



Superintendent's HOPE Note - May 2022

"Everything negative— pressures, challenges— is all an opportunity for me to rise."
Kobe Bryant

We Can Do It, But We Need You!



WE NEED YOU!

Our district has done an outstanding job managing our finances, primarily due to our talented Business Manager, Mr. Oz Anderson ("the great and powerful", as he is sometimes called). Mr. Anderson has provided the district with financial forecasts that have allowed us to adjust our spending and make difficult decisions to keep ourselves afloat. For example, in 2014, before our arrival in the district, Public Financial Management (PFM) predicted that the district would have a negative fund balance (i.e., would deplete all of its savings) by the 2018-2019 school year. Mr. Anderson's forecasts confirmed PFM's prediction, allowing this administration to make the proper adjustments through tax increases and modified spending. Instead of depleting the fund balance, we grew it by more than 1.5 million over two consecutive years.

Financial forecasting **does not** happen in all districts. We are fortunate that Mr. Anderson prepares these forecasts and that our Board has supported some of the more challenging decisions we have had to make over the years. That said, we are once again facing a financial downturn in the next 3-5 years. Because we so drastically improved our economic efficiency over the years, we have to be more innovative in finding new ways to adjust for this upcoming forecast. We certainly cannot tax our way out of this, and we have already drastically reduced our spending across the district.

Now, we need you! During our recent HOPE Team meeting, we asked team members to identify waste that could result in long-term savings for the district. **No idea was a bad idea.** We captured everything from supply sharing across buildings (i.e., sharing some of the once white paper that has now turned yellow) to reducing the number of trash cans within a single classroom in our primary school. We captured everything!

In the coming days, I will share a video more fully explaining our district's challenge and my firm belief that **we can and will get through this, just as we have before!** In the meantime, please begin to think of how we can reduce wasteful spending or eliminate a few steps in a cumbersome process while continuing to deliver a quality service. It won't be easy, but I know that we can do this.

Stay tuned, and thank you for all you do to make our district great!



Visit the district's webpage to see the full [Strategic Plan](#)

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The District's Strategic Plan: **Health, Safety & Security**

The safety of team members, students, and visitors is paramount to the success of the Susquehanna Township School District. The district's core value which states that the learning environment must be safe and supportive is the foundation of this critical success factor. Mental health and overall wellness are key components of this factor and will also be addressed within annual initiatives. Because families must be assured that their learners are safe when they enter our doors and team members must be equipped to respond in times of crisis, measures and targets include perception data from families, learners, and team members. Data from SP&R indicates that safety is a primary driver of parent satisfaction with the district. Therefore, it remains a focus of the district's long-term plans for improvement.

Critical Success Factor (CSF) Health, Safety and Security (HS&S)
Strategic Objective(s): Assure the safety of all learners, team members and visitors
Measures & Targets: Learners <ul style="list-style-type: none">By June of 2024, 85% of learners, grades 3-12, will report feeling mostly safe or very safe in district facilities as measured by the <i>SOAR Survey</i> Families <ul style="list-style-type: none">By June of 2024, 85% of families will agree or strongly agree that their child feels safe in school as measured by the annual <i>Family/Caregiver Survey</i>By June of 2024, 85% of families will report that their child feels mostly safe or very safe in district facilities as measured by the <i>SOAR Survey</i>

Team Members <ul style="list-style-type: none">By June of 2024, 95% of team members will participate in annual emergency preparedness training as measured in <i>COMPLY</i>By June of 2024, 85% of team members will report feeling mostly safe or very safe in district facilities as measured by the <i>SOAR Survey</i>By June of 2024, STSD will reduce annual worker's compensation claims by 25% as measured by <i>Work Partners</i> reporting
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The District's Strategic Plan: **Technology**

The district is committed to being a leader in innovation and technology. To prepare learners to compete within the global market, the district must provide opportunities to engage with cutting edge and emerging technologies throughout the K-12 experience. Over the course of the previous strategic plan, the district maintained no less than 99.99% WAN/LAN uplink availability, 99.99% SIS availability and transitioned from 1 device for every 2.8 students to a 1:1 student device ratio. Prior to the COVID-19 outbreak, students in grades 5-12 had an assigned, district device. The district's device to learner ratio for students in grade K-4 was 1:2. The district's focus on organizational agility positioned the technology department to rapidly acquire additional devices for K-4 learners, resulting in a swift transition to a fully virtual model as the pandemic worsened. The district's All Remote Access (ARA) synchronous learning platform has been featured by HP and Microsoft for being the first of its kind in K-12 education. Over the course of the next three (3) years, the district will continue to prioritize technological advancements that will enhance the learning experience while preparing learners to achieve their first choice among post-secondary opportunities. Additionally, the district will develop its very first intranet which will align key resources, critical to the effective operation of the district.

Critical Success Factor (CSF) Technology (TECH)
Strategic Objective(s): Provide and support innovative and secure technology to enhance learning and business operations
Measures & Targets: <ul style="list-style-type: none">By May of 2024, 75% of team members who visit the HANNA Hub will report overall satisfaction ("Did you find what you were looking for?") on the <i>HANNA Hub Satisfaction Survey</i>.



Piece of the Puzzle

Nominated by a colleague, Sangeeta Balani is extremely thorough and goes out of her way to make sure that our families understand everything that they need. According to a team member, "I truly appreciate her positive attitude and I am never nervous to ask for her help with Nepali or Urdu translations. She consistently goes above and beyond to help our families. I tell her all the time, 'Sangeeta, you are a treasure!' and I really mean it." Please join me in recognizing Sangeeta Balani as this month's Piece of the Puzzle!

