

Chester County Board of Education Strategic Plan 2024-2025

Vision:

Each Student, Each Day

Mission:

To inspire each student to reach his or her full potential.

Beliefs:

1. Students are our priority.

- Adaptability: Recognize and adapt to the diverse needs and learning styles of students.
- Communication: Foster open communication channels where students feel heard, valued, and supported in their academic and personal growth.
- Critical Thinking: Encourage students to question, analyze, and evaluate information critically to develop independent thought and problem-solving skills.
- Empathy: Cultivate an empathetic understanding of students' backgrounds, challenges, and emotions to provide personalized support and encouragement.
- Integrity: Model and uphold ethical behavior, honesty, and accountability in all interactions with students, promoting a culture of trust and respect.

2. A positive school culture is essential for learning.

- Adaptability: Continuously assess and adapt school culture to meet the evolving needs and dynamics of the educational community.
- Communication: Promote clear and transparent communication to create a supportive and inclusive environment where everyone feels valued and respected.
- Critical Thinking: Encourage constructive dialogue and critical reflection among all stakeholders to identify areas for improvement and foster a culture of continuous growth.
- Empathy: Foster a sense of belonging and connectedness by acknowledging and validating the experiences and perspectives of all individuals within the school community.
- Integrity: Uphold shared values, norms, and expectations that prioritize mutual respect, kindness, and collaboration, ensuring consistency and fairness in decision-making processes.



3. Education is a partnership among students, families, staff, and community.

- Adaptability: Embrace the diverse backgrounds, perspectives, and resources each stakeholder brings to the educational partnership, adapting strategies and initiatives accordingly.
- Communication: Establish effective channels of communication and collaboration among students, families, staff, and community members to foster mutual understanding, trust, and engagement.
- Critical Thinking: Encourage active participation and critical reflection from all stakeholders in shaping educational policies, practices, and initiatives to ensure alignment with shared goals and values.
- Empathy: Promote understanding and selflessness among all stakeholders by recognizing and valuing their unique contributions, experiences, and perspectives.
- Integrity: Foster a culture of transparency, accountability, and ethical conduct within the educational partnership, honoring commitments and responsibilities to promote collective success and well-being.

Goal 1: Focus on every student

Objective: By May 31, 2025, 95% of Chester County High School students will graduate with a post-secondary credit and/or an industry certification.

Strategy: Provide each student with advanced placement, dual enrollment, local dual credit, college-level examination program courses, and industry certification programs.

Strategy: Administer the “YouScience” assessment to all eighth and tenth-grade students to discover their aptitudes and explore best-fit pathways leading to high-demand careers.

Objective: By May 2025, the percentage of Chester County students meeting or exceeding the English/Language Arts proficiency rate will be 50%.

Strategy: Provide each student with high-quality instructional materials (HQIM).

Strategy: Provide high-dosage, low-ratio tutoring to students in K-3 who have been retained and students in 4th and 5th grades who must meet promotion requirements.

Strategy: Improve district Instructionally Appropriate Individualized Education Plans

(IAIEP) for students with an educational disability focusing on improving student access and outcomes.

Strategy: Provide students with extended learning programs such as after-school tutoring and summer learning camps.

Objective: By May 2025, 50% of Chester County students will score met or exceeded on Math TCAP assessments.

Strategy: Provide each student with high-quality instructional materials (HQIM).

Strategy: Provide high-quality Tier 1 instruction and intervention in mathematics for all students, PreK-12.

Strategy: Improve the district's Instructionally Appropriate Individualized Education Plans (IAIEP) for students with an educational disability focusing on improving student access and outcomes with HQIM.

Strategy: Provide students with extended learning programs such as after-school tutoring and summer learning camps.

Strategy: Provide options for accelerated learning in mathematics.

Objective: By May 2025, 100% of Chester County students in grades K-5 will receive Social Studies and Science instruction and intervention.

Strategy: A high-quality science curriculum will be adopted in the 2024-2025 school year.

Strategy: Instructional time for science and social studies will be built into elementary schedules.

Objective: By May 2025, Chester County students in grades 6-12 will reduce the number of discipline infractions by 20%, which will remove students from their regular instructional settings.

Strategy: Implement a tiered support system, Response to Instruction & Intervention (RTI²), to address students' academic and behavioral needs.

Strategy: Identify and reduce school-based root causes of chronic absenteeism and students' inappropriate behavior to increase their opportunities focusing on

improving student access and outcomes with HQIM.

Goal 2: Invest in our people

Objective: By June 1, 2025, implement a professional growth plan for all employees.

Strategy: Provide professional development based on each school's Discuss and Design team recommendations aligned with the district's needs.

Strategy: Improve district educators' capacity to transfer the daily learning opportunities from teacher-directed to build student engagement and ownership.

Strategy: Improve school and district leaders' capacity using the Instructional Practice Guide (IPG), Instructional Focus Documents (IFD), and TEAM rubric to provide quality teacher feedback.

Strategy: Implement Professional Learning Communities (PLCs) to allow teachers to collaborate and use data to plan instruction.

Strategy: Provide new teachers with four days of mentoring with district staff, school mentors, and a school mentor for the entire school year.

Objective: By June 1, 2025, transform the human resources department into a talent management division.

Strategy: Review the strategic compensation plan to ensure competitive wages for all staff.

Strategy: Utilize a differentiated salary plan for professional educators that provides bonuses based on performance measures of student learning.

Strategy: Create a staff appreciation initiative.

Strategy: Allow each school to choose a Faculty Advisory Committee (FAC) to discuss school concerns with the Director of Schools.

Objective: By June 1, 2025, improve the district's technology infrastructure.

Strategy: Provide robust and reliable wired and wireless networks telecommunication services and internet connectivity at all sites.

Goal 3: Partner with our stakeholders

Objective: By June 1, 2025, align programs and coursework to the regional and local economies and in-demand career opportunities.

Strategy: Provide high-quality instruction to students that is aligned with the community's needs.

Strategy: Use partnerships with business, industry, postsecondary, and the community to help teachers and students connect knowledge with applying knowledge and skills.

Objective: By June 1, 2025, engage families and the community to create meaningful learning environments for all students.

Strategy: Provide diverse opportunities for meaningful engagement with all families to support student success.

Strategy: Provide opportunities for parent/community input through surveys and meetings.

Portrait of an EAGLE

Employable Atttributes Grow Leaders to Excellence

