



Strategic Plan August 2023

Dr. Caroline Johns

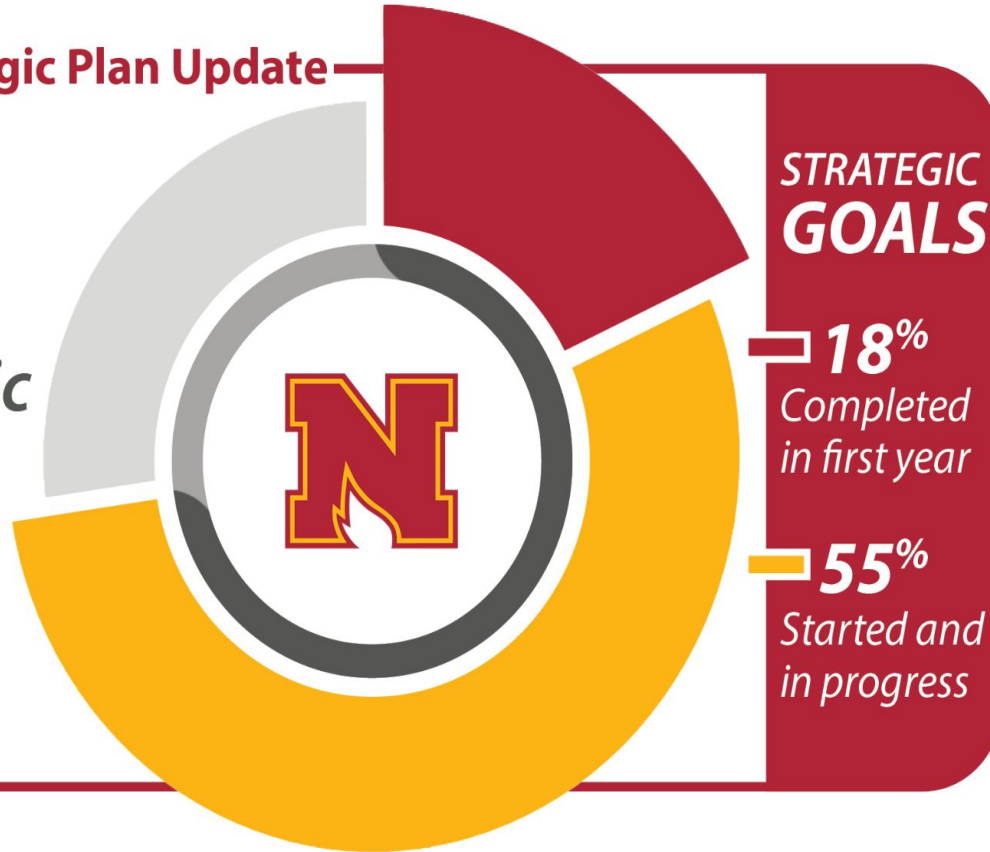
Northgate School District

Northgate Strategic Plan Update

8 Core
Values

22 Strategic
Goals

75 Target
Areas



**STRATEGIC
GOALS**

18%

*Completed
in first year*

55%

*Started and
in progress*





Challenging Academics

Challenging Academics

Goal 1: In Progress

Partnerships with 3 universities: Carlow University, RMU, and University of Pittsburgh

21 College In High School courses with significantly reduced tuition rates

100% of our students attend CIHS courses (all junior & senior year English and History courses are CIHS)

Provide students with financial assistance through grants

Secondary master schedule redesigned to encourage & allow for seniors to participate in internships.



Challenging Academics

Goal 2: In Progress

Hosted multiple regional conferences with Harvard University's Project Zero. Northgate faculty were featured at these conferences.

Complete math curriculum redesign & implementation in grades K-5.

ELA curriculum redesign & implementation grades 2-8 to align with the previous work done on primary reading K-1.

District fully aligned with the Science of Reading & structured literacy framework.



Challenging Academics

Redesign of building level schedules to support the MTSS framework

MTSS fully implemented

Student needs are analyzed & addressed in the areas of academics, social/emotional and behavior.

Faculty participated in Advanced Tiers training where they gained expertise in how to provide researched based interventions for students.

**Received AASA Lighthouse District Designation*





Northgate Way



Northgate Way

Goal 1: Completed

Stakeholder groups met in the Fall of 2022 to begin the district branding process

The Board approved & published a branding document in February 2023. Following this approval, the logos were unveiled

Goal 2: Completed

Opened the School Spirit store

Developed partnerships with approved vendors to provide spiritwear

All student groups have been provided with the branding guidelines & provided assistance when ordering





Empower Students & Staff

Empower Students & Staff

Goal 2: In Progress

Created a secondary PTO. This group has finalized their bylaws & will be soliciting membership at the start of the 2023-2024 school year

“Parents As Allies” network of elementary parents was created to take parent engagement to the next level.

- Parents worked alongside teachers in the Avalon Makerspace providing instructional coaching to our students
- Presented in Madison, WI at the national Play, Make, Learn conference



Empower Students & Staff

- Programming expanded to Bellevue Elementary
- A playbook was developed for other districts who have expressed interest in replicating this programming

A Superintendent Student Advisory group was created to meet with Dr. Johns throughout the year.



Empower Students & Staff

Student ambassador groups at each school.

- mentor and instruct younger students
- welcome visitors & provide building tours
- provide student perspective & feedback to building level administration.

Staff empowered to lead student ambassador programs creating the vision for them and selecting activities

Staff have had opportunities to lead and share with their colleagues locally and nationally, including presenting at multiple conferences

Staff were and will continue to be heavily involved in the curriculum selection & development process





Value Diversity

Value Diversity

Goal 1: In Progress

Secondary increased number of college and career speakers from diverse backgrounds

Through our afterschool programming, we have been able to expand the diversity of the professionals who are working with our students.



Value Diversity

Goal 2: In Progress

A job description created and Board approved a “No Place for Hate” sponsor.

All buildings participated in the Anti-Defamation League’s No Place for Hate program

Sample of student activities: students created a Culture Museum where they shared their heritage, students visited the Nationality Museum and August Wilson African American Cultural Center, and students developed building specific campaigns to create awareness about inclusivity



Value Diversity

Goal 3: In Progress

The Board of Director's Social Equity Committee met regularly with the secondary No Place for Hate student group to identify needs and begin goal setting and planning

This student group provided training for elementary school students on "It's Not Okay to Say" which focused on microaggressions. Training will expand to the middle school this year



Value Diversity

Goal 3: In Progress

Michelle King has been contracted by the district to work with the Board committee and student group and is now advising on a regular basis

Ms. King will assist in planning and implementation of 3 year plan





***Whole-Child
Focused***

Whole-Child Focused

Goal 1: In Progress

Secured PCCD grant funding and effective utilization of ESSER funding to financially support the Chill Project through 2025.

Applied for two grants to expand the Chill Project and serve as a pilot site for horticulture therapy in the newly constructed district greenhouse.

Served as pilot site for Chill Mobile which included teacher training.

Served as test audience for the newly launched “Cai & Kate” children’s program. This program teaches families how to support child well-being.



Whole-Child Focused

Goal 2: In Progress

Secondary supplementals were reviewed and revised to better reflect student interests.

- eSports
- comprehensive athletic conditioning program
- journalism
- Entrepreneurship
- gardening.



Whole-Child Focused

Goal 2: In Progress

Expanded afterschool and summer programs in each building and at our Suburban campus.

- Arts Greenhouse
- Adagio Health Cooking classes
- Bots IQ Robotics
- Engineering and 3D Printing
- STEM Coding and Animation
- Odyssey of the Mind





Emphasis on Relationships

Emphasis on Relationships

Goal 1: In Progress-Group Norms

Completed: Administration and Building Level

In progress: School Board

Upcoming: PTO

Goal 3: In Progress-Celebrations

Awards Celebrations recognizing students in all buildings

Students attend Board meetings as active participants and to be recognized for both in school and community achievements.

Positive Principal referrals are regularly awarded in order to build positive relationships and student experience.





Welcoming Environment

Welcoming Environment

Goal 1: Completed

Dr. Johns and the district/building secretaries met to identify how to operationalize creating a Welcoming Environment. This was developed into a document that has been communicated throughout the district.

The importance of first impressions was discussed. A standard greeting was developed for answering the phones to promote a professional and positive first impression.



Welcoming Environment

Goal 2: In Progress

Continued partnership with Kidsburgh to support the Parents as Allies initiative.
Parents as Allies in Making team

- 11 staff members
- 43 parents

The district applied for and received additional funding for the 2023-2024 school year.

Great Learning Conversation is scheduled to occur Fall 2023.

Expanded to Bellevue Elementary School Summer of 2023.



Welcoming Environment

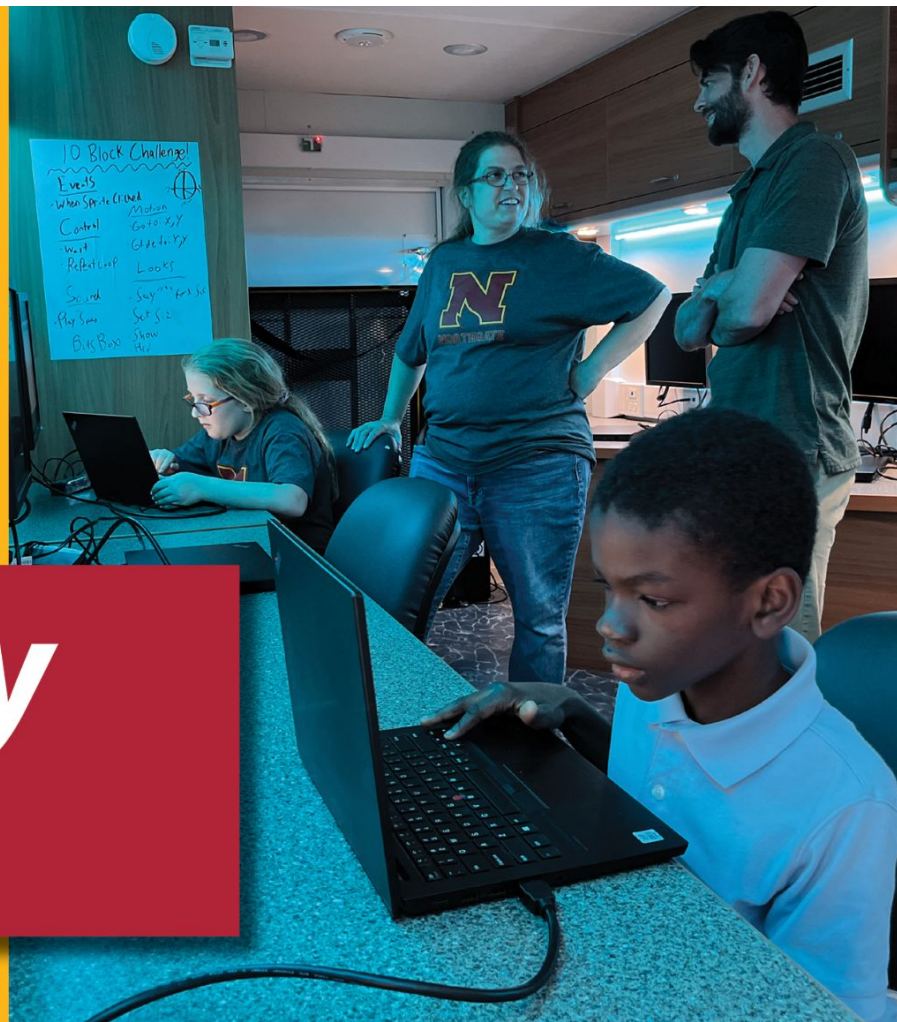
Goal 2: In Progress

Parents have been working alongside staff at Avalon to instruct students in maker activities.

A playbook was designed for other districts interested in implementing this program.

Administrators and teachers presented at the National Play, Make, Learn Conference, as well as the superintendents forum.





Community Allies

Community Allies

Goal 1: Completed

The superintendent and district secretaries met to create a plan and process for how information is populated on the district calendar. Time was spent identifying who was responsible for overseeing the various areas that are included in the district calendar on the website.



Community Allies

Goal 3: In Progress

The district was provided space at Suburban General. Area was repurposed to support meeting areas and student programming. This provides a central location for our students and families

Majority of new programming detailed in the “Whole Child” section has been taking place in our Suburban space. These opportunities have been made possible through our newly developed partnerships with other organizations also residing at Suburban General.

The district has entered into multi-year agreements with all of our partnering organizations to ensure continuity of programming in future years.

