



Year End Review

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Superintendent



Overarching Goals

- Raise achievement
- Decrease outside cyber enrollments
- Improve special education continuum of support
- Improve extra-curricular programming
- Improve district climate and culture

PRIORITIES

- 1.
- 2.
- 3.





Action Steps

1. The Path to Raising Achievement:

- Implementation of a Curriculum & Instruction committee
Ongoing Curriculum Work
- Further training on instructional practices and teacher collaboration
- Additions to HS electives, scheduling options
- Implementation of Kindergarten Readiness Camp
- Targeted interventions based on data team reviews



Action Steps

1. The Path to Raising Achievement:

- Improved student and staff accountability and engagement through Restorative Practices Framework
- Ongoing collaboration w/ local districts
- Expanded Johnson Library access
- Consistent Positive Behavior Supports & Interventions (PBIS) Framework K - 12

Score Card



	Action Step: The Path to Raising Achievement
	Implementation of a Curriculum & Instruction committee
	Meeting dates: 2/1/26, 3/13/26, 3/24/26, 3/30/26, 4/1/26, 5/8/26, 5/19/26
	Curriculum writing/review work
	Dates: 10/10/25, 10/13/25, 5/8/26, 5/19/26
	Instructional practices training
	Date: 10/13/25 - Lesson study
	Date: 2/13/26 - Active participation
	Date: 2/13/26 - Accommodations vs. modification
	Implementation of early dismissals for PD/data teaming
	Additions to HS electives; scheduling options
	Implementation of Kindergarten Readiness Camp
	Targeted interventions based on data reviews
	Elementary MTSS, Middle School MTSS process
	Keystone Algebra tutoring
	Keystone Biology review sessions
	3rd Grade Math support
	Improved student and staff accountability and engagement through RP Framework
	48 situations
	Ongoing collaboration w/ local districts
	Discussion of shared resources, courses, etc.
	Expanded Johnson Library access
	Plan to collaborate on this in summer
	Consistent Positive Behavior Supports & Interventions (PBIS) Framework K - 12
	Full implementation 26-27 SY



Measure of Success

- Complete, updated curriculum for all subjects
- Improved PSSA and Keystone scores
- Improved instructional practices – documented use of research-based practices
- Increased growth on benchmark assessments
- Reduction in # of office referrals (behavior data)



Action Steps

2. The Path to Decreasing Outside Cyber Enrollments:

- Proactive strategies for student engagement in the building
 - Events Committee, Team Building, PBIS, Restorative Practices, Big Brothers Big Sisters, Bi-weekly online student check-ins
- Systematic procedures when a student expresses disinterest in the building (parent meetings, corrective strategies)
- Increased student opportunities
- Building the MASD community
- Top tier customer service



Action Steps

2. The Path to Decreasing Outside Cyber Enrollments:

- Flexible scheduling and support for Millersburg Online Academy students
- Expand opportunities for work-based learning
- Stakeholder committee for Millersburg Online Learning Academy
- Continue with Pearson online platform

Score Card



	Action Step: Decreasing Outside Cyber Enrollments (26% decrease in cyber charter)
	Proactive strategies for student engagement in the building:
	Events committee, team building activities, School-wide PBIS, BBBS
	Full RP Implementation
	26 - 27 SY
	By-weekly online student check-ins
	Systematic procedures when a student expresses disinterest in the building
	Parent meetings held - #
	Staff accountability meetings - #
	Increased student opportunities
	Work experience: 24-25: 0 students, 25-26: 7 students
	Internships: 24-25: 4 students, 25-26: 12 students
	Building the MASD community through top tier customer service
	Treating all persons with dignity and respect
	Making wrongs right
	Being available to parents, staff, and students
	Flexible scheduling and support for Millersburg Online Academy Students
	Example: student support, varied hours
	Expand opportunities for work-based learning
	Café
	Advanced Construction classes
	Exploration of a HS independent living/service industry opportunity
	Stakeholder committee for Millersburg Online Learning Academy
	Continue with Pearson online platform



Measure of Success

- Reduction in number of outside cyber enrollments – currently down 26%
- Community survey data
- Number of participants in special events/engagement
- Increase in number of students participating in work-experiences or internships



Action Steps

3. The Path to improving the Special Education Continuum of Support:

- Ongoing training & support, re: Special Education Procedure Manual
- Contracting w/ a highly qualified School Psychologist and former Special Education Supervisor for evaluations and program monitoring
- Ongoing training for paraprofessionals
- Full implementation of the K-12 Strategic Intervention package for reading and math
- Full implementation of Aimsweb for progress monitoring



Action Steps

3. The Path to improving the Special Education Continuum of Support:

- Addition of Full-Time Elementary Emotional Support program
- Expansion of Autism Support programming to the middle level with population needs
- Training on Section 504 Accommodation Plans

Score Card



	Action Step: Improve the Special Education Continuum of Support
	Addition of FT Elementary Emotional Support & Multiple Disabilities Support programs
	Expansion of Autism Support programming to the MS as the population matriculates
	Training on 504 Accommodation Plans
	Date: 2/13/26
	Ongoing training & support to build capacity in district
	Training: Procedures & strategies - 8/13/25
	Training: Special Education services - 2/13/26
	Training/Discussion: supporting in reg ed - 3/16/26
	Select teacher training
	Special Education Procedure Manual
	Employ or contract Highly Qualified Staff
	Autism Support
	Speech/Language Therapist
	School Psychologist
	Ongoing training for Paraprofessionals
	Training: Roles/Responsibilities - 8/12/25
	Training: Vector trainings
	Discussion: supporting in reg ed - 3/16/26
	Full implementation of the K - 12 strategic intervention package
	Full implementation of Aimsweb for progress monitoring (K-12)



Measure of Success

- Current reduction in Special Education budget – about \$400k
- Addition of supports and services – ES, MDS, AS
- District-wide use of research-based supplemental curriculum
- District-wide use of standard progress monitoring tools
- Professional Development participation



Action Steps

4. The Path to Improving Extracurricular Programming:

- Include coaching staff in pertinent Professional Development
- Seeking opportunities to showcase extracurricular activities to younger students and the community
- Increased partnership with YMCA
- Potential change in credit requirements or HS schedule to allow greater flexibility/opportunity for exploration
- Ned Smith Center partnership for science and nature exploration



Action Steps

4. The Path to Improving Extracurricular Programming:

- Working toward becoming a recognized school for music excellence
- Showcasing student talents
- Reestablish the Maroon & Gold Foundation
- Community Partnerships

Score Card



	Action Step: Improve Extracurricular Programming
	Include coaching staff in pertinent Professional Development
	Dates: 8/13 & 8/14/25
	Showcase extracurricular activities to younger students and the community
	Elementary Field Day
	HS athletes supporting Elementary recess
	Breast Cancer Awareness volleyball game
	Teacher Appreciation Nights at sporting events
	Camp Hebron
	HS athletes supported the End of the Year Celebration
	Music performances at community celebrations
	Board workshop music performance
	Increased YMCA partnership
	Water Safety program - 2nd grade
	Health class programs, grades 6-8
	BBBS event and Life Skills outing to the YMCA
	Too Good for Drugs/Violence - K, 1, 2
	Safe Touches - 2nd grade
	Change in HS schedule to allow greater flexibility/opportunity for exploration
	Ned Smith Center partnership for science and nature exploration
	Conservation Club trout stocking and spring clean up
	Life Skills class trip
	Representative participated in STEM Day - Biology module
	Camp Hebron
	Participated in Literacy Night & Educational program for 4th grade, 3 sessions
	Working toward becoming a recognized school for music excellence
	Reestablish the Maroon & Gold Foundation
	Meeting: 3/3/26, next step
	Community partnerships
	i.e. Alvord Polk, Faulkner Subaru, DRT Logistics, Weis, Wal-mart, Graceful Acres,
	Rabenold Farms, Gordon Family Farm, Mountain Ridge Metals



Measure of Success

- Increased participation in athletics and music
- Number of 2nd graders completing water safety program
- Number of students completing MS YMCA programs
- Increased number of opportunities for real world learning (i.e. Ned Smith Center activities)
- Maroon & Gold funding of activities
- Determination of School for Music Excellence
- Increased number of community partners



Action Steps

5. The Path to Improving District Climate and Culture:

- Big Brothers, Big Sisters mentor program
- Move-up Day
- Adventure therapy and team building activities
- Full implementation of RP – Behavior Matrix and Restorative classroom 26-27 SY
- Provide parent training/workshops & opportunities to learn alongside students
- Continue to partner with the Borough & the Historical Society for service-learning projects



Action Steps

5. The Path to Improving District Climate and Culture:

- Use of a Restorative Process for accountability and support
- Focus on stellar customer service
- Elevate the Valley committee
- Thorough procedure for onboarding & new staff training before they begin their role
- End of the Year Celebration
- Kindergarten Graduation



Score Card

	Action Step: Improve District Climate & Culture
	Big Brothers, Big Sisters
	Move-up Day
	Adventure therapy & team building
	Date - 8/11/25
	Date - 1/16/26
	Date - 5/15/26
	Full implementation of RP - Behavior matrix and Restorative Classroom
	Principal team participation in "Hardwiring Education for Excellence" PASA training
	June 2026
	Provide parent training/workshops & opportunities for learn alongside students
	Partner with the Borough & the Historical Society for service-learning projects
	Date: 9/4/25
	Date: 4/15/26
	Conservation club activities
	2nd grade class beautifying a courtyard
	Employ part time staff for grounds maintenance
	Use of RP process for accountability & support
	48 situations
	Focus on stellar customer service
	Elevate the Valley committee
	Thorough procedure for onboarding & new staff training before they begin their role
	End of Year celebration
	Kindergarten graduation



Measure of Success

- Participation in BBBS
- Behavior data (i.e. # of office referrals, use of RP)
- Survey data (students, staff, parents)
- Increase engagement in service-learning opportunities
- Improved appearance of Grounds
- Increased engagement in District events
- New employee survey data



Questions?

Thank you