

PORTRAIT OF A TALBOT:

Looking Back and Propelling Forward

2021-2022 Annual Report

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Letter from the Superintendent



Dear Hampton School District Community,

It is with great pleasure that we present to you this year's Annual Report: "Portrait of a Talbot: Looking Back and Propelling Forward." This report offers a detailed analysis of the District's financial and student achievement reports from the 2021-2022 school year, while highlighting our strategic plan initiatives moving ahead.

In these pages, we detail the District's new strategic plan that will serve as our roadmap over the next 3-5 years. The plan includes our Portrait of a Talbot, which comprises six competencies that we believe all Hampton students should possess upon graduation. Our strong commitment to learning, tradition, and community will support students in obtaining the necessary skills, knowledge, and values needed to succeed in the real world.

In our efforts to demonstrate this commitment, we are proud to showcase the extremely well-received Hampton High School renovation project. The brand-new Library Media Center was specifically designed to foster collaboration, critical thinking, and creativity, supporting our curriculum and the evolving academic needs of our high-quality educational programs.

As we move forward, we are enthusiastic and optimistic about continuing the District's Tradition of Excellence. We would like to extend our sincerest gratitude to our parents/guardians, faculty, staff, administrators, community members, and School Board for always keeping our students at the forefront of our efforts.

Sincerely,

Dr. Michael Loughead
Superintendent of Schools

NEW STRATEGIC PLAN

Hampton Township School District embarked on a journey in May 2022 to develop a strategic plan that will serve as a roadmap for the District over the next 3-5 years. The strategic planning process included a review of the District's mission and vision statements, which guided the creation of the "Portrait of a Talbot" and the District's pillars for success.

Over the course of several strategic planning sessions and workshops this summer, an inclusive group composed of parents, community members, Board members, community partners, teachers, and building and district administrators worked collaboratively to determine the competencies that all Hampton students should possess: Communication, Learner's Mindset, Collaboration, Empathy, Critical Thinking, and Perseverance.

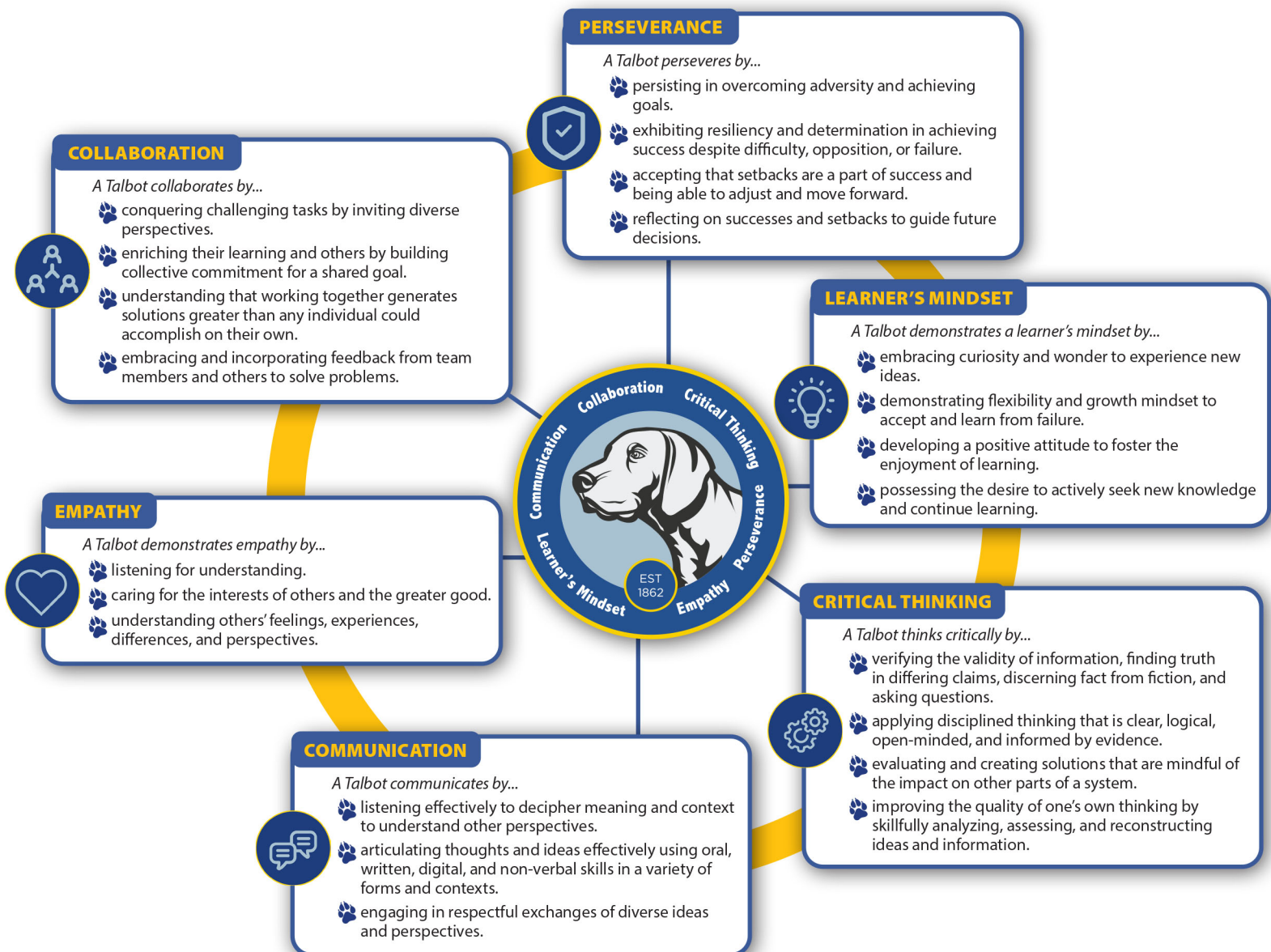
These six competencies, guided by the District's mission and vision, comprise the "Portrait of a Talbot." The District believes that ensuring all students obtain these skills, knowledge, and values is paramount to their success upon completing their

education at Hampton Township School District and entering the real world.

To support these competencies, the next step at the strategic planning meetings was to develop the pillars for success — Learning, Tradition, and Community:

- **Learning** — World-Class Teaching & Learning, Innovative Learning Experiences, and Future-Driven Learning
- **Tradition** — Talbots Together, Talbot Pride, and Tradition of Excellence
- **Community** — Whole-Child Learning, Community Partnerships, Effective Communication

Several strategic planning workshops were held in June 2022. After stakeholder survey data analysis, including a significant amount of student survey data, the District's strategic plan was formally adopted by the Hampton Township Board of School Directors in October 2022.



PILLARS FOR SUCCESS

LEARNING



World-Class Teaching & Learning

We continuously seek opportunities to enhance instructional practices and innovate our curriculum. We provide appropriate support for all learners to achieve success. We create individualized pathways that include opportunities for students to take ownership and have a voice in their learning. We support the ongoing professional development of our faculty and staff.



Innovative Learning Experiences

We embrace instructional strategies that promote communication, collaboration, creativity, and critical thinking. We create deeper learning experiences by incorporating meaningful technology in instruction and utilizing flexible learning spaces and tools to promote real-world competencies.



Future-Driven Learning

We are dedicated to providing learning opportunities for a constantly changing future. Learners engage in authentic, real-world experiences integrated with high-quality academics. We prepare students with the skills and competencies necessary to be successful in their futures.

TRADITION



Talbots Together

We celebrate our unique and collective experiences. We welcome learners, staff, and families from different backgrounds, experiences, and cultures. We treat all with dignity and respect by practicing empathy and using inclusive language and practices. Everyone belongs in our schools.



Talbot Pride

We are passionate about pursuing excellence in academics, arts, and athletics. We empower staff, families, and learners by engaging the entire school community. We are all a part of the same team, recognizing and valuing how our strengths contribute to our success.



A Tradition of Excellence

We are committed to continuous improvement in providing a world-class learning environment. We recognize our fiscal responsibility to our stakeholders and partner with the community in investing in our learners. We strive to instill a willingness to grow academically and personally so our learners are prepared to make a positive difference in the world.

COMMUNITY



Whole-Child Learning

We recognize that relationships with adults and peers are at the core of the school experience. We celebrate and incorporate students' unique interests during daily interactions and collaborate with families and the community to nurture academic and social-emotional development. We create enjoyable and meaningful learning experiences that allow learners to take risks, grow from mistakes, and develop problem-solving skills.



Community Partnerships

We engage in meaningful work within and beyond our immediate community to foster opportunities to support learning experiences for both learners and staff. We strategically collaborate with businesses, foundations, educational institutions, and arts organizations to promote vital connections between classroom learning and future pathways for our learners.



Effective Communication

We believe in sharing the successes, challenges, and news in our schools and the District. Through various media, we streamline external and internal communication for our stakeholders and the greater community.

2021-2022 STUDENT ACHIEVEMENT REPORT

The Hampton Township School District has built a reputation for upholding a longstanding Tradition of Excellence and its commitment to supporting all children in becoming creative and innovative problem-solvers and communicators.

The Pittsburgh Business Times in 2022 ranked Hampton Township School District fourth among regional school districts based on achievement.

The 2021-2022 Student Achievement Report allows the District to compare its standardized test scores with pre-covid 5-year averages. The pandemic negatively affected standardized test scores (PSSA and Keystone) across Pennsylvania, although HTSD continues to score significantly above state averages.

This report also contains National Occupational Competency Testing Institute (NOCTI) scores from our A.W. Beattie Career Center students, in addition to Class of 2022 SAT scores — which remained above the state and national averages.

While the academic measures in this report provide insight into a student's critical thinking abilities, the District recognizes that they only partially reflect all of the Portrait of a Talbot competencies. Therefore, while these measures are important, the District hopes to incorporate additional indicators in the future that can better assess other vital competencies.

2021-2022 STUDENT ACHIEVEMENT REPORT

PSSA Mathematics 2021-2022

Grade	HTSD 2022	HTSD Pre-COVID 5 Year Average	2022 PA Average
3	84.9%	81.3%	47.7%
4	79.1%	79.0%	42.3%
5	71.3%	77.2%	35.4%
6	52.9%	64.2%	32.3%
7	59.1%	72.3%	27.0%
8	46.1%	66.7%	22.6%

PSSA Science 2021-2022

Grade	HTSD 2022	HTSD Pre-COVID 5 Year Average	2022 PA Average
4	95.5%	93.3%	73.7%
8	86.3%	83.7%	51.1%

PSSA English Language Arts 2021-2022

Grade	HTSD 2022	HTSD Pre-COVID 5 Year Average	2022 PA Average
3	86.3%	86.2%	52.3%
4	85.7%	85.2%	52.2%
5	87.9%	87.0%	53.6%
6	80.0%	85.7%	56.1%
7	87.8%	87.2%	57.2%
8	86.8%	86.0%	55.6%

Keystone - Grade 11 Cohort (Class of 2023)

Assessment	Timeframe when majority of students were assessed
Algebra I	Gr. 8 MS Algebra I (Spring 2019)
Literature	Gr. 10 English (Spring 2021)
Biology	Gr. 9 Biology (Spring 2020) - no Spring assessment

Spring Biology Keystone Scores

Grade	HTSD 2022
9	75.6%

Keystone 11th Grade Cohort - 2021-2022 Literature

HTSD 2022	HTSD Pre-Covid 4 Year Average	2022 PA Average
87.2%	94.3%	64.9%

Keystone 11th Grade Cohort - 2021-2022 Algebra 1 - Scores are obtained during Algebra 1 course (Middle or High School)

HTSD 2022	HTSD Pre-Covid 4 Year Average	2022 PA Average
87.8%	89.7%	63.9%

National Occupational Competency Testing Institute (NOCTI) Scores

HTSD 2022	HTSD Pre-COVID 4 Year Average
76.5%	87.8%

Post-Secondary Plans (Class of 2022)

Plans	Percentage
College or University	87%
Employment	5%
Technical Schools	3%
Military	2%
Other	3%

SAT Scores

	HTSD 2022	HTSD Pre-COVID 4-Year Average	PA 2022	National 2022
Evidence-Based Reading & Writing	604	604	551	529
Mathematics	593	597	540	521

HAMPTON HIGH SCHOOL RENOVATION PROJECT



District Awards & Distinctions for 2021-2022

No. 1 Ranked Teachers in PA

The Hampton Township School District was recognized as having the No. 1 ranked teachers in Pennsylvania in the 2022 Niche "Best Schools and Districts." The same publication ranked the District as the 13th best school district in Pennsylvania.

4TH out of 105 southwest PA districts

In May, 2022, The Pittsburgh Business Times ranked Hampton 4th out of 105 southwest PA school districts in its annual Guide to Southwestern Pennsylvania Schools.

4TH in Pittsburgh 15th in PA

In April 2022, Hampton High School was ranked #4 in the Pittsburgh region and #15 in Pennsylvania by U.S. News and World Report.

2022 PA Don Eichorn "Schools to Watch"

Hampton Middle School was awarded a 2022 PA Don Eichorn Schools: "Schools to Watch" from the Pennsylvania Association of Middle Level Education.

Construction on the Hampton High School renovation project began ahead of the 2021-22 school year. With the first phase now complete, students, staff, and community members benefit from traffic and parking improvements on campus that enhance safety, convenience, and access, in addition to improved traffic flow, increased parking capacity, and upgraded lighting and walkways.



"We are proud of the work we have done to make our campus safer and more accessible," said Superintendent Dr. Michael Loughead. "We know that many community members use our facilities for exercise and other activities, and we wanted to ensure that they have a safe and enjoyable experience."

The entire roof was replaced during the first phase of the renovation project, funded in part by a state grant allowing the District to make much-needed repairs and ensure the safety and well-being of its students, staff, and community members. Major work was also completed for the high school's stormwater management system to meet new guidelines.

Before the renovation project that began in 2021, the high school, originally constructed in 1969, last underwent upgrades and renovations more than 20 years ago.

The renovation project also included the construction of a brand new Library Media Center addition to support the evolving academic needs of Hampton High School's high-quality educational programs. This new space enables students to work collaboratively and to continue to engage in world-class learning.

The new addition features includes the following spaces:

Library Media Center — The center has four huddle rooms allowing students to work collaboratively on projects. It features a technology hub that allows students to receive technology support during the school day. The library space includes various forms of flexible seating, including high-top tables, standard tables, and soft seating.

Conceptual Thinking Lab — This adjacent space includes a multitude of whiteboards and flexible furniture to accommodate classes working on creative problem solving.



Café Area — The Busy Bean has been relocated from its former location in the cafeteria to the newly designed Café. The Busy Bean is a student-run business endeavor supported by the HHS Special Education Department. It affords students an opportunity to practice, develop, and refine vocational skills in an actual business.

Flex Studio — This studio allows students in the high school's video production classes to use state-of-the-art lighting to film projects. Additionally, this space will be open for other classes so that students can create multimedia projects.

Additional Classrooms — The new addition has two new classrooms, one for the English Department and one for the Special Education Department. The English classroom is attached to a large yearbook room enclosed in glass so students can see the yearbook staff create the yearbook using digital photography.



2021-2022 FINANCIAL REPORT

The Hampton Township Board of School Directors approved the 2021-22 general fund budget in June 2021, with revenues of \$55,577,673 and expenditures of \$56,620,350. The deficit was balanced with the utilization of \$575,000 of the District's committed fund balance (stabilization funds) and \$467,677 from the District's unassigned fund balance.

The budget included a 0.59 mill or 3.0% real estate tax increase. The increase was necessary to balance the \$995,000 shortfall that existed at the 2020-21 millage rate of 19.71 mills.

The final expenditure budget included an increase in expenditures of \$1,495,766 or 2.71% from the 2020-21 budget. The primary components of the increase were as follows:

1. The total budgeted salary increases were \$756,495 or 2.84%.
2. Pennsylvania Public School Employees' Retirement System (PSERS) contributions were projected to increase by \$383,338 due to the salary increases and PSERS employer contribution rate increase from 34.51% to 34.94%.
3. Employee health insurance was projected to increase by \$196,432 due to a 5% increase in medical premiums.

Actual 2021-22 general fund revenues were \$57,049,797 and actual expenditures were \$57,668,917 resulting in a deficit of \$619,120 and an ending fund balance on June 30, 2022 of \$5,924,502 — of which \$3,985,990 was unassigned. The deficit of \$619,120 was favorable by \$423,557 when compared to the budgeted deficit of \$1,042,677.

In January 2023, Mr. Peter Vancheri, CPA of Hosack, Specht, Muetzel & Wood presented the June 30, 2022 audit report to the School Board. Mr. Vancheri stated that the independent audit revealed that Hampton Township School District's financial statements, as of June 30, 2022, were presented fairly and accurately.

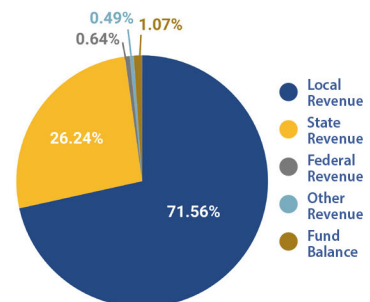
The full "Annual Comprehensive Financial Report" (ACFR) is available on the District's website using the QR code.



Where the Money Comes From

REVENUES

Total Revenue	\$57,668,917	
Local Revenue	\$41,267,303	(71.56%)
State Revenue	\$15,133,597	(26.24%)
Federal Revenue	\$367,937	(0.64%)
Other Revenue	\$280,960	(0.49%)
Fund Balance	\$619,120	(1.07%)
	\$57,668,917	



Where the Money Goes

Total Revenue	\$57,668,917	
Salaries	\$27,490,073	(47.67%)
Benefits	\$15,002,567	(26.01%)
Contracted Services	\$5,620,463	(9.75%)
Other Purchased Services	\$1,977,138	(3.43%)
Supplies & Equipment	\$2,735,586	(4.74%)
Debt Service	\$4,843,090	(8.40%)

