

# STRATEGY @ PRSD

June 22, 2015

# Coming Soon

- The first round of town hall meetings have been advertised for the following dates:
  - ▣ June 25<sup>th</sup>: 1:00 – 3:00 pm
  - ▣ June 30<sup>th</sup>: 6:30 – 8:30 pm
  
- The remaining slides have been revised based on feedback from the June 8<sup>th</sup> board meeting and are written for the town hall audience.
  
- A strategic plan update is planned for the July 13<sup>th</sup> board meeting.

# Town Hall Objectives

- Review of the purpose and importance of strategic planning for Pine-Richland School District
- Introduce the process and emerging category structure of the plan
- Gather feedback about the initial set of long-term goals through small group table discussions
- 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
  - ... embody the values and beliefs of the people of the district (internal and external)

# Process and Timeline

Planning  
Committee  
and Board  
Update

Mission, Vision, Values,  
Strategy Refinement,  
and Process Monitoring  
(Retreat)

Finalize  
Comprehensive  
Plan  
Compliance  
Documents

Board  
Approval  
and Plan  
Submissions

May

June

July

Aug.

Sept.

Oct.

Nov.

Initial Strategies  
Framework And  
Draft #1 for  
Feedback  
(Int./Ext.)

Draft #2  
and Second  
Wave  
Listening  
Mechanisms

Final Draft Board  
Presentation of  
Strategic Plan and PDE  
Comprehensive Plan  
followed by 28 day  
public inspection

Survey Input

Feedback #1

Feedback #2

Feedback #3

We are here!

# Plan Organization

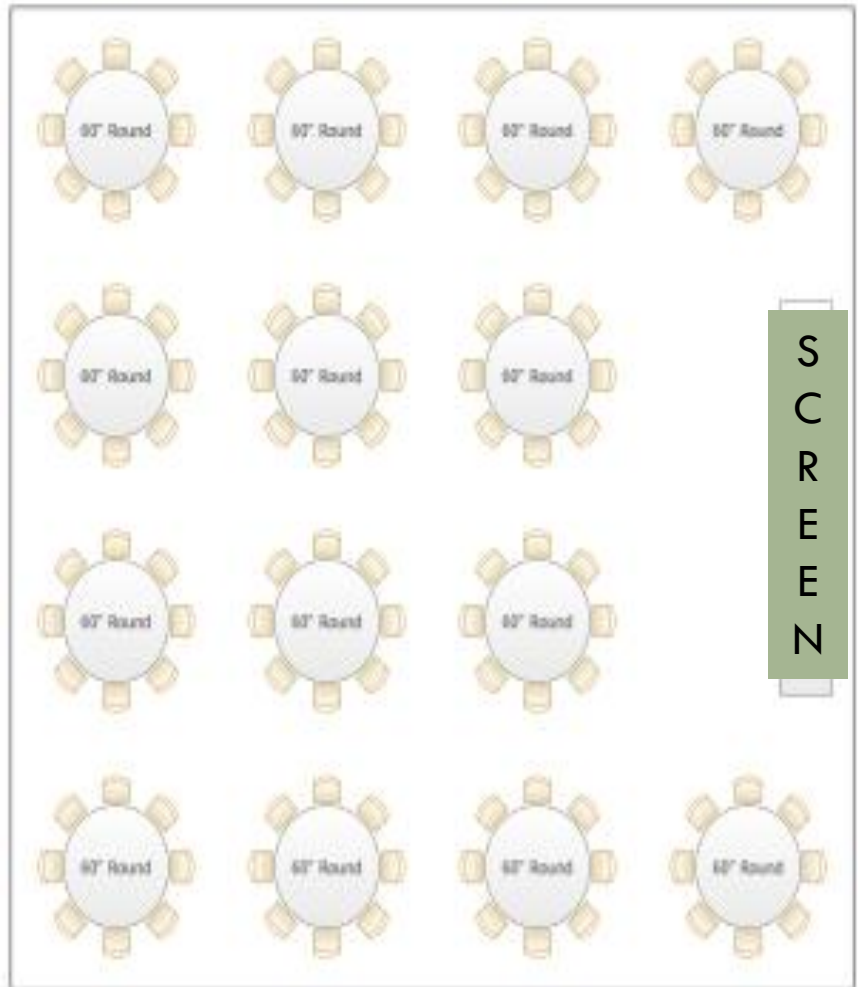
- We want to use clear language with a focus on implementation. We believe in the importance of a “continuous improvement” mindset.
  
- Tentative Framework Categories:
  - ▣ Teaching and Learning
  - ▣ Student Services and Programs
  - ▣ Finance and Operations
  - ▣ Workforce Development
  - ▣ Communication and Stakeholder Engagement

# First Draft Strategies: A Place to Start

- In each of the tentative categories, “first draft” sets of long-term goals were identified. These goals were developed based on the following:
  - ▣ Current and past strategic plans
  - ▣ Board and committee discussions
  - ▣ Input from administrators at the district and building levels
  - ▣ Staff feedback (chairpersons, technology coaches, and surveys)
  - ▣ Professional Development Committee feedback
  - ▣ Parent feedback (survey, PTO, PSG, Key Communicators, etc.)
  
- Over the next five months, we will refine and revise the long-term goals based on collaborative discussion and feedback.
  
- The importance of this strategic plan will be in its implementation and communication of results. It will be necessary to build in flexibility for unforeseen opportunities or requirements.

# “Town Hall” Process and Feedback

- Presentation to large group of strategies by category (e.g., Teaching and Learning)
- Discussion and feedback at tables for increased levels of engagement facilitated by central administrators, board, principals, chairs, staff, etc.
- Understanding of the complexity and “big picture” of the district and need for “harmony” and integration between strategies



# Gathering Feedback

- After a whole group introduction of a category, a small group format will be used for table discussions. We will spend approximately 20 minutes on each category.
  
- The facilitator will:
  - ▣ Use a computer and electronic form to document the session.
  - ▣ Record names of participants at their table and role (e.g., staff, parent, etc.).
  - ▣ Capture consensus feedback on each category.
  - ▣ Capture consensus feedback on each long-term goal.
  - ▣ Enter open-ended comments and suggestions based on the group dialogue.
  
- We will then transition to the next category.

# Teaching and Learning



This category is summarized by:

***“Student achievement is enhanced through consistent, effective, and engaging learning experiences with teachers who meet the needs of all learners.”***

# Teaching and Learning

## Long-Term Goals:

- 1 Clear and consistent curriculum across each grade and course that builds as students progress through the levels

*Curriculum is the destination or learning goal.*

- 2 Quality instruction that allows teachers to meet the readiness of different students within one classroom

*Instruction is the vehicle or path to get to the destination.*

- 3 Balanced use of national, state, and local assessments to monitor student learning.

*Assessments help us see what students understand and at what level.*

# Teaching and Learning

## Long-Term Goals:

- 4 System to extend learning for students who already know something and provide re-teaching or support for students who are struggling  
*This may or may not involve students with a GIEP or IEP or other specific learning needs.*
- 5 Use of “real-world” strategies to engage students in solving problems, using their hands, and seeing connections between content areas  
*STEAM activities are one example of this concept.*
- 6 Integration of technology tools into courses and activities when it can extend or improve the teaching and learning experience  
*A collaborative writing project via a shared online document is one example.*

# Student Services and Programs



This category is summarized by:

**“Students learn and develop intellectually, socially, emotionally, physically, and morally. Special programs, clubs, activities, and sports help provide the opportunity for that growth.”**

# Student Services and Programs

## Long-Term Goals:

- 1 Sustained focus on the whole child (e.g., academic, social, emotional, physical, and moral development)  
*The bucket-filler program at the primary buildings is one example.*
- 2 Consistent team approach for supporting students' needs by parents, teachers, support staff, and administrators  
*Parent conferences with all team members taking responsibility for supporting student needs.*
- 3 Clear vision for Special Education and Gifted Education to determine the continuum of services in these areas  
*The location of specific programs, such as life skills or autistic support, can improve services to children while also managing costs.*
- 4 Monitoring of participation rates and impact of extra- and co-curricular activities to help determine future needs  
*Adding a supplemental contract for Thespian Society/Fall Play based on student interest and outcomes is an example of a smart investment.*

# Finance and Operations



This category is summarized by:

**“Effective management of our finances and decisions about operations form the foundation for possibilities connected to our educational programs.”**

# Finance and Operations

## Long-Term Goals:

- 1 Annual budget process that emphasizes multi-year planning that balances the tension between educational programs and tax rates and clearly acknowledges “cost drivers” that are out of direct district control

*Contributions to health care and retirement benefits increase annually.*

- 2 Use of operational benchmarks and metrics to ensure an ongoing public review under the direction of the board and administration

*Staffing levels by category and given student enrollment/need is an example.*

- 3 Results from an updated demographic study used to guide future-focused master facilities and capital funding plans

*Overall enrollment patterns and the regional impact of growth within school building attendance zones must be monitored given residential growth.*

# Finance and Operations

## Long-Term Goals:

- 4 Secure and reliable technology infrastructure flexible enough to meet needs through 2025

*Elements of the infrastructure include cabling within and between buildings, data rooms, wireless capability, and phone systems.*

- 5 Communication and collaboration with key service providers to ensure that performance levels match district expectations and requirements

*Transportation, food service, and legal services are just a few of the functions needed in the district.*

- 6 Realistic expectations for alternate revenue and enhanced partnerships to support operations without impacting guaranteed, necessary funding

*While alternate revenue is not a solution to the structural budget challenges, partnerships and foundations may be able to provide even more critical support for one-time expenses. PROOF is just one example of an important partner.*

# Workforce Development



This category is summarized by:

**“Attracting, developing, and retaining high quality staff members within a positive district culture is the most powerful strategy for meeting the needs of students and families.”**

# Workforce Development

## Long-Term Goals:

- 1 Evaluation process that balances the focus on measurement of current performance with growth in future performance  
*A flexible system is important. For example, the needs of a new teacher are very different than those of an experienced, master teacher.*
- 2 Employee recruitment with a focus on positions with smaller applicant and substitute pools  
*Substitutes are a critical part of running the district.*
- 3 Professional development plan aligned to district strategic direction and legal compliance  
*The Professional Development Committee is an important group in this area.*
- 4 Human resources approach that helps bring new staff into the district culture and then supports them throughout their years at Pine-Richland  
*Many employees are part of the district for decades and their needs vary over that time period. The employee access center is just one example of a resource that can help organize the supports and benefits that assist employees.*

# Communication and Stakeholder Engagement



This category is summarized by:

**“An excellent school district has effective communication systems and a high degree of satisfaction, engagement, and support of students, parents, staff, and the community.”**

# Communication and Stakeholder Engagement

## Long-Term Goals:

- 1 Efficient and effective district communications  
*This should include one-direction, two-direction, face-to-face, electronic, and other methods of communication.*
- 2 Results of annual stakeholder surveys used to guide future improvements to programs  
*Consideration should be given to different groups, such as students, staff, and parents.*
- 3 Strong partnerships and collaboration with the Township of Pine and Richland Township  
*Opportunities for collaboration at periodic meetings or on special topics can be further explored.*
- 4 Training for parents and volunteers to support teaching and learning  
*For example, it would be beneficial for parents to learn more about the new English Language Arts programs and resources. This would help them with their children at home and if they are a classroom volunteer.*

# Communication and Stakeholder Engagement

## Long-Term Goals:

- 5 Strategic plan updates and continued stakeholder engagement throughout implementation of the 2015-2019 plan

*It is common for high levels of stakeholder engagement in the development of strategies. PRSD is focused on sustaining that input through strategic implementation and review of results.*

- 6 Sustained partnerships and collaboration with workforce groups (PREA, ESPA, Act 93, and Administrative Support)

*Intentional and ongoing collaboration around the mission, vision, and values of the district can help ensure sustained success.*

- 7 Increased student input for the improvement of educational programs

*There is a spectrum of student voice that solicits student input across a broad range of education programs. Student surveys about the educational options in the Program of Studies is one example of student voice.*

- 8 Improve customer satisfaction, monitor feedback trends, and implement proactive strategies in key areas of concern

*Themes or trends in certain areas may help the district focus on important issues and improve the satisfaction for students, parents, staff, and the community.*

# Next Steps

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- Thank you for your input
- Revisions will be made and shared next month
- A second round of feedback will be held in August
- Watch the district's website for information on next steps