

STRATEGY @ PRSD UPDATE

August 24, 2015

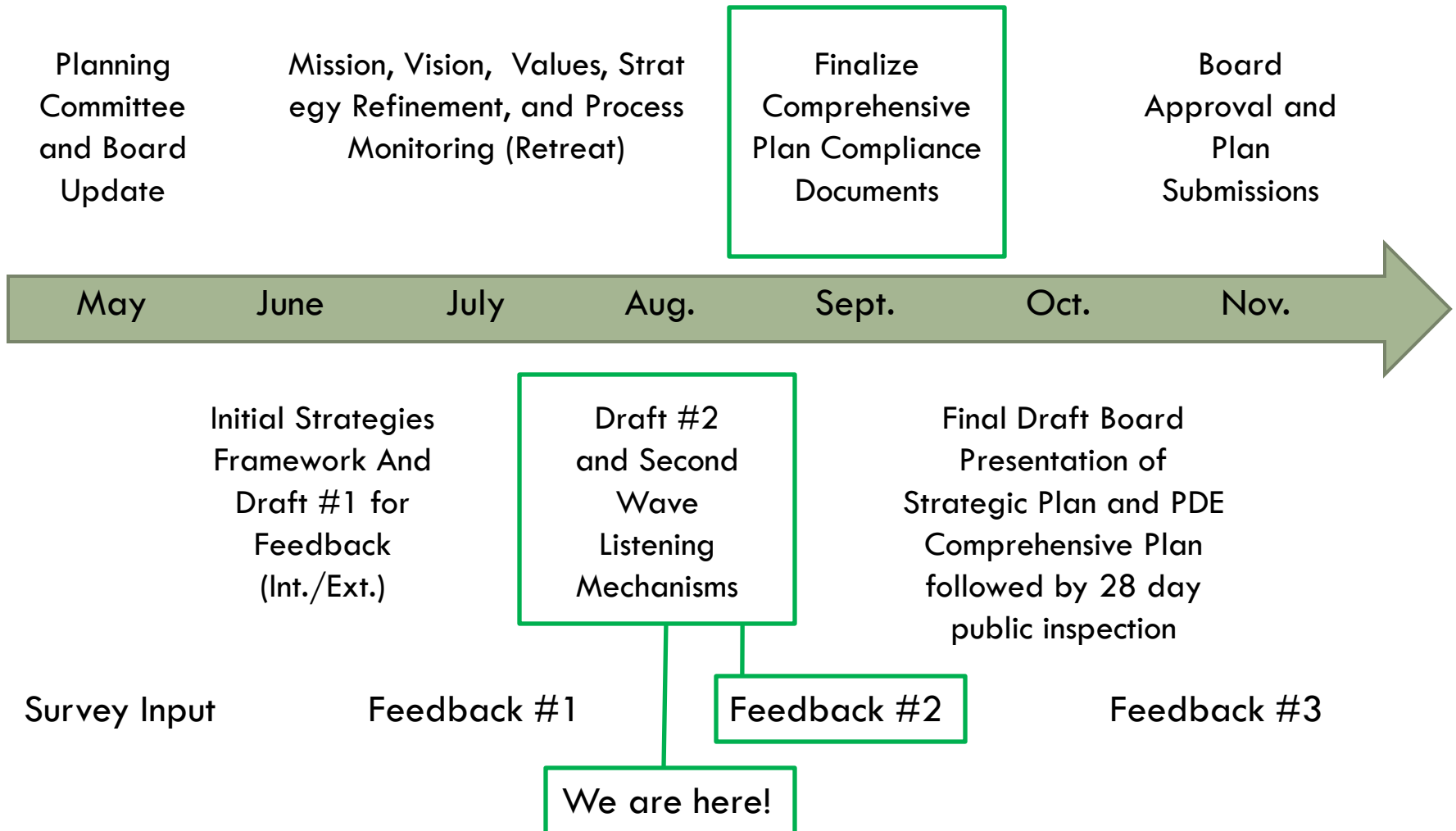
Objectives

- Briefly review of the **purpose of strategic planning** at Pine-Richland School District, **process and timeline**, and a concise summary of **key actions** to date.
- Discuss revisions to the **mission, vision, and values** of the organization based on upon the recent set of Town Hall meetings.
- Review the revised **long-term** goals and preliminary **short-term** actions.
- Communicate **next steps** of the process

Purpose of Strategic Planning

- Set **direction** in areas that ...
 - ... support the educational **mission** of the district
 - ... reflect the **current state** of the district (strengths, weaknesses, and opportunities)
 - ... embody the **values and beliefs** of the people of the district (internal and external)

Process and Timeline



Listening Mechanisms

Electronic Surveys

- Parent (475 respondents)
- Staff (213 respondents)
- Community (90 respondents)

Town Hall #1 with Table Groups

- Representative sample (70 participants)

Town Hall #2 with Table Groups

- Representative sample (82 participants)

Retreats

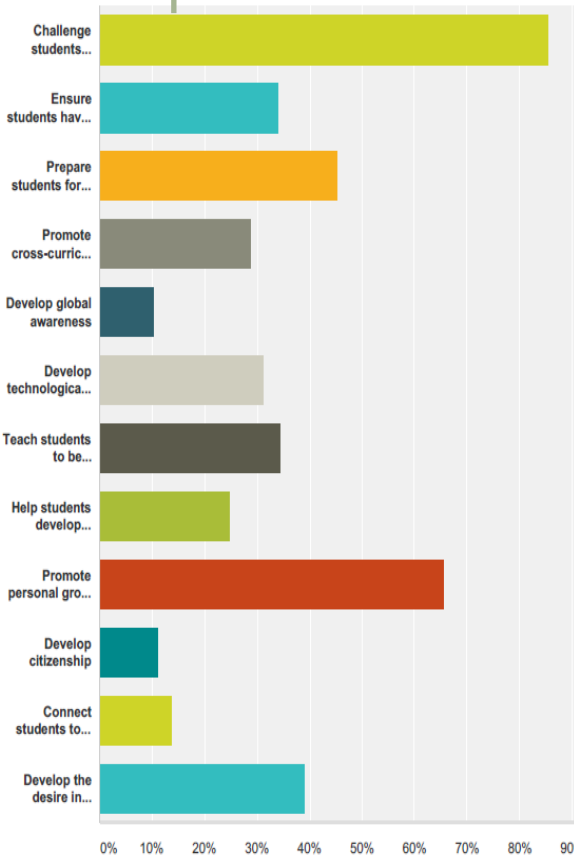
- Administrative and Board

Challenge students academically at all levels

Purpose of PRSD

Q62 I believe the purpose of Pine-Richland School District is to (Choose top 4):

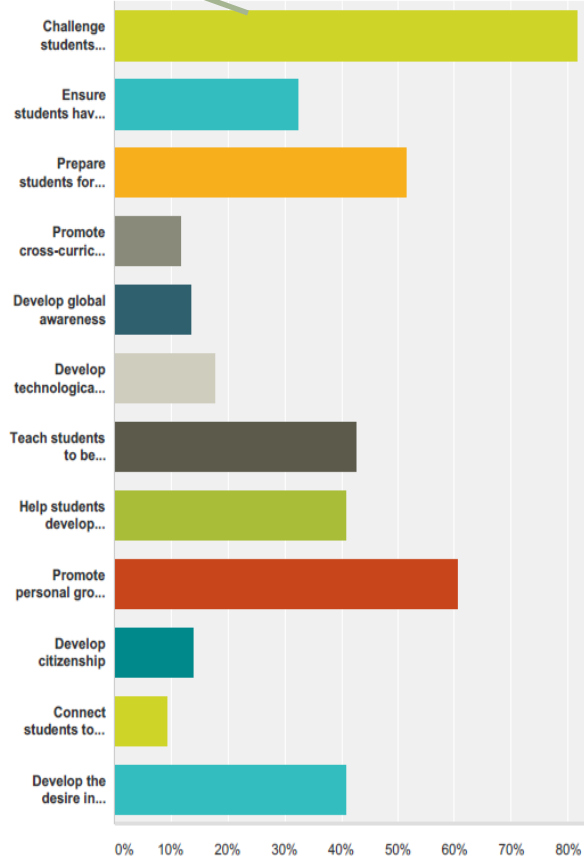
Answered: 475 Skipped: 113



Parents

Q3 I believe the purpose of Pine-Richland School District is to (Choose your top 4):

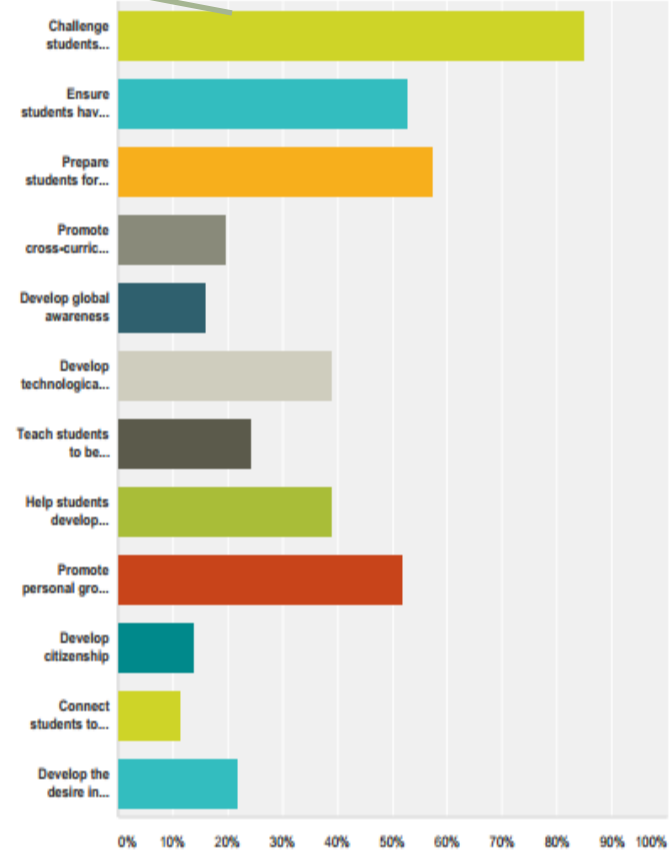
Answered: 213 Skipped: 51



Staff

Q20 I believe the purpose of Pine-Richland School District is to (Choose top 4):

Answered: 87 Skipped: 48



Community

Purpose of PRSD

I believe the purpose of PRSD is to:

- Challenge students **academically at all levels** (86% parents, 82% staff and 85% community)
- Promote **personal growth** and **well-rounded** students in academics, athletics, arts, and activities (65% parents and 62% staff and 51% community)
- Prepare students for the workforce and **develop real-world skills** (45% parents, 52% staff and 57% community)

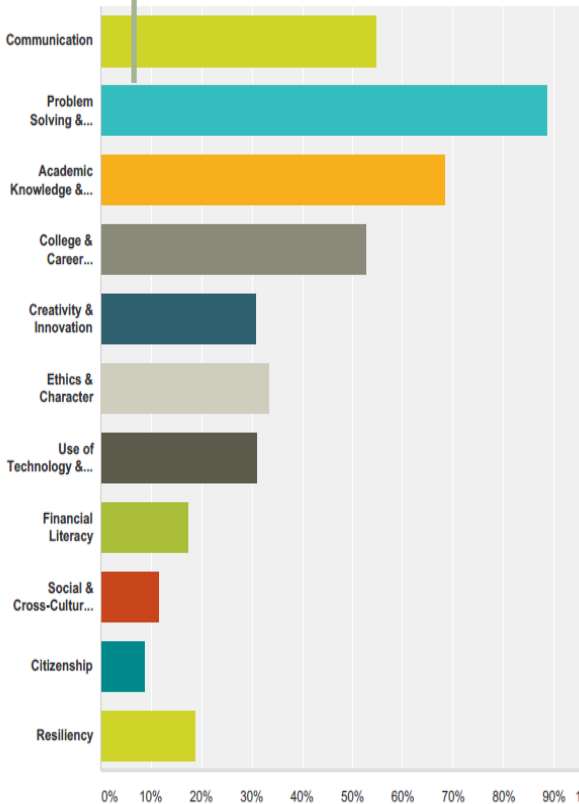
Agreement in top three selections across three groups

Problem Solving and Critical Thinking

Skills for Graduates

Q63 The most important skills current Pine-Richland students should learn before graduating are (Choose Your top 4):

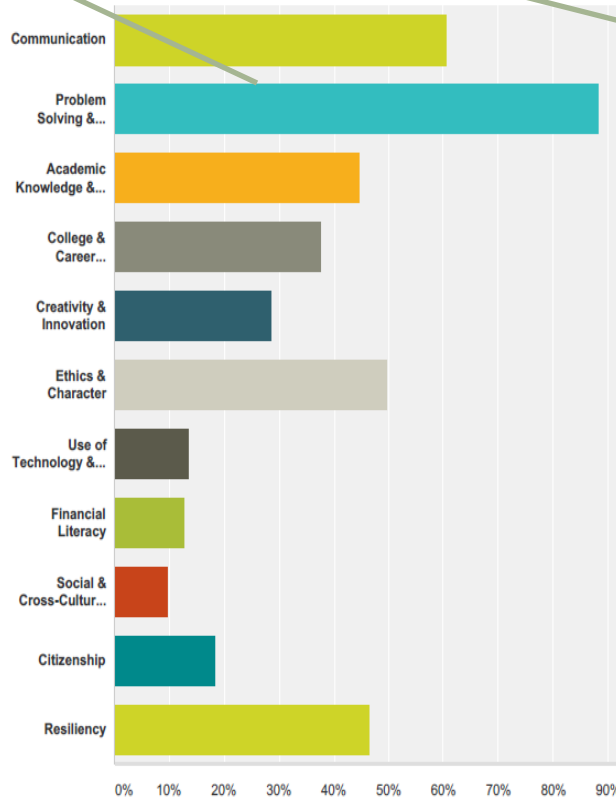
Answered: 475 Skipped: 113



Parents

Q4 The most important skills current Pine-Richland students should learn before graduating are (Choose Your top 4):

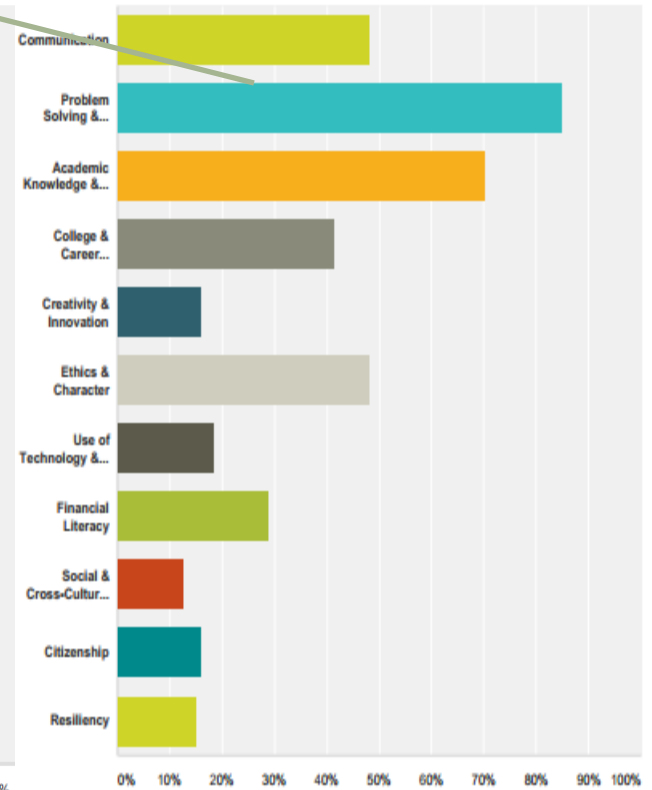
Answered: 213 Skipped: 51



Staff

Q21 The most important skills current Pine-Richland students should learn before graduating are (Choose Your top 4):

Answered: 87 Skipped: 48



Community

Town Hall #1 Big Picture Feedback

- **General support for categories and long-term goals**
- **Challenge of “Competing Interests”**
- **“Consistency” was an overarching theme (e.g., curriculum, teacher quality, and communication)**
- **Expanding the pockets of excellence**
- **Individual experiences – of the parent or their children – became the discussion at the tables**
- **Connections/linkages between categories became evident**

Town Hall #2 Big Picture Feedback

- **Appreciation for the process**
- **Engaged and varied perspectives on the mission, vision, and values**
- **Support for categories and long-term goals**
- **Connections/linkages between categories even more evident**
- **“Fine-tuning” suggestions or considerations for short-term actions**

Mission, Vision and Values

- For approximately 30 minutes, town hall participants were in groups to complete the following:
 - ▣ Read the past and current mission/vision statements
 - ▣ Read the current values
 - ▣ Provide feedback about the design concept and content

- The level of feedback, engagement, and perspectives was powerful. There were also a wide variety of expressed opinions.

Mission (Purpose)

- Initial Mission –
 - ▣ **Focused on Learning**

- Revised Mission –
 - ▣ The **mission** of the Pine-Richland School District is to **focus on learning for every student every day.**

- Recommendation – We plan to roll-out a series of strategic plan presentations to staff and parents. We would present the revised mission to gather additional feedback.

Vision (Ideal Future)

The motto represents the **core purpose of schools** and reinforces the values outlined in the strategic plan.

- Learning is our primary purpose
- Learning occurs inside and outside the classroom
- Learning is measured as BOTH achievement AND growth
- Learning happens differently for different people so flexibility and variation is needed in the approach
- Learning requires effort and persistence

Learning is for all of us and requires the support of everyone (e.g., student, staff, parents, etc.)

Vision (Ideal Future)

□ Initial Vision –



□ Revised Vision –

- The **vision** of the Pine-Richland School District is a picture developed by a student that **captures the mission** and provides **a vivid reminder of the challenge and opportunity of our schools.**



- Revisions and technological adjustments to allow a viewer to hear, see, or read the story.

Vision (Ideal Future)

- Recommendation – We plan to roll-out a series of strategic plan presentations to staff and parents. The presenter would “tell the story” to the audience.

Values (Our Beliefs)

- Initial Values – Acronym of RAM PRIDE with each letter representing a value or belief.
- Based on feedback, the pro's and con's of an acronym were discussed. We heard a wide variety of opinions and developed an extensive list of values/beliefs. In a debrief session, the senior leadership team then took a step back to evaluate the most prevalent themes.

Values (Our Beliefs)

- Revised Values –
 - **P** – Personal Growth
 - **R** – Resiliency
 - **I** – Innovation
 - **D** – Diverse Opportunities
 - **E** – Engagement

- Recommendation – Regardless of the final mission, vision, and values, it will be important to keep those messages at the forefront of communications to all stakeholders. For example, we may take a few moments at the beginning of each board meeting to review those statements.

Plan Organization

- We want to use clear language with a **focus on implementation**. We believe in the importance of a continuous improvement mindset.

- **Framework Categories:**
 - Teaching and Learning
 - Student Services and Programs
 - Finance and Operations
 - Workforce Development
 - Communication and Stakeholder Engagement

Glossary of Terms

- Given the wide variety of terms and concepts in education and within the strategic planning process, a glossary of terms was created as a resource.
- This glossary is dynamic in nature and will be placed on the website as a resource for interested stakeholders.

Teaching and Learning Sample

Teaching and Learning			
2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
Refine clear and consistent curriculum across each grade and course that builds as students progress through the levels but nurture creativity and identity of schools and teachers			
Complete Curriculum Writing	Publish Curriculum Online		
	Design and Pilot In-Depth Review Cycle (Science)	Begin In-Depth Review Cycle (2 - 3 Departments per Year)	
Resource Identification and Implementation Timeline			
Ensure quality instruction that allows staff/teachers to meet the readiness of different students happening across teachers in all classrooms (vs. pockets)			
Identify/Develop Model	Implement Part 1	Implement Part 2	Full Instructional Model Implementation
	Integrate Strategies to Educator Effectiveness and Differentiated Supervision Model		
Implement a balanced range of national, state and local assessments to monitor student learning and use results to guide instruction			
Evaluate Current Standardized Assessments	Develop Local Assessments	Implement Local Assessments	
Determine Assessment Mix (Formative, Benchmark, Diagnostic, and summative)			
		Use Local Assessment Data to Drive PD and Curriculum Revisions	
	Revise Report Cards		Real-Time Progress Monitoring
	Integrate Performance Tracker		

Other Categories

- The attached PRSD Implementation Plan draft provides an overview of the current thought process in each category.
- The short-term actions require additional attention for clarity and understanding.

Next Steps

- Conduct a series of presentations for staff and community based on the current draft
- Finalize mission, vision, and values
- Refine the short-term actions
- Review the sequence and priorities of goals and actions
- Begin to finalize the PRSD Strategic Plan and complete the comprehensive plan requirements for the Pennsylvania Department of Education