

## **MOUNTAIN VIEW SD**

11748 State Route 106

Comprehensive Plan | 2023 - 2026

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### **MISSION STATEMENT**

The Mission of the Mountain View School District is to provide our students with a safe, welcoming environment for developing skills to become committed contributors to their community.

### **VISION STATEMENT**

"A Community's Commitment to Excellence"..... Mountain View School District's Guiding Beliefs: 1. Provide diverse learning opportunities to challenge and support all members of the school community. 2. Create a collaborative, safe school environment where all voices are heard, respected and valued. 3. Empower ALL to explore and develop individual potential for future career opportunities and to discover a sense of purpose. 4. Build a strong community spirit through local and global partnerships.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

The students of the Mountain View School District are expected to come to school prepared and ready to learn. Our students are encouraged to voice their questions, concerns, and ideas. Our students are expected to share, advocate and partner with our faculty and staff to develop a school environment where all students feel safe, are welcomed, and are supported. Our students are expected to challenge the norms respectfully while being willing to do the research to support their beliefs and goals. Finally, our students are expected to explore different interests, think outside the box, and meet any and all challenges head on to help pave the career pathway of their choosing.

### **STAFF**

The faculty and staff of the Mountain View School District care about their students and help their students explore their goals and interests. Our staff focuses on students as individuals and believes in the potential of every student. Our faculty and staff are empathic to the needs of our students by encouraging them to speak up and have a voice. By partnering in the success of our students, our faculty and staff actively engages our parents in celebrating student successes, while fostering positive suggestions for improvements. Our philosophy at Mountain View, is that our faculty and staff follows up and follows through. We get to know our students, show them respect, and in return our students maximize as many learning opportunities as possible.

### **ADMINISTRATION**

The Mountain View School District Administrative team consists of our Superintendent, High School and Elementary Principals, Assistant High School Principal, Director of Special Education, Business Manager, and Director of Buildings and Grounds. Our administrative team takes a collaborative approach where all concerns and issues are discussed and a problem solving approach is taken to work toward a solution. Our administrative team works very hard to provide our teachers with a safe, comfortable, supportive and professional school climate where their voices are heard, resources are given and their daily efforts are valued and supported. Our administrative team builds its vision and goals always keeping our students as the priority. We, as an administrative team, focus on developing and maintaining positive and productive schools where students, teachers and administrators have respect for one another, take pride in their work, care for one another, and where

community members feel welcomed and part of vision moving forward.

## **PARENTS**

The Mountain View School District parents believe that their children are attending schools that are safe. Our parents are active participants in their child's education, value education and feel comfortable reaching out to their child's school with any questions or concerns. Our parents report that their child's school is a caring and nurturing place where administrators, faculty, and staff are collaborating together to provide excellent educational opportunities that are relevant and meaningful. Our Mountain View parents report that the school district communicates well and provides the necessary information so that parents feel informed and valued. A collaborative partnership between the school district and our parents is our recipe for student safety and academic success.

## **COMMUNITY**

The Mountain View Community is passionate about the school district and is deeply prideful in its past, present and hopefully future successes. Our community sees the school district as an investment in the next generation of future successful community members. Our community actively gives back to the school district through student work experiences, local donations of time and money, and lending its expertise to our students through guest speaking opportunities. Our community helps to promote the vision and goals of the district in a collaborate way. We are the "Home of the Eagles"!

## STEERING COMMITTEE

Name	Position	Building/Group
Dr. Michael Elia	Administrator	Mountain View- District Office
Mrs. Mary Ann Tranovich	Staff Member	Mountain View- Elementary
Dr. Mark Lemoncelli	Administrator	Mountain View- High School
Mr. Patrick McGarry	Administrator	Mountain View- Elementary
Mr. Andrew Snyder	Administrator	Mountain View- District Office
Dr. Christine Plonski-Sezer	Board Member	Mountain View School District
Mrs. Sondra Stine	Board Member	Mountain View School District
Mr. Jason Richmond	Board Member	Mountain View School District
Mrs. Kelly Richmond	Staff Member	Mountain View- High School
Mrs. Alicia Chidester	Staff Member	Mountain View-District Office
Mrs. Barbara Maxon	Staff Member	Mountain View-District Office
Mrs. Donna Keslo	Administrator	Mountain View-District Office
Mr. Michael Talabiska	Board Member	Mountain View School District

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Mr. Dane Barhite	Staff Member	Mountain View- Elementary
Mr. Joshua Carpenter	Staff Member	Mountain View- Elementary
Mrs. Lisa Carpenter	Parent	Mountain View PTO
Mrs. Lisa Kozloski	Staff Member	Mountain View-District Office
Mrs. Samantha Hayden	Staff Member	Mountain View- High School
Mrs. Jamie White	Staff Member	Mountain View- High School
Mrs. Sheri Ransom	Administrator	Mountain View School District
Mrs. Allison Martino	Staff Member	Mountain View- High School
Mrs. Jessica Mead	Staff Member	Mountain View- Elementary
Mrs. Holly Benedict	Parent	Community Member
Mrs. Andrea Sanders	Staff Member	Mountain View- Elementary
Mrs. Carole Rainey	Staff Member	Mountain View- Elementary
Mrs. Erica Loftus	Administrator	Mountain View School District
Mrs. Jaimie Mirabelli	Staff Member	Mountain View- Elementary
Mrs. Cynthia Stanton	Parent	Mountain View- Elementary

<b>Name</b>	<b>Position</b>	<b>Building/Group</b>
Mrs. Melissa Wasko	Staff Member	Mountain View- Elementary
Mr. Daniel Lishok	Administrator	Mountain View- High School
Mr. Lee Rowan	Other	District-SRO
Mrs. Susan Gesford	Staff Member	Mountain View- High School
Mrs. Alicia Hudak	Staff Member	Mountain View- High School
Mr. Mason Stiver	Staff Member	Mountain View School District
Ms. Stephanie Kile	Staff Member	Mountain View- High School
Mr. Noah Chidester	Student	Mountain View- Elementary
Ms. Jada Keslo	Student	Mountain View- Elementary
Mr. Phillip Keslo	Student	Mountain View- Elementary
Ms. Coralynn McHenry	Student	Mountain View- High School
Mrs. Terri Kelsey	Staff Member	Mountain View- High School
Mrs. Kathy McHenry	Parent	Mountain View- High School

## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
<p>Our 2022 PVAAS scores in Mathematics at the elementary school are in the above or well above growth standard range except for 6th grade that scored in the well below range. This is an area of concern. Our administrative team along with our school counselors and teachers will look at these students individually and as group related to past math performance and achievement. Additionally, our Director of Curriculum along with the principal and 6th grade math teacher will review the 6th grade curriculum, the state anchors and standards, and review the teacher's scope and sequence for the year. Additionally, student pre-course test results will be thoroughly reviewed along with quarterly assessments to look for areas of concern, student weaknesses and curricular gaps. This collaborate approach should flush out the causes behind this scores.</p>	Mathematics Mathematics
<p>Our 2022 PVAAS scores indicate that the Mountain View Elementary School students in math are growing in the above or well above growth range standard in every grade except 6th grade. We are very proud of this. Our 6th grade PVAAS scores will be an area of focus in our plan. Overall, even though our students are growing in math, they are not scoring at the statewide level in the advanced area at 2.2% with the statewide average at 13.4%. Our administrative team along with our school counselors and teachers will look at our proficient students individually and as group related to past math performance and achievement. Additionally, our Director of Curriculum along with the principal and our grade level math teachers will review their grade level curriculum, the state anchors and standards, and review the teacher's scope and sequence for the year. Additionally, student pre-course test results will be thoroughly reviewed along with quarterly assessments to look for areas of concern, student weaknesses and curricular gaps. This collaborate approach should identify why more students are not scoring in the advanced level.</p>	Mathematics
<p>The district has made a long-term financial investment in the Naviance Career program for all students in grade 3-12 because after a thorough review of other career programs, the administrative team felt it was the most comprehensive and professional program that would provide all of our students with a progressive tool to help them learn about themselves,</p>	Career Standards Benchmark

**Priority Statement**

**Outcome Category**

their strengths and be able to research careers along with their parents. This year 2022-2023, the administrative team along with the school counselors have been trained in the purpose of Naviance and how it works. The next couple of years, the district is dedicated to make sure that all teachers, students, and parents understand how to use Naviance and how to use all of its functions. Over the next couple of years, trainings will be set up for teachers and parents to improve their overall knowledge and to answer any questions. Teachers and school counselors will work with students within their school career track on their career interest inventories, what their results mean, how to research advanced careers and apply for college within the system.

Career Standards Benchmark

In November 2022, the Mountain View School District added a Director of Curriculum and Instruction. By doing this, it provided a full administrative team where all duties and responsibilities could be easily divided and progressively worked on in a collaborative way. This is the first full administrative team since 2019. The focus of our newly constructed administrative team is to build a common and collaborative district vision with goals that are purposeful and focus directly on the needs of Mountain View students. Our building principals are currently working with their faculty and staff on developing their building visions, our department heads are on working on developing visions for their departments, and our directors are working with their staffs on building their visions within their departments. Our administrative team meets every two weeks and the progress on building their vision is discussed. Our community has shared their feelings on the direction of the district through a community survey and through serving on our Comprehensive planning committee.

School climate and culture

**ACTION PLAN AND STEPS**

**Evidence-based Strategy**

I-Ready/IXL

**Measurable Goals**



Goal Nickname	Measurable Goal Statement (Smart Goal)
6th Grade PVAAS Mathematics- 3 year growth model	Over a 3 year span, our 6th grade Mountain View mathematics students will move from the "Well below" PVAAS growth range to the "Well Above" growth range by the 2025-2026 school year.
6th Grade Mathematics: Consistent Data Meetings	The 6th grade mathematics teacher will work with the Director of Curriculum and the building principal on consistent data meetings focused on students mathematical gaps and identifying students' individual needs related to the standards/anchors.
Moving from Proficient to Advanced in Elementary Mathematics	The Mountain View Elementary School students will meet or exceed the statewide average scoring in the advanced area in mathematics on the PSSA's over a 3 year span.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Implement monthly elementary math data meetings using the most current i-Ready and IXL data available.	2023-08-28 - 2026-06-05	Mr. Andrew Snyder, Director of Curriculum and Instruction	i-Ready/IXL Data, Time for collaboration, additional training on any upgrades changes in i-Ready/IXL programming.

**Anticipated Outcome**

Implementation of consistent elementary math data meetings will positively inform our teachers on the most current needs of our students, but also specific areas of math focus for the teachers for reteaching planning and reteaching purposes based on the results.

**Monitoring/Evaluation**

Monthly meetings will be held in the elementary school in person hosted by Mr. Andrew Snyder, Director of Curriculum and Instruction and

building principal, Mr. Patrick McGarry.

**Evidence-based Strategy**

Naviance- College and Career Readiness

**Measurable Goals**

Goal Nickname	Measurable Goal Statement (Smart Goal)
Naviance Career Program Implementation- Students	The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.
Naviance Career Program Implementation- Teachers	The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
By the end of year 1, 2023-2024 Mountain View School District will have all 50% percent of students actively trained in using the Naviance program by using career interest inventories, completing career	2023-08-28 - 2024-06-07	Mr. Patrick McGarry, Elementary	Additional Training time for students, training to be completed by trained

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.		Principal Dr. Mark Lemoncelli, High School Principal	faculty- substitute pay for coverage, time in schedule (Period 9- Flex period) for student training
By the end of year 2, 2024-2025 Mountain View School District will have all 75% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.	2024-08-26 - 2025-06-06	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Additional Training time for students, training to be completed by trained faculty- substitute pay for coverage, time in schedule (Period 9- Flex period) for student training
By the end of year 3, 2025-2026, Mountain View School District will have all 100% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.	2025-08-25 - 2026-06-05	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Additional Training time for students, training to be completed by trained faculty- substitute pay for coverage, time in schedule (Period 9- Flex period) for student training
By the end of year 1, 50% percent of teachers in grades 3-12 by the end of the 2023-2024 school year will be trained and will be actively using	2023-08-28 - 2024-06-07	Mr. Patrick McGarry,	Time during in-services during the year,

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.		Elementary Principal Dr. Mark Lemoncelli, High School Principal	consultation assistance from Naviance, extra practice time grade level meetings.
By the end of year 2, 75% percent of teachers in grades 3-12 by the end of the 2024-2025 school year will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.	2024-08-26 - 2025-06-06	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Time during in-services during the year, consultation assistance from Naviance, extra practice time grade level meetings.
By the end of year 3, 100% percent of teachers in grades 3-12 by the end of the 2024-2025 school year will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.	2025-08-25 - 2026-06-05	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Time during in-services during the year, consultation assistance from Naviance, extra practice time grade level meetings.

**Anticipated Outcome**

Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

### **Monitoring/Evaluation**

The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

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### **Evidence-based Strategy**

MTSS/SEL

### **Measurable Goals**

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#### **Goal Nickname**

#### **Measurable Goal Statement (Smart Goal)**

Building District and School Visions

The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school will develop and implement building and department visions over a 3 year span ending in 2025-2026.

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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 50% percent of building and department visions by the end of the 2023-2024 school year.	2023-08-28 - 2024-06-07	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Time for In-service/Act 80 meetings, grade level, department, and faculty meetings with teachers.
The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 75% percent of building and department visions by the end of the 2024-2025 school year.	2024-08-26 - 2025-06-06	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Time for In-service/Act 80 meetings, grade level, department, and faculty meetings with teachers.
The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 100% percent of building and department visions by the end of the 2025-2026 school year.	2025-08-25 - 2026-06-05	Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal	Time for In-service/Act 80 meetings, grade level, department, and faculty meetings with teachers.

**Anticipated Outcome**

Over a 3 year span, with identified building, department and grade level visions statements, each building, department, and grade will have targeted specific goals and objectives to meet. Furthermore, the overall culture and climate within the district will see positive progress as all faculty, staff, and students now understand what they are working for and why it is important.

## **Monitoring/Evaluation**

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The Superintendent will monitor the progress of developing and maintaining progress on visions by meeting bi-monthly with building principals. Our principals will meet monthly with their faculty and staff on the overall progress of each building vision, grade level and department vision.

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## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Over a 3 year span, our 6th grade Mountain View mathematics students will move from the "Well below" PVAAS growth range to the "Well Above" growth range by the 2025-2026 school year. (6th Grade PVAAS Mathematics- 3 year growth model)</p> <p>The 6th grade mathematics teacher will work with the Director of Curriculum and the building principal on consistent data meetings focused on students mathematical gaps and identifying students' individual needs related to the standards/anchors. (6th Grade Mathematics: Consistent Data Meetings )</p> <p>The Mountain View Elementary School students will meet or exceed the statewide average scoring in the advanced area in mathematics on the PSSA's over a 3 year span. (Moving from Proficient to Advanced in Elementary Mathematics)</p>	I-Ready/IXL	Implement monthly elementary math data meetings using the most current i-Ready and IXL data available.	08/28/2023 - 06/05/2026



## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p>	<p>Naviance-College and Career Readiness</p>	<p>By the end of year 1, 50% percent of teachers in grades 3-12 by the end of the 2023-2024 school year will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)</p>	<p>08/28/2023 - 06/07/2024</p>

**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

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for adding letters  
of  
recommendations.

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**Measurable Goals**

**Action Plan  
Name**

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**Measurable Goals**

**Action Plan  
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## 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
The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school will develop and implement building and department visions over a 3 year span ending in 2025-2026. (Building District and School Visions)	MTSS/SEL	The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 50% percent of building and department visions by the end of the 2023-2024 school year.	08/28/2023 - 06/07/2024

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## **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.

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School Board Minutes or Affirmation Statement

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**Signature (Entered Electronically and must have access to web application).**

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Chief School Administrator

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

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Meeting Annual PVAAS Goals- In Math: All students groups academic growth score is 100.0, statewide average is 75.3 in the high school.

Meeting Annual PVAAS Goals- In ELA: All student groups academic growth score is 91.0, statewide average is 75.5. in the elementary school.

In PVAAS report, ELA Grades 4-8, the 2022 result report that all students scored well above (Blue).

On the Keystone Literature exam, our student results indicate that students scored well above (Blue) in 2022.

At the high school level, students with Disabilities improved from 15.6% in 2019/2020 to 25% in 2020/2021.

At the high school level, ELA: All student groups Academic Growth Score 84.7, statewide average 75.0.

Our 2022, PVAAS scores were well above in grade 4, 5, 7 with grade 8 in the above growth range.

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### Challenges

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Advanced on Pennsylvania State Assessments- In ELA: All student groups- Percent Advanced- 4.5%, Statewide Average is 13.5%. in the elementary school.

The 2022 PVAAS scores in 4th and 5th grade in are in the well above category. The challenge will be to maintain this performance level moving forward.

The elementary school ELA: All student groups- Percent Advanced on PSSA assessment is - 4.5% with the Statewide Average at- 13.5. The challenge will be improving student performance so that more students score advanced in the future.

At the high school ELA: All student groups- Percent Advanced on PSSA assessment is- 7.9% with the Statewide Average at- 13.5%. The challenge will be improving student performance so that more students score advanced in the future.

At the high school level looking at scoring advanced on Pennsylvania State Assessments, our Economically Disadvantaged went down from 15.5% in 2019/2020 to 5.9% in 2020/2021. The challenge will be to meet the overall needs of of

## Strengths

Our 2022, Keystone scores in Algebra 1 are in the well above growth indicator.

In reviewing our elementary school Mathematics PVAAS scores, all student groups academic Growth Score was 100.0 with the statewide average at 74.3.

In reviewing our high school Mathematics PVAAS scores, all student groups academic Growth Score was 100.0 with a statewide average 75.3.

At the high school, all student groups scoring advanced on the PSSA science assessment is 29.5% while the statewide average is 27.7%.

At the high school, all Economically Disadvantaged scoring advanced on the PSSA science assessment went up from 18% in 2019/2020 to 20% in 2020/2021.

At the elementary school, all students groups scoring proficient/advanced on the science PSSA assessment is 69.4% with the statewide average at 63.7% in 2021.

At the high school, all student groups PVAAS academic growth score was 99.5 with a statewide average of 75.1% in 2021.

The Naviance career program has been purchased and our administrators and counselors received 16 hours of training for

## Challenges

economically disadvantaged and provide the appropriate targeted instruction to improve scores.

At the elementary school, all students groups that scored at percent proficient or advanced on the Pennsylvania Assessments is 21.1% with the Statewide Average at 37.3%. This is a significant gap that must be an area of focus moving forward.

Our elementary PVAAS scores in grade 6 report that our overall student performance falls in the well below range. This will be a targeted area for improvement.

Looking at percentage of students scoring advanced on the Pennsylvania State Assessment in Math at the elementary school, all student groups scored 2.2% with Statewide Average at 13.4%. Our future instruction needs to increase students from proficient to advanced.

Our economically disadvantaged went down from 11.4% in 2019/2022 to 3.3% in 2020/2021 in scoring advanced on the PSSA's in mathematics at the high school level.

In the elementary school, our Economically Disadvantaged student performance of Proficient or Advanced on Pennsylvania State Assessments in science went down from 71.9% in 19/20 to 63.6% in 2020/2021.

In the elementary school, all student groups that scored advanced

## Strengths

implementation.

Within the Naviance career program, career interest inventories have been decided upon and implemented in both the elementary and high school.

With the pandemic behind us, our teachers and administrators can offer a safe, supportive and educationally consistent classroom with procedures focused on maximizing instructional time and minimizing classroom disruptions.

With our elementary and high school PVAAS scores significantly above the statewide average, having a focused and targeted approach will help quickly increase our economically disadvantaged and students with disabilities.

The Mountain View School District's vision is a collaborative process that is driven from the district office and is fostered in both the elementary and high school. Each building has their own vision that falls directly in line with the district vision. Our vision fosters a culture of high expectations for success for all students, educators, and families.

Through our professional development committee, the yearly professional development vision is discussed, established and scheduled throughout the year. In addition to state mandated professional development, the bulk of the district's professional

## Challenges

on the science PSSA is 17.7% with the statewide average of 27.7%. A targeted focus on 3rd and 4th grade science curriculum and instruction is necessary to our future success.

At the high school, all Economically Disadvantaged students that scored Proficient or Advanced on Pennsylvania State Assessments went down from 60% in 2019/2020 to 44% in 2020/2021. This 16 percentage point decrease is considered significant and will be a focus moving forward.

At the high school, all student group Industry Based learning percentage is 17% with the statewide average of 26.8% for the 2020/2021 school year.

The purchase and training of the Naviance program has been accomplished. However, the teachers need to be trained on the use of the program, how it works, and how to load up letters of recommendations.

The purchase and training of the Naviance program has been accomplished. However, the parents/guardians need to be trained on the use of the program, how it works, and how to partner with their child to access and utilize all of the available scholarships; local, state and national.

A significant challenge will be having enough staff to have targeted instruction to assist and support our students with

## Strengths

development time is focused on the goals of the district. This is our PD system for continuous improvement and ensure organizational coherence. The professional development committee is made up of elementary and high teachers along with district and building level administrators.

## Challenges

disabilities and are economically disadvantaged.

A significant challenge will be to actively update our curriculum and increase overall instructional time to focus on rigor and covering all anchors so students have all needs met before taking the PSSA's in the spring.

Over the last 5 years, the Mountain View School District has had a revolving door of district and building level administrators. Because of this inconsistency, it has been difficult to build long-lasting partnership with local businesses. Now, our administrative team is fully in place, it will be much easier to meet this goal going forward of building partnerships with local businesses, community organizations, and other agencies to meet the needs of the district. Our district transition coordinator has maintained and worked hard to keep connected with our local businesses and agencies.

Without having a full administrative team, it has been difficult to have a common and collaborative vision that included data at all time to inform decision making. Now, with a full administrative team, having collaborative targeted conversations on "how, why, and what" we are using our money and resources for will be the focus for the district. Evaluating our data will be significant in our decision making moving forward.

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### Most Notable Observations/Patterns

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Through our community survey, in 2022, some parents are reporting that they would like to see our curriculum updated and to see more rigor in some of the required work. This leads directly into the goals of our comprehensive plan. The focus of our comprehensive plan is on moving our proficient students in math and ELA to the advanced level on the PSSA's. Additionally, we as a district want to develop more of a collaborative and community awareness on the importance of Career planning, awareness and development so that students know earlier in their schooling what their strengths are and what they want to do for their future career including post-secondary training.

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#### Challenges

#### Discussion Point

#### Priority for Planning

Advanced on Pennsylvania State Assessments- In ELA: All student groups- Percent Advanced- 4.5%, Statewide Average is 13.5%. in the elementary school.

According to our 2022 PVAAS scores, our students in grades 4-6 in ELA met the district growth standard. Our focus in the elementary school is evaluating if our current ELA curriculum is challenging enough for our higher achieving students. A thorough curriculum/materials review along with a focus differentiated instruction will be our approach.

At the high school ELA: All student groups- Percent Advanced on PSSA assessment is- 7.9% with the Statewide Average at- 13.5%. The challenge will be improving student performance so that more students score advanced in the future.

According to our 2022 PVAAS scores, our students in grades 7 and 8 in ELA met the district growth standard. Our focus in the high school is evaluating if our current ELA curriculum is challenging enough for our higher achieving students. A thorough curriculum/materials review along with a focus differentiated instruction will be our approach.

Challenges	Discussion Point	Priority for Planning
<p>Our elementary PVAAS scores in grade 6 report that our overall student performance falls in the well below range. This will be a targeted area for improvement.</p>	<p>According to our PVAAS scores in 2022, grades 4, 5, 7, and 8 score "Well Above" in the growth standard in Mathematics. A deep curricular drive into our Big Ideas math program will occur to try to remedy/improve these scores. Also, we switch our math curriculum series from 5th grade to 6th grade, so administratively we will focus on the impact on this.</p>	
<p>Looking at percentage of students scoring advanced on the Pennsylvania State Assessment in Math at the elementary school, all student groups scored 2.2% with Statewide Average at 13.4%. Our future instruction needs to increase students from proficient to advanced.</p>	<p>According to our 2022 PVAAS scores, our students in grades 4-5 in Math met the district growth standard. Our 6th grade math scores will be a part of our plan. Our focus in the elementary school is to evaluate if our current Math curriculum for our higher achieving students is challenging enough. A thorough curriculum/materials review along with a focus differentiated instruction will be our approach.</p>	
<p>Our economically disadvantaged went down from 11.4% in 2019/2022 to 3.3% in 2020/2021 in scoring advanced on the PSSA's in mathematics at the high school level.</p>	<p>Since our overall approach looking at curriculum in this plan is evaluating if our current curriculum is challenging enough for our higher achieving students, we need to identify why our economically disadvantaged students are not performing as well as they have in the past. Our economically disadvantaged students will be an targeted area of focus. This plan will include watching attendance closely, class participation, work completion, overall grades, and having students meet with school counselors to check on school attitude and mental health.</p>	
<p>The purchase and training of the Naviance program has been accomplished. However, the</p>	<p>In the 2022-2023 school year, dedicated professional development for teachers will focus on teachers understanding</p>	

Challenges	Discussion Point	Priority for Planning
<p>teachers need to be trained on the use of the program, how it works, and how to load up letters of recommendations.</p>	<p>the Naviance program and their role in its implementation. The focus of teacher training will be on how to use the overall program with a focus on how to add letters of recommendation.</p>	
<p>The purchase and training of the Naviance program has been accomplished. However, the parents/guardians need to be trained on the use of the program, how it works, and how to partner with their child to access and utilize all of the available scholarships; local, state and national.</p>	<p>In the 2022-2023 school year, dedicated parent development workshops for parents focusing on understanding the Naviance career program through the lens of a parent. The focus of parent training workshop will be on how to use the parent components of the program. Additionally, a focus of the training for parents will be on how to research careers and the importance of collaboration with their child throughout their middle and high school years.</p>	
<p>A significant challenge will be to actively update our curriculum and increase overall instructional time to focus on rigor and covering all anchors so students have all needs met before taking the PSSA's in the spring.</p>	<p>In November 2022, the Mountain View School District hired a new experienced Director of Curriculum and Instruction. He will work very closely with the Superintendent and the principals to focus on the curriculum needs (differentiated instruction and providing more challenging curriculum for our students) that directly align with our comprehensive plan .</p>	
<p>Without having a full administrative team, it has been difficult to have a common and collaborative vision that included data at all time to inform decision making. Now, with a full administrative team, having collaborative targeted conversations on "how, why, and what" we are using our money and resources for will be</p>	<p>Our administrative team is focused on our district, building level, and department visions for the 2022-2023 school year and beyond. To accomplish our vision, we will have to have targeted collaborative conversations using agreed upon data to allocate our resources based on our highest needs.</p>	

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

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the focus for the district. Evaluating our data will be significant in our decision making moving forward.

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## ADDENDUM B: ACTION PLAN

### Action Plan: I-Ready/IXL

Action Steps	Anticipated Start/Completion Date
Implement monthly elementary math data meetings using the most current i-Ready and IXL data available.	08/28/2023 - 06/05/2026

Monitoring/Evaluation	Anticipated Output
Monthly meetings will be held in the elementary school in person hosted by Mr. Andrew Snyder, Director of Curriculum and Instruction and building principal, Mr. Patrick McGarry.	Implementation of consistent elementary math data meetings will positively inform our teachers on the most current needs of our students, but also specific areas of math focus for the teachers for reteaching planning and reteaching purposes based on the results.

Material/Resources/Supports Needed	PD Step	Comm Step
i-Ready/IXL Data, Time for collaboration, additional training on any upgrades changes in i-Ready/IXL programming.	yes	no

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### Action Plan: Naviance- College and Career Readiness

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**Action Steps****Anticipated Start/Completion Date**

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By the end of year 1, 2023-2024 Mountain View School District will have all 50% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.

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08/28/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

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The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

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Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

<b>Material/Resources/Supports Needed</b>	<b>PD Step</b>	<b>Comm Step</b>
Additional Training time for students, training to be completed by trained faculty- substitute pay for coverage, time in schedule (Period 9- Flex period) for student training	no	yes

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<b>Action Steps</b>	<b>Anticipated Start/Completion Date</b>
By the end of year 2, 2024-2025 Mountain View School District will have all 75% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.	08/26/2024 - 06/06/2025

**Monitoring/Evaluation**

The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

**Anticipated Output**

Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

**Material/Resources/Supports Needed**

Additional Training time for students, training to be completed by trained faculty- substitute pay for coverage, time in schedule (Period 9- Flex period) for student training

**PD Step**      **Comm Step**

no      yes



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**Action Steps****Anticipated Start/Completion Date**

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By the end of year 3, 2025-2026, Mountain View School District will have all 100% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.

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08/25/2025 - 06/05/2026

**Monitoring/Evaluation****Anticipated Output**

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The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

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Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

**Material/Resources/Supports Needed****PD Step**    **Comm Step**

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Additional Training time for students, training to be completed by trained faculty- substitute pay for coverage, time in schedule (Period 9- Flex period) for student training

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no    yes

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**Action Steps****Anticipated Start/Completion Date**

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By the end of year 1, 50% percent of teachers in grades 3-12 by the end of the 2023-2024 school year will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.

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08/28/2023 - 06/07/2024

**Monitoring/Evaluation**

The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

**Anticipated Output**

Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

**Material/Resources/Supports Needed**

Time during in-services during the year, consultation assistance from Naviance, extra practice time grade level meetings.

**PD  
Step**

**Comm  
Step**

yes

no



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**Action Steps****Anticipated Start/Completion Date**

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By the end of year 2, 75% percent of teachers in grades 3-12 by the end of the 2024-2025 school year will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.

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08/26/2024 - 06/06/2025

**Monitoring/Evaluation****Anticipated Output**

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The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

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**Material/Resources/Supports Needed****PD  
Step****Comm  
Step**

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Time during in-services during the year, consultation assistance from Naviance, extra practice time grade level meetings.

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yes

no

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**Action Steps****Anticipated Start/Completion Date**

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By the end of year 3, 100% percent of teachers in grades 3-12 by the end of the 2024-2025 school year will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.

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08/25/2025 - 06/05/2026

**Monitoring/Evaluation**

The building principals and school counselors will meet with students every other month to continue to build a progressive aptitude over time until students can efficiently navigate all aspects of the student side of the Naviance program. Our building principals, school counselors, and Director of Curriculum and Instruction will meet with our teachers during in-services, Act 80 time, grade level meetings and faculty meetings to ensure that all teachers are efficiently trained to use and navigate all teacher aspects of the Naviance program.

**Anticipated Output**

Over a 3 year span, having all (100% percent) of our students in grades 3-12 trained in the Naviance Career Program will open up a wide variety of career research opportunities along with streamlined pathways for students to apply to 2 or 4 year colleges and universities. It will also allow our students the opportunities to efficiently streamline paperwork ( college application, SAT/ACT scores, and letters of recommendations) to the colleges they are applying to. By training all teachers in the Naviance Career program over a 3 year span, it will allow for teachers to efficiently learn to add letters of recommendations to the system for students. Additionally, it will open up conversations in the classroom about career related to the subjects that they teach.

**Material/Resources/Supports Needed**

Time during in-services during the year, consultation assistance from Naviance, extra practice time grade level meetings.

**PD  
Step**

**Comm  
Step**

yes

no

**Action Plan: MTSS/SEL**

**Action Steps****Anticipated Start/Completion Date**

The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 50% percent of building and department visions by the end of the 2023-2024 school year.

08/28/2023 - 06/07/2024

**Monitoring/Evaluation****Anticipated Output**

The Superintendent will monitor the progress of developing and maintaining progress on visions by meeting bi-monthly with building principals. Our principals will meet monthly with their faculty and staff on the overall progress of each building vision, grade level and department vision.

Over a 3 year span, with identified building, department and grade level visions statements, each building, department, and grade will have targeted specific goals and objectives to meet. Furthermore, the overall culture and climate within the district will see positive progress as all faculty, staff, and students now understand what they are working for and why it is important.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Time for In-service/Act 80 meetings, grade level, department, and faculty meetings with teachers.

no

yes



**Action Steps****Anticipated Start/Completion Date**

The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 75% percent of building and department visions by the end of the 2024-2025 school year.

08/26/2024 - 06/06/2025

**Monitoring/Evaluation****Anticipated Output**

The Superintendent will monitor the progress of developing and maintaining progress on visions by meeting bi-monthly with building principals. Our principals will meet monthly with their faculty and staff on the overall progress of each building vision, grade level and department vision.

Over a 3 year span, with identified building, department and grade level visions statements, each building, department, and grade will have targeted specific goals and objectives to meet. Furthermore, the overall culture and climate within the district will see positive progress as all faculty, staff, and students now understand what they are working for and why it is important.

**Material/Resources/Supports Needed****PD Step****Comm Step**

Time for In-service/Act 80 meetings, grade level, department, and faculty meetings with teachers.

no

yes



**Action Steps**

**Anticipated Start/Completion Date**

The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 100% percent of building and department visions by the end of the 2025-2026 school year.

08/25/2025 - 06/05/2026

**Monitoring/Evaluation**

**Anticipated Output**

The Superintendent will monitor the progress of developing and maintaining progress on visions by meeting bi-monthly with building principals. Our principals will meet monthly with their faculty and staff on the overall progress of each building vision, grade level and department vision.

Over a 3 year span, with identified building, department and grade level visions statements, each building, department, and grade will have targeted specific goals and objectives to meet. Furthermore, the overall culture and climate within the district will see positive progress as all faculty, staff, and students now understand what they are working for and why it is important.

**Material/Resources/Supports Needed**

**PD Step**

**Comm Step**

Time for In-service/Act 80 meetings, grade level, department, and faculty meetings with teachers.

no

yes



## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Over a 3 year span, our 6th grade Mountain View mathematics students will move from the "Well below" PVAAS growth range to the "Well Above" growth range by the 2025-2026 school year. (6th Grade PVAAS Mathematics- 3 year growth model)</p> <p>The 6th grade mathematics teacher will work with the Director of Curriculum and the building principal on consistent data meetings focused on students mathematical gaps and identifying students' individual needs related to the standards/anchors. (6th Grade Mathematics: Consistent Data Meetings )</p> <p>The Mountain View Elementary School students will meet or exceed the statewide average scoring in the advanced area in mathematics on the PSSA's over a 3 year span. (Moving from Proficient to Advanced in Elementary Mathematics)</p>	I-Ready/IXL	Implement monthly elementary math data meetings using the most current i-Ready and IXL data available.	08/28/2023 - 06/05/2026
<p>The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p> <p>The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research</p>	Naviance-College and Career Readiness	By the end of year 1, 50% percent of teachers in grades 3-12 by the end of the 2023-2024 school year will be trained and will be actively using the Naviance program	08/28/2023 - 06/07/2024

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)</p>		<p>by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.</p>	
<p>The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p>	<p>Naviance-College and Career Readiness</p>	<p>By the end of year 2, 75% percent of teachers in grades 3-12 by the end of the 2024-2025 school year will be trained and will be actively using the Naviance program</p>	<p>08/26/2024 - 06/06/2025</p>
<p>The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research</p>			

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)</p>		<p>by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.</p>	
<p>The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p> <p>The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research</p>	<p>Naviance-College and Career Readiness</p>	<p>By the end of year 3, 100% percent of teachers in grades 3-12 by the end of the 2024-2025 school year will be trained and will be actively using the Naviance program</p>	<p>08/25/2025 - 06/05/2026</p>



**Measurable Goals**

**Action Plan  
Name**

**Professional  
Development Step**

**Anticipated  
Timeline**

individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)

by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations.

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**PROFESSIONAL DEVELOPMENT PLANS**

Professional Development Step	Audience	Topics of Prof. Dev
Monthly Data meetings to include i-Ready/IXL data	Elementary teachers in grades K-6, Director Of Curriculum and Instruction, and Elementary principal	In addition to reviewing individual and grade level student data (i-Ready/IXL), the Director of Curriculum will use these monthly meeting times to also incorporate Professional Development to include: Philosophy of i-Ready/IXL reporting data, most effective ways to use this recourse, how often should this resource to used by the students, how to read and interpret the data, and how this data can inform instruction through building lesson plans targeted to address educational gaps from the data.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teachers will use the i-Ready/IXL resources and apply them specific as planned and agreed upon with administration. The usage, frequency, overall student attitude of these i-Ready/IXL resources will reviewed during monthly data/PD meetings.	08/28/2023 - 06/05/2026	Director of Curriculum and Instruction, Mr. Andrew Snyder and Elementary Principal, Mr. Patrick McGarry

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1e: Designing Coherent Instruction  1b: Demonstrating Knowledge of Students  1c: Setting Instructional Outcomes	



Professional Development Step	Audience	Topics of Prof. Dev
Naviance Career Program Professional Development	Elementary and high school teachers, district school counselors	Review all general functions and operating windows in the Naviance Career Program of the Naviance Using Career Interest Inventories, how to read and interpret results, how to use and navigate all career research areas and topics, and how to use the program for adding letters of recommendation.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
All Teachers will receive usernames and passwords to use the Naviance program. All teachers and school counselors will engage in Professional Development activities during the year where they will demonstrate performance to be reviewed and recorded by designated trainer.	08/28/2023 - 06/07/2024	Naviance Trainers and Mr. Patrick McGarry, Elementary Principal and Dr. Mark Lemoncelli, High School Principal.

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
<p>4e: Growing and Developing Professionally</p> <p>4d: Participating in a Professional Community</p> <p>1d: Demonstrating Knowledge of Resources</p> <p>3a: Communicating with Students</p>	

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Professional Development Step	Audience	Topics of Prof. Dev
Naviance Career Program Professional Development	Elementary and high school teachers, district school counselors	Review all general functions and operating windows in the Naviance Career Program of the Naviance Using Career Interest Inventories, how to read and interpret results, how to use and navigate all career research areas and topics, and how to use the program for adding letters of recommendation.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
All Teachers will receive usernames and passwords to use the Naviance program. All teachers and school counselors will engage in Professional Development activities during the year where they will demonstrate performance to be reviewed and recorded by designated trainer.	08/26/2024 - 06/06/2025	Naviance Trainers and Mr. Patrick McGarry, Elementary Principal and Dr. Mark Lemoncelli, High School Principal.

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
<p>4e: Growing and Developing Professionally</p> <p>4d: Participating in a Professional Community</p> <p>3a: Communicating with Students</p> <p>1d: Demonstrating Knowledge of Resources</p>	

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<b>Professional Development Step</b>	<b>Audience</b>	<b>Topics of Prof. Dev</b>	
Naviance Career Program Professional Development	Elementary and high school teachers, district school counselors	Review all general functions and operating windows in the Naviance Career Program of the Naviance Using Career Interest Inventories, how to read and interpret results, how to use and navigate all career research areas and topics, and how to use the program for adding letters of recommendation.	
<b>Evidence of Learning</b>		<b>Anticipated Timeframe</b>	<b>Lead Person/Position</b>
All Teachers will receive usernames and passwords to use the Naviance program. All teachers and school counselors will engage in Professional Development activities during the year where they will demonstrate performance to be reviewed and recorded by designated trainer.		08/25/2025 - 06/05/2026	Naviance Trainers and Mr. Patrick McGarry, Elementary Principal and Dr. Mark Lemoncelli, High School Principal.

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**Danielson Framework Component Met in this Plan:**

**This Step meets the Requirements of State Required Trainings:**

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1d: Demonstrating Knowledge of Resources

4d: Participating in a Professional Community

3a: Communicating with Students

4e: Growing and Developing Professionally

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## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p>	<p>Naviance-College and Career Readiness</p>	<p>By the end of year 1, 2023-2024 Mountain View School District will have all 50% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.</p>	<p>2023-08-28 - 2024-06-07</p>
<p>The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)</p>			

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p> <p>The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)</p>	Naviance-College and Career Readiness	By the end of year 2, 2024-2025 Mountain View School District will have all 75% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.	2024-08-26 - 2025-06-06
The Mountain View School District will have all 100% percent of students by the end of the 2025-2026 school year actively using the Naviance program by using career interest	Naviance-College	By the end of year 3, 2025-2026,	2025-08-25 - 2026-



Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations. (Naviance Career Program Implementation- Students)</p> <p>The Mountain View School District will have all 100% percent of teachers by the end of the 2025-2026 school year in grades 3-12 will be trained and will be actively using the Naviance program by using career interest inventories, completing career research individually or with students, understanding how to add pieces of career evidence for students, and/or using the program for adding letters of recommendations. (Naviance Career Program Implementation- Teachers)</p>	and Career Readiness	<p>Mountain View School District will have all 100% percent of students actively trained in using the Naviance program by using career interest inventories, completing career research, adding pieces of career evidence, and/or using the program for applying to college and requesting letters of recommendations.</p>	06-05
<p>The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school will develop and implement building and department visions over a 3 year span ending in 2025-2026. (Building District and School Visions)</p>	MTSS/SEL	<p>The Mountain View School District will have an updated district and vision by the</p>	2023-08-28 - 2024-06-07

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		<p>end of 2023. Additionally, the elementary and high school work to develop and implement 50% percent of building and department visions by the end of the 2023-2024 school year.</p>	
<p>The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school will develop and implement building and department visions over a 3 year span ending in 2025-2026. (Building District and School Visions)</p>	<p>MTSS/SEL</p>	<p>The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 75% percent of building and</p>	<p>2024-08-26 - 2025-06-06</p>

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
		department visions by the end of the 2024-2025 school year.	
The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school will develop and implement building and department visions over a 3 year span ending in 2025-2026. (Building District and School Visions)	MTSS/SEL	The Mountain View School District will have an updated district and vision by the end of 2023. Additionally, the elementary and high school work to develop and implement 100% percent of building and department visions by the end of the 2025-2026 school year.	2025-08-25 - 2026-06-05



# COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Naviance Career Program: Parent Annual Update	All parents, community members, and Board of Education	Provide our selected audience an update on student progress with grade level career interest inventories, student understanding career research, pieces of career evidence added in each grade, and/or ways of using the Naviance program for applying to college and requesting letters of recommendations.
Anticipated Timeframe	Frequency	Delivery Method
08/28/2023 - 06/07/2024	1x a year in the spring	Email Posting on district website
Lead Person/Position	Dr. Mark Lemoncelli, High School Principal	



Communication Step	Audience	Topics/Message of Communication
Naviance Career Program: Parent Annual Update	All parents, community members, and Board of Education	Provide our selected audience an update on student progress with grade level career interest inventories, student understanding career research, pieces of career evidence added in each grade, and/or ways of using the Naviance program for applying to college and requesting letters of recommendations.

Anticipated Timeframe	Frequency	Delivery Method
08/26/2024 - 06/06/2025	1x a year in the spring	Email Posting on district website

Lead Person/Position
Dr. Mark Lemoncelli, High School Principal



<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Naviance Career Program: Parent Annual Update	All parents, community members, and Board of Education	Provide our selected audience an update on student progress with grade level career interest inventories, student understanding career research, pieces of career evidence added in each grade, and/or ways of using the Naviance program for applying to college and requesting letters of recommendations.

<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
08/25/2025 - 06/05/2026	1x a year in the spring	Email Posting on district website

<b>Lead Person/Position</b>
Dr. Mark Lemoncelli, High School Principal

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Year 1- Vision Building	Elementary School Faculty and Staff, High School Faculty and Staff, Parents, Community Members, Board Members, and Students	Exploration and alignment of MTSS/SEL goals and action plans throughout the school year to prioritize directions for our building visions for each building, department and grade level.

Anticipated Timeframe	Frequency	Delivery Method
08/28/2023 - 06/07/2024	1x per year	Email Posting on district website

**Lead Person/Position**

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Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal

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Communication Step	Audience	Topics/Message of Communication
Year 2- Vision Building	Elementary School Faculty and Staff, High School Faculty and Staff, Parents, Community Members, Board Members, and Students	Exploration and alignment of MTSS/SEL goals and action plans throughout the school year to prioritize directions for our building visions for each building, department and grade level.

Anticipated Timeframe	Frequency	Delivery Method
08/26/2024 - 06/06/2025	1x per year	Email Posting on district website

**Lead Person/Position**

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Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal

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<b>Communication Step</b>	<b>Audience</b>	<b>Topics/Message of Communication</b>
Year 3- Vision Building	Elementary School Faculty and Staff, High School Faculty and Staff, Parents, Community Members, Board Members, and Students	Exploration and alignment of MTSS/SEL goals and action plans throughout the school year to prioritize directions for our building visions for each building, department and grade level.
<b>Anticipated Timeframe</b>	<b>Frequency</b>	<b>Delivery Method</b>
08/25/2025 - 06/05/2026	1x per year	Email Posting on district website
<b>Lead Person/Position</b>		
Mr. Patrick McGarry, Elementary Principal Dr. Mark Lemoncelli, High School Principal		



## **ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS**

**Communication Step**

**Topics of Message**

**Mode**

**Audience**

**Anticipated Timeline**

