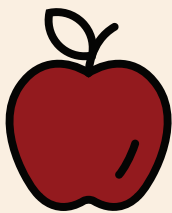




The School District of Haverford Township

2019-2020 Goals and Strategies

In the spirit of continuous improvement, the School Directors of the School District of Haverford Township develop strategies each year that our School Board and administrative team believe will help to move the district forward. We examine all aspects of our educational system, including operations, procedures, teaching, and learning. We ask ourselves how we can articulate our goals in ways that will create a concrete understanding of our work at hand. Some of the action steps under these goals relate closely to internal management functions, while many speak more broadly to our students' and staff members' experiences. This information sheet summarizes each goal's action steps. For a list of the goal action steps, visit www.haverford.k12.pa.us.



STUDENT GROWTH AND ACHIEVEMENT: *Increase overall performance of all students and strengthen school climate in each school.*

2019-20 ACTION ITEMS:

- Continue curriculum review cycle for Math and Social Studies.
- Develop Kindergarten through 12th grade interdisciplinary writing plan.
- Reduce gaps in student growth in Math and English Language Arts.
- Increase the number of students from "historically underperforming groups" who are participating in higher-level courses and extracurricular activities.
- Develop and implement a plan for training to increase awareness of diversity and cultural competency among all staff.
- Develop a long-range technology plan encompassing instructional and operational systems.



OPERATIONS AND FINANCIAL MANAGEMENT: *Ensure fiscal controls and accountability for all district funding, spending, and resources.*

2019-20 ACTION ITEMS:

- Develop, enact, and manage a budget that adequately funds the District's operations and also its multi-year capital/construction plan.
- Maintain a multi-year capital plan that continues to reevaluate the District's needs, as well as a three-year flexible budget model that enhances planning.
- Finalize standard operating procedures for critical functions within our Business, Facilities, Transportation, and Food Service Departments.
- Continue to make necessary software upgrades, reduce reliance on paper, and ensure office staff members receive adequate software training.



Work is progressing as the foundation and walls for the new Lynnewood Elementary School are put in place.



COMMUNICATIONS AND COMMUNITY RELATIONS: *Communicate with and effectively engage the staff, board, and members of the community, clearly articulating district goals and priorities, addressing issues affecting SDHT, and building support for SDHT goals, initiatives, and programs.*

Some action items are a result of the 2019 communications audit completed for the district.

2019-20 ACTION ITEMS:

- Develop a district-wide communications plan.
- Begin the process of determining the District's strategic goals for the next five years.
- Review the current attendance/truancy process and determine how communication with parents can be improved.
- Review the student registration process and make recommendations for improvements.



HUMAN RESOURCE MANAGEMENT: *Incorporate best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resources functions within SDHT.*

2019-20 ACTION ITEMS:

- Maintain recruitment committee and enhance our plan for diversity-focused recruitment.
- Begin implementing an electronic onboarding process for new employees.
- Ensure staff are trained in the electronic enrollment process and a new interactive employee portal for benefits.
- Prepare for and enter negotiations with Haverford Township Education Association in January 2020 (current contract expires August 2020.)

STRATEGIC PLANNING

The School District of Haverford Township is about to embark on a strategic planning process that will help chart the district's course for the next 3 - 5 years. Through the strategic planning process we will carefully review the district's mission and vision with a focus upon what we know about how students learn and what those learning experiences can and should include. Goals, objectives and an action plan for achieving the vision will be developed.

The District will ask its constituents:

- Which goals and strategies will help us to fulfill our mission?
- In what ways can resources be best directed?
- How can we best maximize our capacity for student and adult learning?

Haverford will use stakeholder surveys, information gathered in both small and large group forums, school data, trends, and a review of key issues to help the district set goals and a leadership course for the future.



The District's Strategic Planning will begin this fall and conclude by the end of the 2019-20 school year.