

UPPER DARBY SHS

601 North Lansdowne Avenue

TSI non-Title 1 School Plan | 2022 - 2023

VISION FOR LEARNING

The Upper Darby High School's mission is to empower all learners to acquire the knowledge and skills necessary to achieve their full potential. The Upper Darby faculty, administrators, and staff are committed to providing an environment that fosters a respectful community of learners and supports our comprehensive and challenging educational program.

STEERING COMMITTEE

Name	Position	Building/Group
Kelley Simone	Principal	Upper Darby High School
James Finch	Assistant Principal	Upper Darby High School
Jill Palladino	Assistant Principal	Upper Darby High School
Wayne Remmey	Assistant Principal	Upper Darby High School
Russell Benditt	Assistant Principal	Upper Darby High School
William Hensil	Assistant Principal	Upper Darby High School
Stephanie Sitek	Assistant Principal	Upper Darby High School
Gretchen Cammiso	Athletic Director	Upper Darby High School
Andra Bianchi	ELA Teacher	Upper Darby High School
Kathy Blair	Instructional Technology Coach	Upper Darby High School
Stephanie Church	School Pstchologist	Upper Darby High School
Jessica Conley	Special Education teacher	Upper Darby High School
Kathleen Delaney	Science Teacher	Upper Darby High School

Name	Position	Building/Group
Kate Flanagan	Special Education Teacher	Upper Darby High School
Michele Gannon	ELA Teacher	Upper Darby High School
Beth Hale	Science Teacher	Upper Darby High School
Kristen Hoyt	Instructional Coach/Reading Specialist	Upper Darby High School
Mimi Jara	Social Studies Teacher	Upper Darby High School
Christopher Nielson	ELA Teacher	Upper Darby High School
Latisha Mejias	School Counselor	Upper Darby High School
Jeremy Park	World Langage Teacher	Upper Darby High School
Nancy Kapolka	Science Teacher	Upper Darby High School
Julia Roach	Social Studies Teacher	Upper Darby High School
Joseph Niagra	ELA Teacher	Upper Darby High School
Sara Czar	School Counselor	Upper Darby High School
Michelle Aldorasi	World Language Teacher	Upper Darby High School
Christine Bloemker	Reading Specialist	Upper Darby High School
Melanie Masciantonio	Social Studies Teacher	Upper Darby High School

Name	Position	Building/Group
Ben Mannix	Science Teacher	Upper Darby High School
Stephanie Hickman	Math Teacher	Upper Darby High School
Leslie Giotti	Parent	Upper Darby High School
Steve Sarti	Community Member	Upper Darby High School

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Establish a system that fully ensures that barriers to student learning are addressed in order to increase student achievement at all levels and continue to support students graduating high school college and/or career ready.	Essential Practices 1: Focus on Continuous Improvement of Instruction
Establish a system that fully ensures that barriers to student learning are addressed in order to increase student achievement at all levels and continue to support students graduating high school college and/or career ready.	Essential Practices 1: Focus on Continuous Improvement of Instruction
Establish a system that fully ensures that barriers to student learning are addressed to increase student achievement at all levels and continue to support students graduating high school college and/or career ready.	Graduation rate
Establish a system that fully ensures that barriers to student learning are addressed in order to increase student achievement at all levels and continue to support students graduating high school college and/or career ready.	Mathematics

ACTION PLAN AND STEPS

Evidence-based Strategy
Graduation Pathway Plan

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Graduation Rate	UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Creating multiple pathways for graduation will allow our District and students to meet ESSA college and career expectations. Starting with 2023, graduation requirements were reduced from 26 to 21 to match the state requirements.	2022-08-29 - 2023-06-08	Kelley Simone/Principal	
Dual Enrollment Opportunity: A Dual Enrollment partnership with Delaware County Community College (DCCC), where Upper Darby High School students can take and earn high school credits from the community college at a discounted rate. DCCC also offers courses for students to advance their learning potential by taking core classes over the summer at a discounted rate to open space in their schedule to take other classes offered at the high school. The Dual Enrollment Career Path will also meet aspects of the District Comprehensive plan whereby the District is working toward preparing students for college or a career after graduation. Dual enrollment courses at DCCC to earn college credit and high school credit. Expanded credit for dual enrollment New	-	School Counseling/Administration	DCCC Partnership/new application form/AR

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Pathways Expanded dual enrollment opportunities to senior students Exploring structured pathways (Exploring Early College Technical Programs)			
College and Career Week	2023-04-10 - 2023-04-14	Emily Catlett/College and Career School Counselor	Coordinates with local college and universities/local business owners, alumni
Post-Secondary Pride Day to celebrate our senior class and share their college and career plans.	2023-05-12 - 2023-05-12	12th Grade Center/Emily Catlett/College and Career Counselor	Cameras, communication plan, backdrops, brag sheets.
We established an "AP Night" to honor and celebrate our AP Scholars with honors and distinction and students receiving a score of 3 or higher in 20 different AP offerings.	2022-09-29 - 2022-09-29	Kelley Simone/Principal Emily Catlett/School Counselor and AP Coordinator	Student data, communication plan, presentation material

Anticipated Outcome

Monitoring/Evaluation

Evidence-based Strategy

Action Research Group (ARG)

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Keystone Algebra I Achievement	The overall proficiency rate (46.1%) in Keystone Algebra I will increase.
Graduation Rate	UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.
Keystone Literature Achievement	UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data.
Keystone Biology Achievement	UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
All track II staff participate in ARG work to satisfy the required evaluation components.	2022-08-29 - 2023-06-09	UDHS Administration	Time to collaborate with peers

Anticipated Outcome

Overall Proficient/Distinguished Staff Evaluation Rating

Monitoring/Evaluation

Staff observations/ARG and evaluations

Evidence-based Strategy

Learning Walks

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Keystone Algebra I Achievement	The overall proficiency rate (46.1%) in Keystone Algebra I will increase.
Graduation Rate	UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.
Keystone Literature Achievement	UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data.
Keystone Biology Achievement	UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The UDHS administration will conduct between 5-10 learning walks	2022-08-29 -	UDHS	Time, Learning Walk form

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
weekly and provide feedback for improved instructional practices.	2023-06-09	Administration	

Anticipated Outcome

Improved instructional practices and student achievement

Monitoring/Evaluation

weekly monitoring and learning walk data/feedback

Evidence-based Strategy

Data Team

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Keystone Algebra I Achievement	The overall proficiency rate (46.1%) in Keystone Algebra I will increase.
Graduation Rate	UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.
Keystone Literature Achievement	UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data.

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

Keystone Biology Achievement

UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data.

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

The data team meets weekly through our MTSS process. The team reviews student progress (reading) and makes the necessary programs and service adjustments based on individual students' needs and progress.

2022-08-29 -
2023-06-01Reading
Specialist/AdministrationAccess to data: Read
180/System 44**Anticipated Outcome**

Increase in student goal achievement and reduction in intervention.

Monitoring/Evaluation

Weekly monitoring

Evidence-based Strategy

Equity Plan

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Keystone Algebra I Achievement	The overall proficiency rate (46.1%) in Keystone Algebra I will increase.
Graduation Rate	UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.
Keystone Literature Achievement	UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data.
Keystone Biology Achievement	UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
The UDHS building level equity team is comprised of administrators, teachers, and pupil service personnel. The team leads the equity work in the following five phases: Phase 1: Tone & Trust Phase 2: Personal Culture & Personal Journey Phase 3: Form Social Dominance to Social Justice Phase 4: Classroom Implications & Applications Phase 5: Systemic Transformation & Planning for Change	2022-08-29 - 2023-06-08	Kelley Simone/Principal UDHS Building Equity Team	Gary Howard's, We Can't Lead Where We Can't Go instructional guide. Equity Shared Drive with training materials

Anticipated Outcome
Create a more equitable learning environment for all students and staff.

Monitoring/Evaluation

Student/Staff survey, evaluation data, Culturally Responsive Practices (CRP) Goal progress

Evidence-based Strategy

ENGLISH 9/RESEARCH AND WRITING WITH READING CONCENTRATION

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Graduation Rate	UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.
Keystone Literature Achievement	UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Implementation of English 10, English 9/Research and Writing with reading concentraion	2021-08-30 - 2021-08-30	Reading Specialists/ELA staff	English 10 curriculum/English 9 curriculum/Read 180 and System 44 programs

Anticipated Outcome

Increased student achievement

Monitoring/Evaluation

reading/ELA/Keystone data

Evidence-based Strategy

Positive Behavior Intervention System (PBIS)

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Graduation Rate

UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%.

Action Step

Anticipated Start/Completion

Lead Person/Position

Materials/Resources/Supports Needed

Refine and continue an established PBIS framework.

2022-08-29 -
2023-06-08

Jill Palladino/Assistant
Principal for Climate
and Culture

Matrix, classroom systems,
tier II team

International Institute of Restorative Practices (IIRP) Training

2021-03-22 -
2023-06-08

Jill Palladino/Assistant
Principal for Climate
and Culture/Lead
Teachers

IIRP materials,
presentations

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Operation Royal Pride: The staff and students at Upper Darby High School are proud of an initiative to promote positive school culture and recognize student role models in our secondary schools.	2022-08-29 - 2023-06-08	Jill Palladino/Assistant Principal for Climate and Culture/AJ Bianchi, teacher	Business partnership for gift cards, t-shirts, certificates
The district has partnered with Lakeside, providing building-level support for trauma-informed practices including conflict resolution specialists.	2022-03-08 - 2023-06-08	Jill Palladino/Assistant Principal for Climate and Culture	Lakeside Personnel/Strategies/SEC procedures

Anticipated Outcome

Increased positive behavior and overall safe learning environment and remove roadblocks to graduation

Monitoring/Evaluation

weekly, PBIS data review



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The overall proficiency rate (46.1%) in Keystone Algebra I will increase. (Keystone Algebra I Achievement)	Action Research Group (ARG)	All track II staff participate in ARG work to satisfy the required evaluation components.	08/29/2022 - 06/09/2023
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)			
UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data. (Keystone Biology Achievement)			
UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data. (Keystone Literature Achievement)			

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	ENGLISH 9/RESEARCH AND WRITING WITH READING CONCENTRATION	Implementation of English 10, English 9/Research and Writing with reading concentraion	08/30/2021 - 08/30/2021

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention System (PBIS)	Refine and continue an established PBIS framework.	08/29/2022 - 06/08/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive	International	03/22/2021
	Behavior	Institute of	-
	Intervention	Restorative	06/08/2023
	System (PBIS)	Practices (IIRP) Training	

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention System (PBIS)	Operation Royal Pride: The staff and students at Upper Darby High School are proud of an initiative to promote positive school culture and recognize student role models in our secondary schools.	08/29/2022 - 06/08/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention System (PBIS)	The district has partnered with Lakeside, providing building-level support for trauma-informed practices including conflict resolution specialists.	03/08/2022 - 06/08/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The overall proficiency rate (46.1%) in Keystone Algebra I will increase. (Keystone Algebra I Achievement)</p>	Equity Plan	<p>The UDHS building level equity team is comprised of administrators, teachers, and pupil service personnel. The team leads the equity work in the following five phases: Phase 1: Tone & Trust Phase 2: Personal Culture & Personal Journey Phase 3: Form Social Dominance to Social Justice Phase 4: Classroom Implications &</p>	<p>08/29/2022 - 06/08/2023</p>
<p>UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)</p>			
<p>UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data. (Keystone Literature Achievement)</p>			
<p>UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data. (Keystone Biology Achievement)</p>			

Measurable Goals

**Action Plan
Name**

**Professional
Development Step**

**Anticipated
Timeline**

Applications
Phase 5: Systemic
Transformation &
Planning for
Change

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that the school level plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Reflects **evidence-based strategies that meet the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student achievement**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we, therefore, request the Pennsylvania Department of Education grant formal approval to implement this school level plan.

School Board Minutes or Affirmation Statement

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

Chief School Administrator

School Improvement Facilitator Signature

Building Principal Signature

Kelley Simone

2022-05-01

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Industry-Based Learning: 90.7% (State average 26.8%)

There are no strengths notes at this time.

(PVAAS) In Biology, Algebra I, and Literature, our average growth index, 3-year trend, demonstrates significant evidence that the school exceeded the standard for PA Academic Growth.

(Keystone Achievement) In Algebra I, our proficiency rate exceeded the state average.

Monitor and evaluate the impact of professional learning on staff practices and student learning *

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically * Implement an evidence-based system of schoolwide positive behavior interventions and supports * Implement a multi-tiered system of supports for academics and behavior * Implement evidence-based strategies to engage families to support learning *

Identify professional learning needs through analysis of a variety of data * Use multiple professional learning designs to support the

Challenges

Increase Percent CTE Program of Study Concentration (Currently 5.8%)

Increase Percent College Course Enrollment (Currently 5.0%)

The Graduation Rate (72.6%) for students with disabilities must increase.

The Math and ELA Combined achievement average for students with disabilities is 16.46% and must increase.

The Career Standard Benchmark (64%) for students with disabilities must increase.

Graduation Rate (20-21 school year 86.6%) The average falls below the statewide 2030 goal of 92.4%.

According to the latest Future Ready PA Index profile (20-21), our achievement in Literature and Biology is below the state average. Literature: UDHS 47.6%/State 55% Biology: UDHS 52.6%/State 63.7%

(Students with Disabilities) Achievement: Math and ELA combined is 16.46%.

Strengths

learning needs of staff *

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school *

PVAAS (20-21) ELA Keystone Growth: Significant evidence that the school exceeded the growth standard.

Reading Data for current 10th-grade students 20-21: 471 students were in Reading Intervention as incoming 9th graders (identified at least 1 year below grade level) Update 180 students reached grade level before the end of the year and were moved out of a reading intervention 70 students reached grade level by the end of the year and were moved out of reading Intervention 100% of students who moved out of reading met their growth goal 221 Remained in Reading in 10th grade 20-21 End of Year: There are 221 (9th/10th) grade students out of 420 students that either exited the Read 180 program this year or have been recommended not to take it next year.

At the start of the year (21-22), 359 9th graders and 206 10th graders received Read 180 Reading Intervention in a concentrated reading ELA class. By the end of semester 1, 193 9th graders and 130 10th graders had reached grade level (57.1% combined). As of March (2022), 44.1% of students that did not reach grade-level had met or exceeded their expected Lexile growth for the year.

Challenges

Implement evidence-based strategies to engage families to support learning *

Foster a culture of high expectations for success for all students, educators, families, and community members * Collectively shape the vision for continuous improvement of teaching and learning * Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school * Organize programmatic, human, and fiscal capital resources aligned with the school improvement plan and needs of the school community * Continuously monitor implementation of the school improvement plan and adjust as needed *

Future Ready Pa Index (20-21) Keystone Achievement Literature: Overall Proficiency (47.6%) falls below the state average (55%).

Future Ready Pa Index (20-21) Keystone Achievement Algebra I: Overall Proficiency (46.1%).

Future Ready Pa Index (20-21) Biology Keystone Achievement: Overall Proficiency (52.6%) falls below the state average (63.7%).

Strengths

PVAAS (20-21) Algebra I Keystone Growth: Evidence that the school met the growth standard.

Future Ready Pa Index (20-21) Keystone Achievement Algebra I: Overall Proficiency (46.1%) exceeds the state average (37.3%).

PVAAS (20-21) Biology Keystone Growth: Significant evidence that the school exceeded the growth standard.

Most Notable Observations/Patterns

The team agrees that an increase in parent engagement is critical for student success. The team agrees the parent advisory is a step towards parent engagement efficiency.

Challenges	Discussion Point	Priority for Planning
<p>Graduation Rate (20-21 school year 86.6%) The average falls below the statewide 2030 goal of 92.4%.</p>	<p>UDHS must foster and develop graduation pathways for ALL students.</p>	
<p>(Students with Disabilities) Achievement: Math and ELA combined is 16.46%.</p>		
<p>Future Ready Pa Index (20-21) Keystone Achievement Algebra I: Overall Proficiency (46.1%).</p>	<p>The overall proficiency rate in the area of algebra I will increase.</p>	
<p>Future Ready Pa Index (20-21) Keystone Achievement Literature: Overall Proficiency (47.6%) falls below the state average (55%).</p>	<p>The overall proficiency rate in the area of literature will increase (above state average).</p>	
<p>The Graduation Rate (72.6%) for students with disabilities must increase.</p>		
<p>Future Ready Pa Index (20-21) Biology Keystone Achievement: Overall Proficiency (52.6%) falls below the state average (63.7%).</p>	<p>The overall proficiency rate in the area of Biology will increase (above state average).</p>	

ADDENDUM B: ACTION PLAN

Action Plan: Graduation Pathway Plan

Action Steps	Anticipated Start/Completion Date
Creating multiple pathways for graduation will allow our District and students to meet ESSA college and career expectations. Starting with 2023, graduation requirements were reduced from 26 to 21 to match the state requirements.	08/29/2022 - 06/08/2023

Monitoring/Evaluation	Anticipated Output

Material/Resources/Supports Needed	PD Step
	no



Action Steps**Anticipated Start/Completion Date**

Dual Enrollment Opportunity: A Dual Enrollment partnership with Delaware County Community College (DCCC), where Upper Darby High School students can take and earn high school credits from the community college at a discounted rate. DCCC also offers courses for students to advance their learning potential by taking core classes over the summer at a discounted rate to open space in their schedule to take other classes offered at the high school. The Dual Enrollment Career Path will also meet aspects of the District Comprehensive plan whereby the District is working toward preparing students for college or a career after graduation. Dual enrollment courses at DCCC to earn college credit and high school credit. Expanded credit for dual enrollment New Pathways Expanded dual enrollment opportunities to senior students Exploring structured pathways (Exploring Early College Technical Programs)

01/01/0001 - 01/01/0001

Monitoring/Evaluation**Anticipated Output**

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

DCCC Partnership/new application form/AR

no

Action Steps

Anticipated Start/Completion Date

College and Career Week

04/10/2023 - 04/14/2023

Monitoring/Evaluation**Anticipated Output**

Material/Resources/Supports Needed

PD Step

Coordinates with local college and universities/local business owners, alumni

no

Action Steps**Anticipated Start/Completion Date**

Post-Secondary Pride Day to celebrate our senior class and share their college and career plans.

05/12/2023 - 05/12/2023

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed****PD Step**

Cameras, communication plan, backdrops, brag sheets.

no



Action Steps**Anticipated Start/Completion Date**

We established an "AP Night" to honor and celebrate our AP Scholars with honors and distinction and students receiving a score of 3 or higher in 20 different AP offerings.

09/29/2022 - 09/29/2022

Monitoring/Evaluation**Anticipated Output****Material/Resources/Supports Needed****PD Step**

Student data, communication plan, presentation material

no



Action Plan: Action Research Group (ARG)

Action Steps	Anticipated Start/Completion Date
All track II staff participate in ARG work to satisfy the required evaluation components.	08/29/2022 - 06/09/2023
Monitoring/Evaluation	Anticipated Output
Staff observations/ARG and evaluations	Overall Proficient/Distinguished Staff Evaluation Rating
Material/Resources/Supports Needed	PD Step
Time to collaborate with peers	yes

Action Plan: Learning Walks

Action Steps

Anticipated Start/Completion Date

The UDHS administration will conduct between 5-10 learning walks weekly and provide feedback for improved instructional practices.

08/29/2022 - 06/09/2023

Monitoring/Evaluation

Anticipated Output

weekly monitoring and learning walk data/feedback

Improved instructional practices and student achievement

Material/Resources/Supports Needed

PD Step

Time, Learning Walk form

no



Action Plan: Data Team

Action Steps

Anticipated Start/Completion Date

The data team meets weekly through our MTSS process. The team reviews student progress (reading) and makes the necessary programs and service adjustments based on individual students' needs and progress.

08/29/2022 - 06/01/2023

Monitoring/Evaluation

Anticipated Output

Weekly monitoring

Increase in student goal achievement and reduction in intervention.

Material/Resources/Supports Needed

PD Step

Access to data: Read 180/System 44

no



Action Plan: Equity Plan

Action Steps	Anticipated Start/Completion Date
The UDHS building level equity team is comprised of administrators, teachers, and pupil service personnel. The team leads the equity work in the following five phases: Phase 1: Tone & Trust Phase 2: Personal Culture & Personal Journey Phase 3: Form Social Dominance to Social Justice Phase 4: Classroom Implications & Applications Phase 5: Systemic Transformation & Planning for Change	08/29/2022 - 06/08/2023
Monitoring/Evaluation	Anticipated Output
Student/Staff survey, evaluation data, Culturally Responsive Practices (CRP) Goal progress	Create a more equitable learning environment for all students and staff.
Material/Resources/Supports Needed	PD Step
Gary Howard's, We Can't Lead Where We Can't Go instructional guide. Equity Shared Drive with training materials	yes
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Action Plan: ENGLISH 9/RESEARCH AND WRITING WITH READING CONCENTRATION

Action Steps	Anticipated Start/Completion Date
Implementation of English 10, English 9/Research and Writing with reading concentraion	08/30/2021 - 08/30/2021

Monitoring/Evaluation	Anticipated Output
reading/ELA/Keystone data	Increased student achievement

Material/Resources/Supports Needed	PD Step
English 10 curriculum/English 9 curriculum/Read 180 and System 44 programs	yes

Action Plan: Positive Behavior Intervention System (PBIS)

Action Steps**Anticipated Start/Completion Date**

Refine and continue an established PBIS framework.

08/29/2022 - 06/08/2023

Monitoring/Evaluation**Anticipated Output**

weekly, PBIS data review

Increased positive behavior and overall safe learning environment and remove roadblocks to graduation

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

Matrix, classroom systems, tier II team

yes



Action Steps**Anticipated Start/Completion Date**

International Institute of Restorative Practices (IIRP)
Training

03/22/2021 - 06/08/2023

Monitoring/Evaluation**Anticipated Output**

weekly, PBIS data review

Increased positive behavior and overall safe learning environment and remove roadblocks to graduation

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

IIRP materials, presentations

yes

Action Steps**Anticipated Start/Completion Date**

Operation Royal Pride: The staff and students at Upper Darby High School are proud of an initiative to promote positive school culture and recognize student role models in our secondary schools.

08/29/2022 - 06/08/2023

Monitoring/Evaluation**Anticipated Output**

weekly, PBIS data review

Increased positive behavior and overall safe learning environment and remove roadblocks to graduation

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

Business partnership for gift cards, t-shirts, certificates

yes



Action Steps**Anticipated Start/Completion Date**

The district has partnered with Lakeside, providing building-level support for trauma-informed practices including conflict resolution specialists.

03/08/2022 - 06/08/2023

Monitoring/Evaluation**Anticipated Output**

weekly, PBIS data review

Increased positive behavior and overall safe learning environment and remove roadblocks to graduation

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

Lakeside Personnel/Strategies/SEC procedures

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
The overall proficiency rate (46.1%) in Keystone Algebra I will increase. (Keystone Algebra I Achievement)	Action Research Group (ARG)	All track II staff participate in ARG work to satisfy the required evaluation components.	08/29/2022 - 06/09/2023
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)			
UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data. (Keystone Literature Achievement)			
UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data. (Keystone Biology Achievement)			
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	ENGLISH 9/RESEARCH AND WRITING WITH READING CONCENTRATION	Implementation of English 10, English 9/Research and Writing with reading concentraion	08/30/2021 - 08/30/2021
UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data. (Keystone Literature Achievement)			
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention	Refine and continue an	08/29/2022 -

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	System (PBIS)	established PBIS framework.	06/08/2023
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention System (PBIS)	International Institute of Restorative Practices (IIRP) Training	03/22/2021 - 06/08/2023
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention System (PBIS)	Operation Royal Pride: The staff and students at Upper Darby High School are proud of an initiative to promote positive school culture and recognize student role models in our secondary schools.	08/29/2022 - 06/08/2023
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)	Positive Behavior Intervention System (PBIS)	The district has partnered with Lakeside, providing	03/08/2022 - 06/08/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		building-level support for trauma-informed practices including conflict resolution specialists.	
The overall proficiency rate (46.1%) in Keystone Algebra I will increase. (Keystone Algebra I Achievement)	Equity Plan	The UDHS building level equity team is	08/29/2022
UDHS will increase the graduation rate (20-21 school year 86.6%) to meet or exceed the statewide 2030 goal of 92.4%. (Graduation Rate)		comprised of administrators, teachers, and pupil service personnel. The	-
UDHS will increase the overall proficiency (47.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Literature Keystone achievement data. (Keystone Literature Achievement)		team leads the equity work in the following five phases: Phase 1: Tone & Trust	06/08/2023
UDHS will increase the overall proficiency (52.6%) to meet or exceed the state average (63.7%), according to the Future Ready Pa Index (20-21) Biology Keystone achievement data. (Keystone Biology Achievement)		Phase 2: Personal Culture & Personal Journey Phase 3: Form Social Dominance to	

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
		Social Justice Phase 4: Classroom Implications & Applications Phase 5: Systemic Transformation & Planning for Change	

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Educator Effectiveness	Track II Staff	Track II Action Research Group requirements

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Staff evaluation	08/29/2022 - 06/08/2023	Kelley Simone/Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3a: Communicating with Students

4e: Growing and Developing Professionally

2a: Creating an Environment of Respect and Rapport

2c: Managing Classroom Procedures

3c: Engaging Students in Learning

Professional Development Step

Audience

Topics of Prof. Dev

Social-Emotional Support

UDHS Staff

PBIS framework, IIRP, trauma informed-care practices, and strategies, conflict resolution

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Survey and feedback, discipline data

08/29/2022 - 06/08/2023

Jill Palladino/Assistant Principal

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

2c: Managing Classroom Procedures

2b: Establishing a Culture for Learning

4e: Growing and Developing Professionally

2d: Managing Student Behavior

2a: Creating an Environment of Respect and Rapport

4a: Reflecting on Teaching

Professional Development Step

Audience

Topics of Prof. Dev

Equity

UDHS Staff

The five phases of the equity: Phase 2. UDHS will continue to focus on the lenses and seven culturally responsive practices (CRP) principles.

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Reflection and survey, goal progress/evaluation

08/29/2022 - 06/08/2023

The UDHS building equity team

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

3c: Engaging Students in Learning

4e: Growing and Developing Professionally

2b: Establishing a Culture for Learning

3a: Communicating with Students

3e: Demonstrating Flexibility and Responsiveness

2a: Creating an Environment of Respect and Rapport

ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step

Topics of Message

Mode

Audience

Anticipated Timeline

