluation

Counselor and Coordinator of Student Services provide monitoring and trainings.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Meet or exceed the annual growth target in ELA. (Annual Growth ELA)	Indicator of Effective	Improve proficiency level's on PSSA in Math and ELA.	10/18/2021 - 06/06/2024
Meet or exceed the annual growth target in Math. (Annual Growth Math)	Use	Advancing students one level or at minimum show growth. This is an annual goal.	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Meeting the needs of students academically, emotionally and socially. (Student Needs)	Social and Emotional Learning	Provide intervention services to students through the employment of a Coordinator of Student Services. Improve student attendance. Staff Trauma Training.	09/01/2021 - 06/06/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Attain the benchmark for the 2021-2022 School Year and each ensuing year thereafter. (Career Benchmark)	Indicators of Effective Use	Establish a system to ensure attainment of yearly Career Awareness Benchmark	09/01/2021 - 06/03/2022

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Meeting the needs of students academically, emotionally and socially. (Student Needs)	Social and Emotional Learning	Provide intervention services to students through the employment of a Coordinator of Student Services. Improve student attendance. Staff Trauma Training.	09/01/2021 - 06/06/2023

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

Sean D. Tanner,
Superintendent

2022-08-31

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

PVAAS Meeting Annual Academic Growth Expectations ELA and Math

2019 ELA All Student Group Proficient or Advanced. meeting or exceeding interim goals.

2019 Math All Student Group Proficient or Advanced meeting or exceeding interim goals.

2019 Students with Disabilities meeting or exceeding interim goal marks with proficiency and advanced scores ELA.

Students in grades 6, 7 and 8 have the same teacher for ELA. This allows for detailed analysis of student data. The ability to monitor and adjust for learning gaps becomes less burdensome.

Small class sizes

Maintain the same math teach for grades 4 and 5; as well as 6, 7 & 8.

Small class size, allows for teacher to more easily identify student academic needs.

Challenges

Not meeting state standards for Career Ready Benchmarks for Spring 2021.

Lower than anticipated attendance rates for Spring 2021.

Sustainability of the same teacher teaching students grades 6, 7 and 8.

Learning issues due to COVID schedule modifications during the 2020-21 school year. Until Spring 2021 data is available we will not know the significance of learning loss.

Number of Advanced students on 2019 PSSA is blow statewide average. District at 10.8% versus state average of 17.8%

Learning issues due to COVID schedule modifications during the 2020-21 school year. Until Spring 2021 data is available we will not know the significance of learning loss.

Sustaining the same teacher for Math grade levels.

Awaiting 2021 data to determine if 8th grade students scores changed significantly due to new teacher during 2019 through 2021 school years.

Strengths

Middle School Teacher transitioned to grades 4 and 5 during the 2019 through 2021 school year. Allowed for increased scores in grades 4.

Small class sizes, allowing for ease in identifying needs of students.

Small class sizes allow for teachers and counselor to increase frequency of career readiness objectives.

Middle school students in grades 7 and 8 attend outside the district field events in career readiness.

8th Grade students are required complete an 8th Grade career project as part of their promotion requirement.

Although not a focus of this plan all Students with Disabilities did meet the interim goal for ELA based on 2019 data.

Although not a focus of this plan all Students economically disadvantaged exceeded annual growth expectations in ELA.

Although not a focus of this plan all Students economically disadvantaged meet interim targets for growth in Math.

Empowering Leadership. The goal of the school board and administration is to meet the needs of students through varying methods to support parents and guardians. The district holds

Challenges

Learning issues due to COVID schedule modifications during the 2020-21 school year. Until Spring 2021 data is available we will not know the significance of learning loss.

Effects of COVID 19 on attendance and learning Gaps during the 2020-2021 school year.

Not meeting statewide benchmark for Career Readiness direct effect on data.

Increase the proficiency and advanced percentage of students with disabilities in Math. Awaiting 2021 PSSA Data.

Playing catch up for learning loss due to COVID 19 closures, learning days and sustainability of education.

Allocation of resources. The district board has always supported the hiring of staff to promote academic and social growth. As many others faced these past years; hiring of professional staff has been hindered by COVID. Resources of staffing have been placed in the highest need area of struggling students.

Our student enrollment has seen a higher than normal drop therefore data indicators are often mis represented simply based on 1 or 2 students not meeting proficiency marks. Our current enrollment grades K4-8 is 245 students.

Strengths

monthly parent conferences both via phone and zoom. The district hosted an open house and meet the teacher night during the Fall of 2021.

Continuous Improvement of Instruction. During the 2021 -2022 school year the district added to the administrative team by hiring a Coordinator of Student Services. This position supports student learning, social and emotional needs. In addition supporting staffing needs.

Data Driven: The district has currently been able to hire highly qualified teachers for open positions. The district focus is on the new hire matching the school as a community and family, not just holding a certificate.

Most Notable Observations/Patterns

Challenges

Not meeting state standards for Career Ready Benchmarks for Spring

Discussion Point

Closely monitoring those students who

Priority for Planning

✓

Challenges	Discussion Point	Priority for Planning
2021.	are behind in meeting benchmarks to get them on track for year end 2022.	
Lower than anticipated attendance rates for Spring 2021.	Anticipating improved attendance.	
Learning issues due to COVID schedule modifications during the 2020-21 school year. Until Spring 2021 data is available we will not know the significance of learning loss.	Utilizing any resource available to support academic growth during the 2021-2022 year. Began after school tutoring once COVID rates dropped.	✓
Effects of COVID 19 on attendance and learning Gaps during the 2020-2021 school year.	Anticipating improved attendance.	
Not meeting statewide benchmark for Career Readiness direct effect on data.	Closely monitoring those students who are behind in meeting benchmarks to get them on track for year end 2022.	✓
Playing catch up for learning loss due to COVID 19 closures, learning days and sustainability of education.	Utilizing any resource available to support academic growth during the 2021-2022 year. Began after school tutoring once COVID rates dropped.	
Allocation of resources. The district board has always supported the hiring of staff to promote academic and social growth. As many others faced these past years; hiring of professional staff has been hindered by COVID. Resources of staffing have been placed in the highest need area of struggling students.	Continue to market and employ highly qualified staff and adding additional staff in the fall of 2022. These staff members will provide academic support across the grade levels.	✓

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

Our student enrollment has seen a higher than normal drop therefore data indicators are often mis represented simply based on 1 or 2 students not meeting proficiency marks. Our current enrollment grades K4-8 is 245 students.

Unfortunately something we cannot control.

ADDENDUM B: ACTION PLAN

Action Plan: Indicators of Effective Use

Action Steps	Anticipated Start/Completion Date
Establish a system to ensure attainment of yearly Career Awareness Benchmark	09/01/2021 - 06/03/2022

Monitoring/Evaluation	Anticipated Output
Counselor meets with each grade level to provide evidence of meeting benchmark.	Students are better prepared for transition in High School.

Material/Resources/Supports Needed	PD Step	Comm Step
Career Readiness Program Material and Field Trips	no	yes

Action Plan: Indicator of Effective Use

Action Steps

Anticipated Start/Completion Date

Improve proficiency level's on PSSA in Math and ELA. Advancing students one level or at minimum show growth. This is an annual goal.

10/18/2021 - 06/06/2024

Monitoring/Evaluation

Anticipated Output

Data analysis of PVASS and I-Ready Diagnostic

Show at minimum annual growth in ELA and Math standards.

Material/Resources/Supports Needed

PD Step

Comm Step

Trainings on I-Ready, reading and math series.

yes

no



Action Plan: Social and Emotional Learning

Action Steps	Anticipated Start/Completion Date
Provide intervention services to students through the employment of a Coordinator of Student Services. Improve student attendance. Staff Trauma Training.	09/01/2021 - 06/06/2023

Monitoring/Evaluation	Anticipated Output
Counselor and Coordinator of Student Services provide monitoring and trainings.	Higher attendance rate. Identifying students in need of social and emotional interventions.

Material/Resources/Supports Needed	PD Step	Comm Step
Attendance records and referrals for services.	yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Meet or exceed the annual growth target in ELA. (Annual Growth ELA)	Indicator of Effective Use	Improve proficiency level's on PSSA in Math and ELA. Advancing students one level or at minimum show growth. This is an annual goal.	10/18/2021 - 06/06/2024
Meet or exceed the annual growth target in Math. (Annual Growth Math)			
Meeting the needs of students academically, emotionally and socially. (Student Needs)	Social and Emotional Learning	Provide intervention services to students through the employment of a Coordinator of Student Services. Improve student attendance. Staff Trauma Training.	09/01/2021 - 06/06/2023

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
I-Ready Data Interpretation	Teachers and Support Staff	Review diagnostic reports and analyze student progress. This process will assist in identifying students needs.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Complete Training	06/20/2022 - 01/12/2023	Principal

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
	Language and Literacy Acquisition for All Students Teaching Diverse Learners in Inclusive Settings

Professional Development Step	Audience	Topics of Prof. Dev
Student and Staff Services	Staff and Students	Training Required Act 18; Social and Emotional Learning Training for students.

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Student referrals, attendance data, and classroom programs.

09/12/2022 - 06/03/2024

Coordinator of Student Services

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Trauma Informed Training (Act 18)



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Attain the benchmark for the 2021-2022 School Year and each ensuing year thereafter. (Career Benchmark)	Indicators of Effective Use	Establish a system to ensure attainment of yearly Career Awareness Benchmark	2021-09-01 - 2022-06-03
Meeting the needs of students academically, emotionally and socially. (Student Needs)	Social and Emotional Learning	Provide intervention services to students through the employment of a Coordinator of Student Services. Improve student attendance. Staff Trauma Training.	2021-09-01 - 2023-06-06



COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Social and Emotional Learning	Staff, Community Partners and Parents.	Workshops, Open House, and Meet the teacher nights.
Anticipated Timeframe	Frequency	Delivery Method
08/08/2022 - 01/01/0001		Posting on district website
Lead Person/Position		
Coordinator of Student Services		

Communication Step	Audience	Topics/Message of Communication
Career Readiness	Students and Staff	Types of Careers, Guest Speakers and Career Shadowing
Anticipated Timeframe	Frequency	Delivery Method
09/20/2021 - 06/12/2023	Varying times throughout the year	Presentation

Lead Person/Position

Guidance Counselor

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Host welcome back nights, parent conferences, open house and evening events.	District plan, goals and objectives for year.	web site and meetings	Community and Parents	Throughout 22-23 academic year.
