

SULLIVAN COUNTY SD

PO Box 240

Comprehensive Plan | 2022 - 2025

MISSION STATEMENT

The mission of Sullivan County School District is to educate, engage, and empower our Griffin Family.

VISION STATEMENT

The vision of the Sullivan County School District is to instill in all students the desire to learn, create, and apply critical thinking for a lifetime through just, fair, and caring quality instruction and leadership while reflecting community values.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

All students will succeed academically given time, effort, and support. All students will study a challenging curriculum that applies their learning to everyday situations, thereby enhancing the students' social, emotional and ethical development and deepening their commitment to character, citizenship, and community.

STAFF

All teachers will focus their instruction on high quality student work that meets local, state and national standards. All teachers will focus professional development on improving student learning by raising the level of expectations through the use of best practices.

ADMINISTRATION

The Administration will ensure that all students will have the opportunity to thrive in a just, fair and caring learning environment that fosters confidence and a sense of belonging. All students will be provided with the technology to discover diverse cultures, expand career opportunities to prepare for the work force.

PARENTS

All families will be invited as partners in the education process.

COMMUNITY

The School Community will provide a supportive partner in education ensuring our students become productive and caring members of society.

STEERING COMMITTEE

Name	Position	Building/Group
Douglas Lindner	Administrator	Acting Superintendent
Lynn Eberlin	Administrator	Jr/Sr High School
Samantha Kahler	Administrator	Elementary School
Lance Mabus	Administrator	Coordinator of Computer Services and Technology
Randi Zwatty	Administrator	Director of Special Education
Douglas Lindner	Administrator	Business Manger
Douglas Lindner	Administrator	Transportation Manager
Christopher McMahon	Administrator	Director of Facilities
Carrie Devlin	Staff Member	Special Education Teacher
Stacie Peterman	Parent	Primary Teacher/Parent
Amy Merrell	Staff Member	Griffin Cyber Academy
Brandy Walker	Staff Member	Intermediate Teacher
Stacy Stabryla	Staff Member	Special Education

Name	Position	Building/Group
Melissa Swift	Parent	Art Teacher/Parent
Jennifer Manero	Staff Member	School Nurse
Renee Evans	Parent	Parent
Debra Lindner	Staff Member	Technology Teacher
Chloe Burke	Student	Student
Megan Bohensky	Staff Member	Title I Supervisor
Mary Elise Nolan	Board Member	Curriculum Committee
Dylan Wieser	Staff Member	High School Teacher
Ashley White	Staff Member	High School Teacher/Parent

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Based on community and staff survey, the Sullivan County School District will increase communication with all stakeholders through multiple platforms to promote a trusting, positive school culture and climate.	Community Engagement
Based on data received from the PSSA and Keystone Assessments, the Sullivan County School District will audit and rewrite their curriculum in a standard format to provide rigorous instruction that is aligned with PDE and CC standards to increase student achievement.	Essential Practices 1: Focus on Continuous Improvement of Instruction
Based on the community and staff survey, discipline referrals, SAP referrals, and PIMS data, the Sullivan County School District will develop and implement a School Wide Positive Behavior Interventions and Supports program K-12 to provide behavioral supports for students.	Essential Practices 3: Provide Student-Centered Support Systems

ACTION PLAN AND STEPS

Evidence-based Strategy	
Development and Implementation of a K-12 School Wide Positive Behavior Intervention and Supports Program	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
School Wide Positive	Sullivan County School District will implement and sustain Tier I of a School Wide Positive Behavior

Goal Nickname	Measurable Goal Statement (Smart Goal)		
Behavior Interventions and Supports (SWPBIS)	Interventions and Supports Program and begin developing Tier II interventions and supports.		
Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Develop and Implement a K-12 SWPBIS program.	2022-07-01 - 2025-06-30	Lynn Eberlin (HS Principal); Samantha Kahler (ES Principal); Stacy Stabryla (District Coach)	Blast IU17 Consultations, SWIS, PBIS Trainings, Incentives, Signage, Fidelity Checks
Anticipated Outcome			
The Sullivan County School District will implement a Tier I SWPBIS with fidelity to set clear expectations for student and staff and improve student behavior.			
Monitoring/Evaluation			
SWIS behavioral data, Tiered Fidelity Inventory (TFI), PBIS Evaluator & Building Administrators, Observations, Self-Assessments			

Evidence-based Strategy			
Improve Instruction through data analysis and curriculum updates			
Measurable Goals			

Goal Nickname	Measurable Goal Statement (Smart Goal)
Curriculum, Instruction & Data Analysis	Sullivan County School District will analyze and interpret state and local assessment data to determine areas of needs and strengths, as well as audit and align the curriculum to the PDE and CC Standards to improve instruction and student achievement.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The Sullivan County School District will align their curriculum with the state standards in a standard format K-12. Data analysis of state and local assessments will drive instruction and curricular needs. Data analysis will be on-going and adjustments of curriculum will be made as necessary.	2022-07-01 - 2025-06-30	Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal) Randi Zwatty (Director of Special Education)	SAS, Curriculum Templates, BLaST IU17 Consultants, Assessment Data

Anticipated Outcome

The Sullivan County School District will improve instruction and student achievement by analyzing data and aligning the curriculum.

Monitoring/Evaluation

State and Local Assessment Data

Evidence-based Strategy

Increase district communication with community, families, staff, students and other stakeholders

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Community Engagement Sullivan County School District will increase community engagement through communication.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Increase district communication with all stakeholders.

2022-07-01 -
2025-06-30

Douglas Lindner (Superintendent); Lynn Eberlin (HS Principal); Samantha Kahler (ES Principal); Randi Zwatty (Director of Special Education)

Community organizations, monthly calendars, increased teacher/parent contact

Anticipated Outcome

The Sullivan County School District will improve the culture and climate of the district by increasing communication with all stakeholders.

Monitoring/Evaluation

Surveys

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Sullivan County School District will implement and sustain Tier I of a School Wide Positive Behavior Interventions and Supports Program and begin developing Tier II interventions and supports. (School Wide Positive Behavior Interventions and Supports (SWPBIS))	Development and Implementation of a K-12 School Wide Positive Behavior Intervention and Supports Program	Develop and Implement a K-12 SWPBIS program.	07/01/2022 - 06/30/2025

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

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PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Sullivan County School District will increase community engagement through communication. (Community Engagement)	Increase district communication with community, families, staff, students and other stakeholders	Increase district communication with all stakeholders.	07/01/2022 - 06/30/2025

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
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COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Sullivan County School District will increase community engagement through communication. (Community Engagement)	Increase district communication with community, families, staff, students and other stakeholders	Increase district communication with all stakeholders.	07/01/2022 - 06/30/2025

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	Douglas C. Lindner	2022-12-08
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ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

District School Attendance

High School Graduation Rate all student groups met statewide target.

Career Standards Benchmarks exceed state performance standards for all groups.

SCES - PSSA Proficient or Advanced Scores above state average.

SCES - PSSA Proficient or Advanced Scores

SCES - PSSA Proficient or Advanced Scores

SCES - PSSA Annual Science Academic Growth Expectations (PVAAS)

SCES - PSSA Advanced Students

District PSSA/Keystone Science Achievement

SCES Career Standards Benchmark

SCHS Career Standards Benchmark

Challenges

District ELA PSSA Growth

Elementary ELA PSSA Achievement

Elementary Math PSSA Growth

SCES - Annual Academic Growth Expectations (PVAAS)

SCES - PSSA Advanced Students

SCES - PSSA Annual Academic Growth Expectations (PVAAS)

SCES - PSSA Advanced Students

SCES - PSSA Annual Academic Growth Expectations (PVAAS) - Decrease in performance from the previous year.

High School ELA Growth

Increasing opportunities for SCHS students at the Career Center and at school.

SCHS - Math Proficient or Advanced - 8% (FRI 2018-2019) - Students with Disabilities

Strengths

SCES - ELA PSSA PVAAS Growth Expectation -76% (FRI 2018-2019) - Students with Disabilities

SCES - Math PSSA PVAAS Growth Expectation - 71% (FRI 2018-2019) - Students with Disabilities

SCHS - ELA Proficient or Advanced - 44 % (FRI 2018-2019) - Students with Disabilities

SCHS - ELA PVAAS Growth Expectation 76% (FRI 2018-2019) - Students with Disabilities

SCHS - Science PVAAS Growth Expectation 75% (FRI 2018-2019) - Students with Disabilities

Partner with local businesses, community organizations, and other agencies to meet the needs of the district

Recruit and retain fully credentialed, experienced and high-quality leaders and teachers

Support the development and professional learning of central office and school-based staff in alignment with district and school mission, vision, goals, and priorities

Allocate resources, including money, staff, professional learning, materials, and support to schools based on the analysis of a variety of data

Challenges

Math Achievement - SCHS - 38.6% (FRI 2018-2019) - Economically Disadvantaged Students

Science Achievement - SCHS - 64.5% (FRI 2018-2019) - Economically Disadvantaged Students

Foster a vision and culture of high expectations for success for all students, educators, and families

Establish and maintain a focused system for continuous improvement and ensure organizational coherence

Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district

Support schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction

Coordinate and monitor supports aligned with students' and families' needs

Strengths

Coordinate fiscal resources from local, state, and federal programs to achieve the district's goals and priorities

Most Notable Observations/Patterns

Challenges	Discussion Point	Priority for Planning
Foster a vision and culture of high expectations for success for all students, educators, and families		
Establish and maintain a focused system for continuous improvement and ensure organizational coherence		
Engage in meaningful two-way communication with stakeholders to sustain shared responsibility for student learning across the district	Upon collection of survey results with staff, community member, and family stakeholders, the District observed the need for greater levels of communication.	✓
Support schools in implementing evidence-based instructional strategies and programs to ensure all students have access to rigorous, standards-aligned instruction	Observation of standardized test results. Inconsistent process for curriculum writing K-12. The need for easier transitions for processing student achievement between grade levels.	✓
Coordinate and monitor supports aligned with students' and families' needs	Experiencing increased demand for educational and non-educational services. Challenges for students and families related to economic and health issues following the Covid-19 pandemic.	✓

ADDENDUM B: ACTION PLAN

Action Plan: Development and Implementation of a K-12 School Wide Positive Behavior Intervention and Supports Program

Action Steps	Anticipated Start/Completion Date
Develop and Implement a K-12 SWPBIS program.	07/01/2022 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
SWIS behavioral data, Tiered Fidelity Inventory (TFI), PBIS Evaluator & Building Administrators, Observations, Self-Assessments	The Sullivan County School District will implement a Tier I SWPBIS with fidelity to set clear expectations for student and staff and improve student behavior.

Material/Resources/Supports Needed	PD Step	Comm Step
Blast IU17 Consultations, SWIS, PBIS Trainings, Incentives, Signage, Fidelity Checks	yes	yes

Action Plan: Improve Instruction through data analysis and curriculum updates

Action Steps	Anticipated Start/Completion Date
The Sullivan County School District will align their curriculum with the state standards in a standard format K-12. Data analysis of state and local assessments will drive instruction and curricular needs. Data analysis will be on-going and adjustments of curriculum will be made as necessary.	07/01/2022 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
State and Local Assessment Data	The Sullivan County School District will improve instruction and student achievement by analyzing data and aligning the curriculum.

Material/Resources/Supports Needed	PD Step	Comm Step
SAS, Curriculum Templates, BLAST IU17 Consultants, Assessment Data	yes	yes

Action Plan: Increase district communication with community, families, staff, students and other stakeholders

Action Steps	Anticipated Start/Completion Date
Increase district communication with all stakeholders.	07/01/2022 - 06/30/2025

Monitoring/Evaluation	Anticipated Output
Surveys	The Sullivan County School District will improve the culture and climate of the district by increasing communication with all stakeholders.

Material/Resources/Supports Needed	PD Step	Comm Step
Community organizations, monthly calendars, increased teacher/parent contact	yes	yes

ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
Sullivan County School District will implement and sustain Tier I of a School Wide Positive Behavior Interventions and Supports Program and begin developing Tier II interventions and supports. (School Wide Positive Behavior Interventions and Supports (SWPBIS))	Development and Implementation of a K-12 School Wide Positive Behavior Intervention and Supports Program	Develop and Implement a K-12 SWPBIS program.	07/01/2022 - 06/30/2025
Sullivan County School District will analyze and interpret state and local assessment data to determine areas of needs and strengths, as well as audit and align the curriculum to the PDE and CC Standards to improve instruction and student achievement. (Curriculum, Instruction & Data Analysis)	Improve Instruction through data analysis and curriculum updates	The Sullivan County School District will align their curriculum with the state standards in a standard format K-12. Data analysis of state and local assessments will drive instruction	07/01/2022 - 06/30/2025

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		and curricular needs. Data analysis will be on-going and adjustments of curriculum will be made as necessary.	
Sullivan County School District will increase community engagement through communication. (Community Engagement)	Increase district communication with community, families, staff, students and other stakeholders	Increase district communication with all stakeholders.	07/01/2022 - 06/30/2025

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
School Wide Positive Behavior Interventions and Supports Professional Development	Teachers, paraprofessionals, support staff	Overview of PBIS program, data analysis, SWIS technology training, development of plan, trauma-informed training

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Usage of SWIS for behavioral tracking, implementation of program, review of data	07/01/2022 - 06/30/2025	Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal) Stacy Stabryla (District Coach)

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
2a: Creating an Environment of Respect and Rapport	Trauma Informed Training (Act 18)
3a: Communicating with Students	
2c: Managing Classroom Procedures	
2b: Establishing a Culture for Learning	
2d: Managing Student Behavior	

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum, Instruction and Data Analysis	Teachers and paraprofessionals	Aligning curriculum to PDE Standards and CC Standards, usage of SAS as a resource, curriculum mapping, ongoing data analysis and review of curriculum, Literacy & Language Acquisition for all students training and implementation
Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Increase in student achievement based on state and local assessments, new curriculum maps, documentation of identifying strengths and weaknesses	07/01/2022 - 06/30/2025	Doug Lindner (Superintendent) Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal) Randi Zwatty (Director of Special Education)

Danielson Framework Component Met in this Plan:**This Step meets the Requirements of State Required Trainings:**

1a: Demonstrating Knowledge of Content and Pedagogy

Language and Literacy Acquisition for All Students

4a: Reflecting on Teaching

1c: Setting Instructional Outcomes

4e: Growing and Developing Professionally

1d: Demonstrating Knowledge of Resources

4f: Showing Professionalism

1b: Demonstrating Knowledge of Students

4d: Participating in a Professional Community

1f: Designing Student Assessments

1e: Designing Coherent Instruction

Professional Development Step**Audience****Topics of Prof. Dev**

Increase communication with all stakeholders

Professional Staff

Expectations for parent engagement/communication, template for record keeping, benefits to community engagement

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Staff and community surveys, communication logs,	07/01/2022 - 06/30/2025	Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal)

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3a: Communicating with Students

4c: Communicating with Families

4b: Maintaining Accurate Records

4f: Showing Professionalism

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
Sullivan County School District will implement and sustain Tier I of a School Wide Positive Behavior Interventions and Supports Program and begin developing Tier II interventions and supports. (School Wide Positive Behavior Interventions and Supports (SWPBIS))	Development and Implementation of a K-12 School Wide Positive Behavior Intervention and Supports Program	Develop and Implement a K-12 SWPBIS program.	2022-07-01 - 2025-06-30
Sullivan County School District will analyze and interpret state and local assessment data to determine areas of needs and strengths, as well as audit and align the curriculum to the PDE and CC Standards to improve instruction and student achievement. (Curriculum, Instruction & Data Analysis)	Improve Instruction through data analysis and curriculum updates	The Sullivan County School District will align their curriculum with the state standards in a standard format K-12. Data analysis of state and local assessments will drive instruction	2022-07-01 - 2025-06-30

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		and curricular needs. Data analysis will be on-going and adjustments of curriculum will be made as necessary.	
Sullivan County School District will increase community engagement through communication. (Community Engagement)	Increase district communication with community, families, staff, students and other stakeholders	Increase district communication with all stakeholders.	2022-07-01 - 2025-06-30

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
SWPBIS Roll Out	Staff, students, parents, community members	Overview of what a PBIS program is, benefits of program, implementation program, behavior tracking
Anticipated Timeframe	Frequency	Delivery Method
07/01/2022 - 06/30/2025	Beginning, middle and end of year	Presentation Letter Posting on district website Brief
Lead Person/Position		
Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal) Stacy Stabryla (District Coach)		

Communication Step	Audience	Topics/Message of Communication
Curriculum, Instruction, and Data Analysis	Staff, students, administration	Assessment results, instruction on how to analyze and interpret data, using data to drive instruction, curriculum templates, usage of SAS

Anticipated Timeframe	Frequency	Delivery Method
07/01/2022 - 06/30/2025	On-going	Presentation Email Other Posting on district website

Lead Person/Position
Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal)

Communication Step	Audience	Topics/Message of Communication
Increase Communication with all stakeholders	Administration, staff, school board of directors, parents, families, students, community organizations, community members	School events, resources, student progress reporting, grade reporting, use of school resources for communication

Anticipated Timeframe	Frequency	Delivery Method
07/01/2022 - 06/30/2025	On-going	Email Letter Newsletter Other Posting on district website Presentation Blog

Lead Person/Position
Doug Lindner (Superintendent) Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal)

Communication Step	Audience	Topics/Message of Communication
Increase Communication with all stakeholders	Administration, staff, school board of directors, parents, families, students, community organizations, community members	School events, resources, student progress reporting, grade reporting, use of school resources for communication

Anticipated Timeframe**Frequency****Delivery Method**

07/01/2022 - 06/30/2025

On-going

Email
Letter
Newsletter
Other
Posting on district website
Presentation

Lead Person/Position

Doug Lindner (Superintendent) Lynn Eberlin (HS Principal) Samantha Kahler (ES Principal)

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Addition to the Agenda of the June 14th, 2022 Curriculum Committee meeting and a presentation to the Board as part of Administrative reports on the June 21st Board meeting.	Complete review of the plan and associated reports.	Presentation at Committee an Board Meeting	Board and Public	June 14th - 21st, 2022
Upon Board approval of the proposed plan, the plan will be available for public review.	Comprehensive Plan.	Copies of the plan will be made available in the District and Public Library.	All public	June 22nd - July 19th, 2022.
Submission of Board Approved and public reviewed Comprehensive Plan to PDE.	Submission of plan.	Electronic	PDE	July 20th, 2022
Making public and staff aware of availability of approved and posted Comprehensive Plan.	Notification of plan document	District Webpage, Facebook page and paper of general circulation.	All public	July 20th, 2022
End of each plan year review of implementation of plan and progress toward achieving measurable goals.	Plan review and progress.	Presentation at Board meeting and posted minutes.	All public	June of each plan year
