

## **UNIVERSAL AUDENRIED CS**

3301 Tasker Street

ATSI Title 1 School Plan | 2021 - 2024

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### **MISSION STATEMENT**

“To provide a rich and high-quality education for every scholar to prepare them for college, technical school, entrepreneurship that leads to a sustainable career in the 21st century and build altruistic alumni who contribute to the transformation of their communities as future leaders and positive members of society

### **VISION STATEMENT**

Universal Audenried will be recognized as a change agent and national leader in urban education as evidenced by student awareness of self, high academic achievement, positive school culture and community transformation wherever we serve.

## **EDUCATIONAL VALUE STATEMENTS**

### **STUDENTS**

The Scholars at Universal Audenried will actively participate in the instruction provided at Audenried. Scholars will create a career and college plan in ninth grade and update that plan on a yearly basis. Students will utilize the hands on Career and Technical education pathways in order to graduate prepared for college and careers.

### **STAFF**

The Staff at Universal Audenried will be engaged regularly in professional development in order to provide scholars with the rich and high quality education that is our mission. Staff will assist scholars to analyze and evaluate their place in the school and global community in order to ensure that scholars are able to become altruistic alumni.

### **ADMINISTRATION**

The Administration at Audenried will work to assist all stakeholders to access and understand the vision and mission of Universal Audenried in order to move the building and neighborhood forward. Administration will work to develop and retain staff and scholars in order to create a rich and high quality education.

### **PARENTS**

The parents at Universal Audenried will actively engage in their scholars education in order to support scholar and the staff in order to actualize the vision and mission of Universal Audenried.

### **COMMUNITY**

The community and industry partners who engage with Universal Audenried will serve as advisors regarding the career and technical education programs as well as the college preparation curriculum that is offered at Universal Audenried.

**OTHER (OPTIONAL)**

## STEERING COMMITTEE

Name	Position	Building/Group
Josh Anderson	Principal	Universal Audenried
Hakeem Hall	Assistant Principal	Universal Audenried
Krystal Gilchrist	Assistant Principal	Universal Audenried
JoAnn Berkley	Assistant Principal	Universal Audenried
Vanice Moses	MTSS Coordinator	Universal Audenried
Jeanette Codrington	School Operations Officer	Universal Audenried
Nathan Salamone	Social Studies Teacher	Universal Audenried
Charles Reeves	Community Member	Resident Action Committee
Ashley Heath	Math Instructional Coach	Universal Audenried
Andrew Harris	Literacy Coach	Universal Audenried
Hollis Armstead	Science Coach	Universal Audenried
Allison Reed	Parent	Universal Audenried
Charmaine Purnell	Parent	Universal Audenried

**Name**

**Position**

**Building/Group**

Sultan Ahmed

Board Member

Universal Audenried

## ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
Universal Audenried needs to align all instruction to English standards as well as ensure that students participate in an engaging course sequence.	English Language Arts  English Language Arts
Universal Audenried needs a systematic team approach to attendance that is clear and understood by all stakeholders.	Regular Attendance  Community Engagement  Community school model
Universal Audenried needs to align all instruction to math standards as well as ensure that students participate in an engaging course sequence.	Mathematics
Universal Audenried needs to align all instruction to biology standards as well as ensure that students participate in an engaging course sequence.	STEM

## ACTION PLAN AND STEPS

Evidence-based Strategy

## Career Academies

### Measurable Goals

#### Goal Nickname

#### Measurable Goal Statement (Smart Goal)

Systematic Support

Universal Audenried will increase average daily attendance from the level of 83% as recorded in the 2019-2020 SY and increase by 3% each year for three years resulting in a 91% by creating incentives for good attendance, creating a systematic way to support students struggling with attendance and partnering with community organizations to identify and overcome barriers to good attendance

Community engagement

Universal Audenried will increase parental involvement in school especially focused on attendance and the importance and impact by holding monthly parent meetings with at least 50 parents participating each month.

Community School

Universal Audenried will utilize the community school model to create an environment where students feel valued and appreciated and want to attend school 90% of the days by using the school wide PBIS incentive system, our MTSS supports, School based counseling and social service liason to improve attendance to a daily average of 91%

#### Action Step

#### Anticipated Start/Completion

#### Lead Person/Position

#### Materials/Resources/Supports Needed

Universal Audenried will continue organizing its students and staff surrounding the CTE pathways offered at Audenried. Arts, STEM and Freshmen

2020-09-01 -  
2023-09-01

Josh  
Anderson

Powerschool

### Anticipated Outcome

Students, staff and resources will be organized into career academies across the building providing a small school within a school model

## Monitoring/Evaluation

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Quarterly leadership team meetings.

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## Evidence-based Strategy

Benchmark Data Analysis

## Measurable Goals

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### Goal Nickname

### Measurable Goal Statement (Smart Goal)

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50% + Keystone  
Literature Exam

The UACHS Humanities department will continue to refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Literature exam scores by 4% each year, landing at 58% proficient/advanced on the Keystone Literature exam by 2022/2023.

Increase Math  
Performance

Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question.

Increase Science  
Performance 4% Each  
Year

The UACHS Science department will refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Biology exam scores by 4% each year, while continuing to support growth in all student groups.

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Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Universal Audenried will increase Keystone scores across all core subjects (Mathematics, Biology, Literature) by 4% each year.	2020-09-01 - 2023-06-30	Ashley Heath/ Math Instructional Coach Andrew Harris / Literature Instructional Coach Hollis Armstead/ Science Instructional Coach	Study Island Mathia Flex Mastery Connect Powerschool

### Anticipated Outcome

Teachers will administer quarterly standards-based assessments

### Monitoring/Evaluation

Quarterly standards-based assessments with quarterly data-based item analysis.

### Evidence-based Strategy

Data based small group instruction

### Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
50% + Keystone Literature Exam	The UACHS Humanities department will continue to refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Literature exam scores by 4% each year, landing at 58% proficient/advanced on the Keystone Literature exam by 2022/2023.

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

Increase Math Performance

Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question.

Increase Science Performance 4% Each Year

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

Universal Audenried core (Mathematics, Science, Literature) teachers will create data-driven small groups.

2020-12-01 -  
2023-09-01

Ashley Heath/ Math Instructional Coach  
Andrew Harris/ Literature Instructional Coach  
Hollis Armstead/ Science Instructional Coach

**Anticipated Outcome****Monitoring/Evaluation**

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Universal Audenried will increase average daily attendance from the level of 83% as recorded in the 2019-2020 SY and increase by 3% each year for three years resulting in a 91% by creating incentives for good attendance, creating a systematic way to support students struggling with attendance and partnering with community organizations to identify and overcome barriers to good attendance (Systematic Support)</p>	<p>Career Academies</p>	<p>Universal Audenried will continue organizing its students and staff surrounding the CTE pathways offered at Audenried. Arts, STEM and Freshmen</p>	<p>09/01/2020 - 09/01/2023</p>
<p>Universal Audenried will increase parental involvement in school especially focused on attendance and the importance and impact by holding monthly parent meetings with at least 50 parents participating each month. (Community engagement)</p>			
<p>Universal Audenried will utilize the community school model to create an environment where students feel valued and appreciated and want to attend school 90% of the days by using the school wide PBIS incentive system, our MTSS supports, School based counseling and social service liason to improve attendance to a daily average of 91% (Community School)</p>			

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>The UACHS Humanities department will continue to refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Literature exam scores by 4% each year, landing at 58% proficient/advanced on the Keystone Literature exam by 2022/2023. (50% + Keystone Literature Exam)</p> <p>Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question. (Increase Math Performance )</p> <p>The UACHS Science department will refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Biology exam scores by 4% each year, while continuing to support growth in all student groups. (Increase Science Performance 4% Each Year)</p>	Benchmark Data Analysis	Universal Audenried will increase Keystone scores across all core subjects (Mathematics, Biology, Literature) by 4% each year.	09/01/2020 - 06/30/2023

## PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
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## 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 this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

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

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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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Superintendent/Chief Executive Officer

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School Improvement Facilitator Signature

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Building Principal Signature

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## ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

### Strengths

We have a strong team of AP teachers that have a passion for teaching the AP courses. We have implemented an honors track that serves as a feeder program for our AP courses.

Data is regularly analyzed and used to make instructional decisions.

We are continually growing the capacity of our math teachers through regular professional developments and content meetings.

Hiring and maintaining experienced and certified math educators while building their capacity as instructional leaders.

87% of students with disabilities showed growth

Students earned a total of 438 industry recognized credentials across the 5 CTE pathways during the 2019-20 school year. 95% of students earn 1 industry credential by the time they graduate, and 50% of students earn 2 or more.

96% of students meet the career benchmark standards which exceeds the statewide average.

95.2% of students with disabilities Exceeded the growth target for

### Challenges

We need to continue to build our AP program by adding more AP courses and also by increasing the % of scholars that score a 3+ on their AP exams.

Increasing the offering of advanced mathematics courses.

Promoting rigor when solving open ended or challenging problems where the solution is not always evident.

All student groups did not meet interim goal/improvement target.

Industry Partnerships and internships are difficult to obtain and maintain

Our Attendance Data is a challenge only 61% of students with disabilities recorded regular attendance to school.

Students attendance impacts all plans we put in place

Use multiple professional learning designs to support the learning needs of staff \*

Continuously monitor implementation of the school improvement plan and adjust as needed \*



## Strengths

### Career Benchmarks

87% of students with disabilities exceeded the growth goal for Science

77% of students with disabilities exceeded the goal for growth in math.

Special Education planning has been much improved over the past two years. We have organized our interventions, and implemented a lot of programming that allows students with disabilities access to regular education which we believe is the reason we have seen exponential growth.

We have utilized our Title one funding to fund staff members who are actively engaged in improving the academic outcomes of the school

Worked with the stakeholders to improve the career and technical education by increasing the industry partnerships and externships and increasing students' attainment of industry certifications and success on the NOCTI exam.

Students are working through career cruising in ninth grade to create resumes, cover letters and interview for their CTE of choice. 10th -12th Grade receive the support from the plan from our two counselors as well as the CTE instructors.

## Challenges

English Language arts 46% of students scored proficient or advanced on state assessments with the state goal of 81.1%.

All student groups do not display regular attendance. The school has 40.3% of students who do not attend 90% of the school days

Math scores need to improve All student groups decreased their performance from previous year. only 17.5% of students scored proficient or advanced.

Biology score need to improve All student groups decreased their performance from previous year. only 19.7% of students scored proficient or advanced.

Currently have a four year cohort graduation rate of 74.5%, with the state target of 92.4%

## Strengths

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Implement an evidence-based system of schoolwide positive behavior interventions and supports \*

Promote and sustain a positive school environment where all members feel welcomed, supported, and safe in school: socially, emotionally, intellectually and physically \*

Identify and address individual student learning needs \*

82.7% of students participated in a rigorous course of study as compared to the 57.5% statewide average

75.5% of students participated in Industry Based learning as compared to 29.1% statewide average.

46% of students scoring Proficient/Advanced on Keystone Literature Exam.

9.1%, English Language Growth and Attainment. All Student Group Meets Interim Goal/Improvement Target.

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## Most Notable Observations/Patterns

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Challenges	Discussion Point	Priority for Planning
<p>English Language arts 46% of students scored proficient or advanced on state assessments with the state goal of 81.1%.</p>	<p>Retention, attendance, Summer school, credit recovery</p>	
<p>All student groups do not display regular attendance. The school has 40.3% of students who do not attend 90% of the school days</p>	<p>Attendance initiatives, Barrier that exists that impact attendance,</p>	
<p>Math scores need to improve All student groups decreased their performance from previous year. only 17.5% of students scored proficient or advanced.</p>	<p>Student are transferring schools and entering high school with skills gaps. Students are not attempting and/or finding success on constructed responses.</p>	
<p>Biology score need to improve All student groups decreased their performance from previous year. only 19.7% of students scored proficient or advanced.</p>	<p>What strategies can we implement to increase math performance.</p>	

## ADDENDUM B: ACTION PLAN

### Action Plan: Career Academies

Action Steps	Anticipated Start/Completion Date		
Universal Audenried will continue organizing its students and staff surrounding the CTE pathways offered at Audenried. Arts, STEM and Freshmen	09/01/2020 - 09/01/2023		
Monitoring/Evaluation	Anticipated Output		
Quarterly leadership team meetings.	Students, staff and resources will be organized into career academies across the building providing a small school within a school model		
Material/Resources/Supports Needed	PD Step	Comm Step	
Powerschool	yes	yes	
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## Action Plan: Benchmark Data Analysis

Action Steps	Anticipated Start/Completion Date
Universal Audenried will increase Keystone scores across all core subjects (Mathematics, Biology, Literature) by 4% each year.	09/01/2020 - 06/30/2023

Monitoring/Evaluation	Anticipated Output
Quarterly standards-based assessments with quarterly data-based item analysis.	Teachers will administer quarterly standards-based assessments

Material/Resources/Supports Needed	PD Step	Comm Step
Study Island Mathia Flex Mastery Connect Powerschool	yes	yes

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## Action Plan: Data based small group instruction

### Action Steps

### Anticipated Start/Completion Date

Universal Audenried core (Mathematics, Science, Literature) teachers will create data-driven small groups.

12/01/2020 - 09/01/2023

### Monitoring/Evaluation

### Anticipated Output

### Material/Resources/Supports Needed

### PD Step

### Comm Step

yes

yes

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## ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Universal Audenried will increase average daily attendance from the level of 83% as recorded in the 2019-2020 SY and increase by 3% each year for three years resulting in a 91% by creating incentives for good attendance, creating a systematic way to support students struggling with attendance and partnering with community organizations to identify and overcome barriers to good attendance (Systematic Support)</p> <p>Universal Audenried will increase parental involvement in school especially focused on attendance and the importance and impact by holding monthly parent meetings with at least 50 parents participating each month. (Community engagement)</p> <p>Universal Audenried will utilize the community school model to create an environment where students feel valued and appreciated and want to attend school 90% of the days by using the school wide PBIS incentive system, our MTSS supports, School based counseling and social service liason to improve attendance to a daily average of 91% (Community School)</p>	Career Academies	<p>Universal Audenried will continue organizing its students and staff surrounding the CTE pathways offered at Audenried. Arts, STEM and Freshmen</p>	<p>09/01/2020</p> <p>-</p> <p>09/01/2023</p>
<p>The UACHS Humanities department will continue to refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Literature exam scores by 4% each year, landing at 58% proficient/advanced on the Keystone Literature exam by 2022/2023. (50% + Keystone Literature Exam)</p>	Benchmark Data Analysis	<p>Universal Audenried will increase Keystone scores across all core subjects (Mathematics,</p>	<p>09/01/2020</p> <p>-</p> <p>06/30/2023</p>

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
<p>Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question. (Increase Math Performance )</p> <p>The UACHS Science department will refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Biology exam scores by 4% each year, while continuing to support growth in all student groups. (Increase Science Performance 4% Each Year)</p>		<p>Biology, Literature) by 4% each year.</p>	
<p>The UACHS Humanities department will continue to refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Literature exam scores by 4% each year, landing at 58% proficient/advanced on the Keystone Literature exam by 2022/2023. (50% + Keystone Literature Exam)</p> <p>Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question. (Increase Math Performance )</p> <p>The UACHS Science department will refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Biology exam scores by 4% each year, while continuing to support growth in all student groups.</p>	<p>Data based small group instruction</p>	<p>Universal Audenried core (Mathematics, Science, Literature) teachers will create data-driven small groups.</p>	<p>12/01/2020 - 09/01/2023</p>



Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
(Increase Science Performance 4% Each Year)			

## PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Career academies Overview, Systems and Current Status	Whole Staff	Over view and review of Career academies, Systems of support, Teacher roles and MTSS process

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Refelction and Career academy plans	07/01/2021 - 09/01/2021	Josh Anderson/Principal

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

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

## ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Universal Audenried will increase average daily attendance from the level of 83% as recorded in the 2019-2020 SY and increase by 3% each year for three years resulting in a 91% by creating incentives for good attendance, creating a systematic way to support students struggling with attendance and partnering with community organizations to identify and overcome barriers to good attendance (Systematic Support)</p> <p>Universal Audenried will increase parental involvement in school especially focused on attendance and the importance and impact by holding monthly parent meetings with at least 50 parents participating each month. (Community engagement)</p> <p>Universal Audenried will utilize the community school model to create an environment where students feel valued and appreciated and want to attend school 90% of the days by using the school wide PBIS incentive system, our MTSS supports, School based counseling and social service liason to improve attendance to a daily average of 91% (Community School)</p>	Career Academies	Universal Audenried will continue organizing its students and staff surrounding the CTE pathways offered at Audenried. Arts, STEM and Freshmen	2020-09-01 - 2023-09-01
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Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question. (Increase Math Performance )</p> <p>The UACHS Science department will refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Biology exam scores by 4% each year, while continuing to support growth in all student groups. (Increase Science Performance 4% Each Year)</p>		<p>Biology, Literature) by 4% each year.</p>	
<p>The UACHS Humanities department will continue to refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Literature exam scores by 4% each year, landing at 58% proficient/advanced on the Keystone Literature exam by 2022/2023. (50% + Keystone Literature Exam)</p> <p>Increase the proficient and advanced students 10%(3% per year) . while promoting growth for all scholars (below basic to basic). 50% of students to get a minimum of 2 points on each constructed response question. (Increase Math Performance )</p> <p>The UACHS Science department will refine and utilize data-driven instructional practices by administering quarter final exams, collecting data, analyzing data, and reteaching and creating small groups determined by exam data in order to raise Keystone Biology exam scores by 4% each year, while continuing to support growth in all student groups. (Increase Science Performance 4% Each Year)</p>	<p>Data based small group instruction</p>	<p>Universal Audenried core (Mathematics, Science, Literature) teachers will create data-driven small groups.</p>	<p>2020-12-01 - 2023-09-01</p>

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## COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Family Engagement Email/Mailing	Parents, Community members, business partners, scholars and staff	Quarterly newsletter regarding academic and CTE events, performance and progress towards our goals
Anticipated Timeframe	Frequency	Delivery Method
12/01/2020 - 12/01/2023	Quarterly	Newsletter
Lead Person/Position		
Josh Anderson/Interim Principal		

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

**Communication Step**

**Topics of Message**

**Mode**

**Audience**

**Anticipated Timeline**

