



# Key Communicators Meeting

**November 16, 2021**



# Introductions and Purpose

- ▶ Welcome to Key Communicators.
- ▶ The purpose of this group is two-way discussion of areas of importance in the school district through a culture of mutual trust and candor.



## Mid-Atlantic Alliance for Performance Excellence (MAAPE)

- The Mid-Atlantic Alliance for Performance Excellence (MAAPE) is a regional program that uses the Baldrige Performance Excellence Framework to help organizations in healthcare, education, manufacturing and non-profits improve. MAAPE covers Pennsylvania, New Jersey and Delaware.
- In the spring of 2021, we submitted our Level 3 application. This process includes a “virtual” site visit by a team of examiners. That outside MAAPE examiner team has been studying our organization over the last few months. For Pine-Richland, this initiative lives "in the background." We do not focus on the language of Baldrige or MAAPE. We just try to get better (think green loopy-loop).
- In the three days of the virtual site visit, eight examiners and a MAAPE monitor conducted 30 meetings (category teams, small groups or individual) with 61 unique members of the staff and administration and almost all board members.



# 2022-2023 Academic Calendar

Pine-Richland School District - 2022 - 2023 School Calendar



### August 2022

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

### August

- 15-19 - Teacher Clerical contract flex day
- 22 - Teacher/Paraprofessional in-service day
- 23 - Teacher/Paraprofessional in-service day
- 24 - Teacher/Paraprofessional in-service/Clerical day
- 28 - First Day for Students

### September

- 5 - Labor Day - School Closed

### September 2022

Su	M	Tu	W	Th	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

### October

- 27 - Last day of Quarter 1
- 28 - Teacher/Paraprofessional in-service/Clerical day

### November

- 3 - Parent/Teacher Conferences - Half Day for Students
- 4 - Parent/Teacher Conferences - No Students
- 24-28 - Thanksgiving Break - School Closed

### October 2022

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### December

- 5-16 - Keystone Testing (Wave 1)
- 23-30 - Winter Break - School Closed

### January

- 2 - Last Day of Winter Break - School Closed
- 4-18 - Keystone Testing (Wave 2)
- 13 - Last date of Quarter 2
- 16 - Teacher in-service/Clerical day

### November 2022

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

### February

- 20 - President's Day - School Closed/Make up day
- 21 - Teacher in-service day/Make up day

### March

- 24 - Last day of Quarter 3
- 27 - Teacher in-service/Clerical day/Make up day

### December 2022

Su	M	Tu	W	Th	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

### April

- 10-14 - Spring Break - School Closed
- 17 - Teacher in-service day/Make Up day
- 24-28 - English Language Art PSSA Testing

### January 2023

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

### May

- 1-12 - Math/Science PSSA Testing
- 15-26 - Keystone Testing (Spring)
- 29 - Memorial Day - School Closed

### June

- 2 - Last day for Seniors
- 5-7 Graduation Practice for Seniors
- 7 - Last day for AM Kindergartners
- 8 - Last day for PM Kindergartners (attend AM hours) and Students Grs 1-11/Half day
- 8 - Last day for Quarter 4
- 9 - Teacher in-service/Clerical day
- 9 - Graduation
- 10 - Graduation Rain Date
- 12 - Teacher Clerical contract flex day

### Student Days

182

### Teacher Work Days

193

### In-Service Days

6.5

### Clerical Days

3.5

### Conference Days

1.5

### Half Days

2

### Emergency Make-up Days

4

### February 2023

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				28

### March 2023

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	31

### April 2023

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						31

### May 2023

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			32

### June 2023

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Quarters  
 Q1 - 45    Q3 - 47  
 Q2 - 44    Q4 - 46

2022-2023 Proposed Calendar  
[Click here for link.](#)



# 2021-2022 Weather Closure Contingency Schedule



The district has multiple options for potential use if a weather-related closure is needed. Options include:

- Several make-up days are built into the calendar for potential use.
- School board approved an Emergency Instructional Time Template for PDE. The Template was designed by PR & provides flexibility in meeting required school days/hours.
- The district also developed and received approval by PDE for use of several Flexible Instructional Days (FIDs).
- In addition, the district received approval to utilize several in-service days as Act 80 days.



# 2021-2022 Weather Closure Contingency Schedule



**Delay:** If a two-hour delay is needed, district will follow the traditional process of notifying staff/families of delay and & operate buses on delay with a modified in-person schedule.

**First Closure:** If a first weather-related closure is needed, the district will notify staff and families. No school will occur on that day.

**Second and Subsequent Closure:** If a second and subsequent closure occurs, the district will follow procedures outlined last year.

- A period of asynchronous work will occur in the first part of the day (i.e., two-hour block) to allow flexible time for all to get organized prior to synchronous (live) instruction using Google Meet and/or Blackboard Collaborate will be implemented.
- Building principals and classroom teachers will share more details.

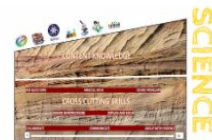
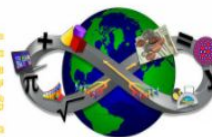


# In-Depth Program Review

- ▶ Implementation
  - ▶ Integration Among Departments
  - ▶ Integration with Key Initiatives
- ▶ Study Phase
  - ▶ Special Education/MTSS
  - ▶ World Language
  - ▶ Art



**MATH**





# Academic Achievement & Growth Report



- ▶ “Data for Action” Year 2
- ▶ Caution in Interpretation
  - ▶ No Scores for Spring 2020 or Test Modalities Non-Standard
  - ▶ Instructional Models Varied in 2020-2021 (virtual, in-person, hybrid)
- ▶ Leveraging Local Assessments
  - ▶ STAR, CDT, Universal Screeners/Benchmarks
  - ▶ Common Assessments by Course
- ▶ PR Graduate Portrait Measures





# HR Recruitment Updates

- ▶ Labor Market Conditions
- ▶ Challenges
  - ▶ Custodians
  - ▶ Paraprofessionals
  - ▶ Substitutes
- ▶ Value Proposition
- ▶ Geographic Footprint
  - ▶ Word of Mouth
  - ▶ Local Advertising
  - ▶ Opportunity Fair

The poster features the PR logo at the top left. The main title is 'Pine-Richland School District Job Opportunity Fair'. Below the title is a photograph of a young boy wearing a blue face mask and a blue t-shirt, sitting on a blue tarp and painting a mural. A yellow text box in the upper right of the photo says '4-6 p.m. on Nov. 10, 2021'. Below the photo, the text reads 'Learn about Opportunities for Meaningful Work Supporting Students in the Pine-Richland School District!'. At the bottom, there are three bullet points: 'Bring your resume for consideration & assistance.', 'On-site interviews & online application assistance will be provided.', and 'Flexible schedules & outstanding benefits options are available.'

**Pine-Richland School District  
Job Opportunity Fair**

4-6 p.m. on  
Nov. 10, 2021

**Learn about Opportunities for Meaningful Work  
Supporting Students in the Pine-Richland School District!**

- Bring your **resume** for consideration & assistance.
- **On-site interviews & online application assistance** will be provided.
- **Flexible schedules & outstanding benefits options** are available.



# Leadership & Governance

- Leadership and governance matter. School organizations are complex. An effective onboarding program can help a school district manage the transition of new governance members to ensure understanding and promote continuity.
- Given the Sunshine Law, special care and attention should be given to the manner in which onboarding meetings are designed and held. They are informational sessions - similar to a workshop or training session - for the purpose of reviewing key factors related to the school district. No deliberation takes place. The content of the onboarding program will be publicly shared and posted on the board website. Meeting participants are determined by topic.



# Leadership & Governance

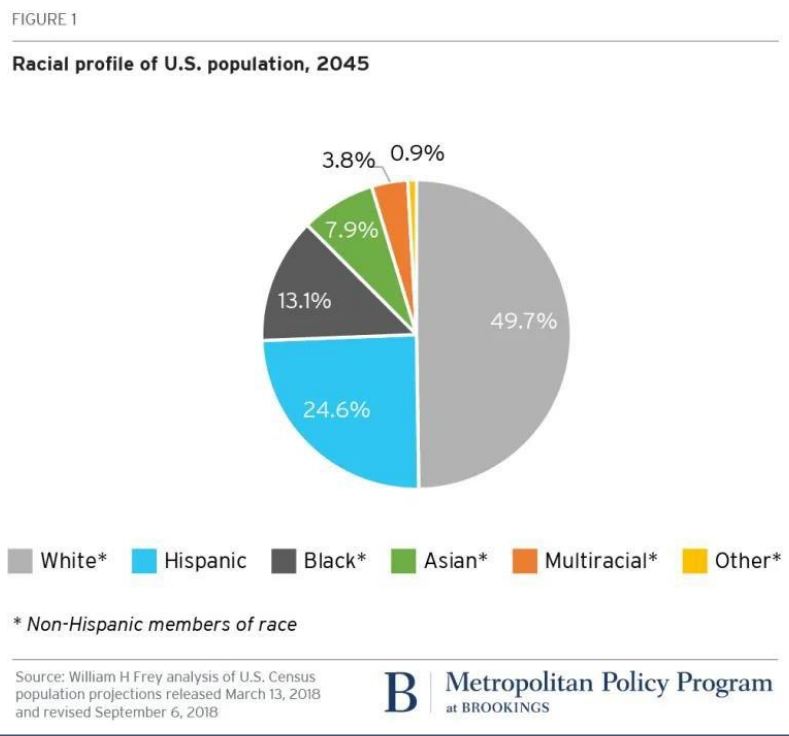
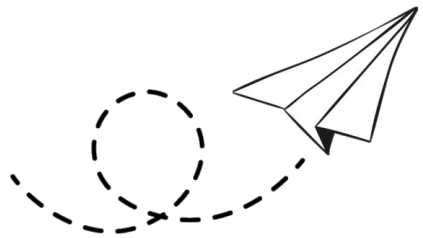
## Collaboration & Team Work

Schedule W/ Dates Reflecting The Week In Which Training Will Be Held (Exact Time TBD)
Congratulations Letter, Invitation and Training Schedule
<b>Meeting #1: Orientation / Onboarding Program (60 minutes)</b>
<b>Meeting #2: Governance (60 minutes)</b>
<b>Meeting #3 MVV and Strategic Plan (75 - 90 minutes)</b>
<b>Meeting #4 Mechanics and Agenda Preview (60 minutes)</b>
<b>Meeting #5 Teaching and Learning (75 minutes)</b>
<b>Meeting #6 Student Progress and Engagement (75 minutes)</b>
<b>Meeting #7 Workforce Development and Engagement (90 minutes)</b>
<b>Meeting #8 Finance and Operations (90 minutes)</b>
<b>Meeting #9 Pursuit of Excellence (75 - 90 minutes)</b>
<b>Meeting #10 Teaching and Learning (75 minutes)</b>
<b>Meeting #11 Student Progress and Engagement (60 minutes)</b>
<b>Meeting #12 Finance and Operations (75 minutes)</b>
<b>Meeting #13 Miscellaneous Wrap-up Meeting (60 minutes)</b>
<b>Meeting #14 Team of 10 + 1 Workshop (120 minutes)</b>

# Diversity, Equity, Inclusion



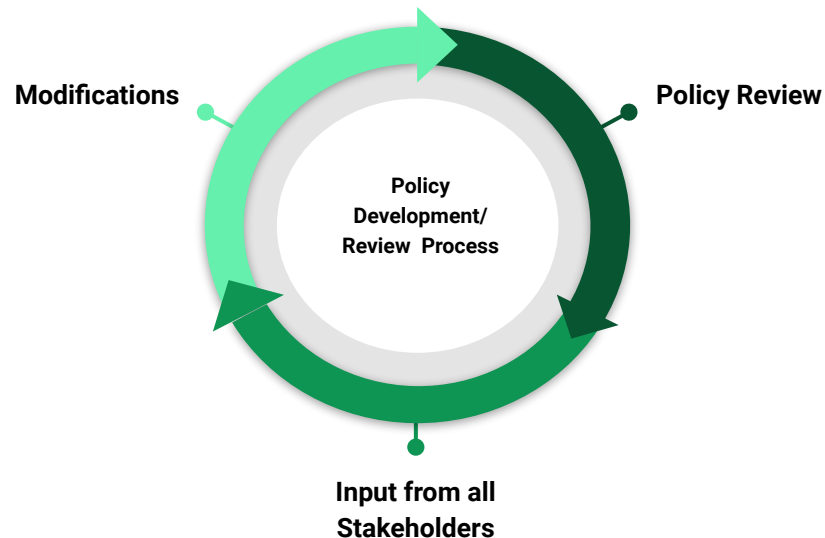
- PERSONAL QUALITIES & CHARACTERISTICS
- HEALTH & WELLNESS
- KNOWLEDGE
- SKILLS



# Policy 832 - Educational Equity

## Timeline

- 2020-2021
  - Initial board and community input
- September 2021
  - Core and expanded team discussions (9/15/2021)
  - DEI Leadership Council input (9/29/2021)
- October 2021
  - Joint governance meeting discussion/input (10/4/2021)
  - Board agenda informational item (10/4/2021)
  - First read of Policy 832 (10/18/2021)
- November 2021
  - Second read of Policy 832 (11/15/2021)
- December 2021
  - Third read/adoption of Policy 832 (12/13/2021)





# Mental Health

www.pinerichland.org

DISTRICT HOME + PRSD SITES

+ Login + Translate



Pine-Richland School District

*Focused on Learning for Every Student Every Day*

Home

Intranet

Strategic Plan

At Your Service

Academics

Activities

Athletics

School Board

Calendar



## 2021-2022 Headlines & Features



### District Earns Award of Excellence

The Mid-Atlantic Alliance for Performance Excellence Award is the alliance's highest award level.



### Access Mental Health Resources

Access a multitude of mental health and wellness resources for your family.



### Access **Calendar** for 2021-2022

See the academic calendar for 2021-2022, days off, and more.



### Review **Back to School Campus Safety**

The district wanted to take another opportunity to remind our families and community of important safety measures that have been put into place over the past few years.

Spotlight on Learning

PR earns MAAPE Award of Excellence. See why this is an outstanding honor.



# Mental Health

[www.pinerichland.org/suicidepolicy](https://www.pinerichland.org/suicidepolicy)

2020) Inline image 1 Downloads Imported From Fire... Bb News Page Editor Bb Baseball / Overview Readers' Choice Other bookmarks Read

Pine-Richland School District  
Focused on Learning for Every Student Every Day

Home Intranet Strategic Plan **At Your Service** Academics Activities Athletics School Board

Calendar

Home » At Your Service » Suicide Awareness Policy & Resources » Resources At A Glance

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## Suicide Awareness Policy & Resources

- > Overview
- > Communication
- > Suicide Awareness, Prevention & Response Policy
- > Initiatives
- > Suicide Prevention Coordinator
- > Building Coordinators
- + Resources
- > Additional Resources
- > Myths & Facts

## Mental Health Resources

### Emotional Health and Well-Being

*Counseling, Psychological & Social Work Supportive Services*

Our school counselors, psychologists, and social workers conduct check-ins and offer individual and group counseling services to help our students with academic, social, emotional, and behavioral needs. Contacts for these services are Mrs. Carolyn Welshonce, School Social Worker (7-12), 724-625-3111, ext. 2227; Dr. Taylour Kimmel, school psychologist (K-6), Dr. Missy Ramirez, school psychologist (7-12); and Dr. Maura Paczan, Lead Psychologist District-Wide, can be reached at 724-443-7230, ext. 6500.

- o [PRHS School Counselors](#)
- o [PRMS School Counselors](#)
- o [Eden Hall School Counselors](#)
- o [Hance School Counselor](#)
- o [Wexford School Counselor](#)
- o [Richland School Counselor](#)

### School-Based Mental Health Counseling

Students in grades K-12 can access outpatient mental health services both in school and

### What to Do and How to Get Help?

- o As a **first option**, we encourage our students to talk with **one trusted adult at home and school**.
- o **Call 911** if there is any indication that **danger appears immediately**.
- o **Do NOT leave the child alone** until his or her safety is made certain.
- o Directly report a potential concern



# Mental Health

Home » At Your Service » Coronavirus (COVID-19) » Continuity of Learning (COVID-19)

[www.pinerichland.org/continuitylearning](http://www.pinerichland.org/continuitylearning)

Edit Page

## Coronavirus (COVID-19)

- > Continuity of Learning (COVID-19)
- > COVID Tracker
- > Vaccination Sites & Resources
- > COVID FAQs (Updated)
- > Survey Results
- > 2021-2022 Communications
- > 2021-22 Health & Safety Plan & Other Documents
- + Mental Health & Wellness Resources
- + Communication Archive
- > Community Outreach
- > COVID Testing Info
- > Testing Locations

## Continuity of Learning (COVID-19)



Dear Pine-Richland Community,

As you know the Coronavirus (COVID-19) emerged and "is a rapidly evolving situation and the CDC will provide updated information as it becomes available, in addition to updated guidance." This website is being updated weekly and in some cases daily. More information can be found below and to the left on the website. You will find a multitude of resources here including a COVID Tracker, Mental Health Resources, Communications, Educational Model Podcasts, Health Services Reminders, and the Latest Documents.

## COVID Tracker

PRSD Weekly Update: Active Cases and Active Quarantine (Updated 11/12/21 11:00 a.m.)

	Current Total	PRHS	PRMS	EHUE	HES	RES	WES
Active Cases	25	2	5	10	3	2	3





# Fundamental Goals to Start the Year

- It has been a positive start to the 2021 – 2022 school year.
- We have successfully **resumed in-person classroom instruction** to best support the intellectual, social and emotional development of our students.
- We have successfully **maintained all co- and extra-curricular activities** including athletics and music.
- We have significantly limited disruptions to daily attendance through illness and/or quarantine.



# Vaccine Update

- The Pfizer vaccine has been approved for emergency use authorization with children ages 5 – 11.
  - Two dose sequence three weeks apart with “fully vaccinated” status two weeks after the final dose (i.e., five weeks from first dose to fully vaccinated)
- Booster shots available for staff (i.e., “mix and match” possible). Staff can consult his/her PCP for additional information.



# PDE/PDOH Update RE: Masking

Governor Tom Wolf has [announced](#) that on January 17, 2022, it is anticipated that the commonwealth's K-12 school mask requirement will return to local control.

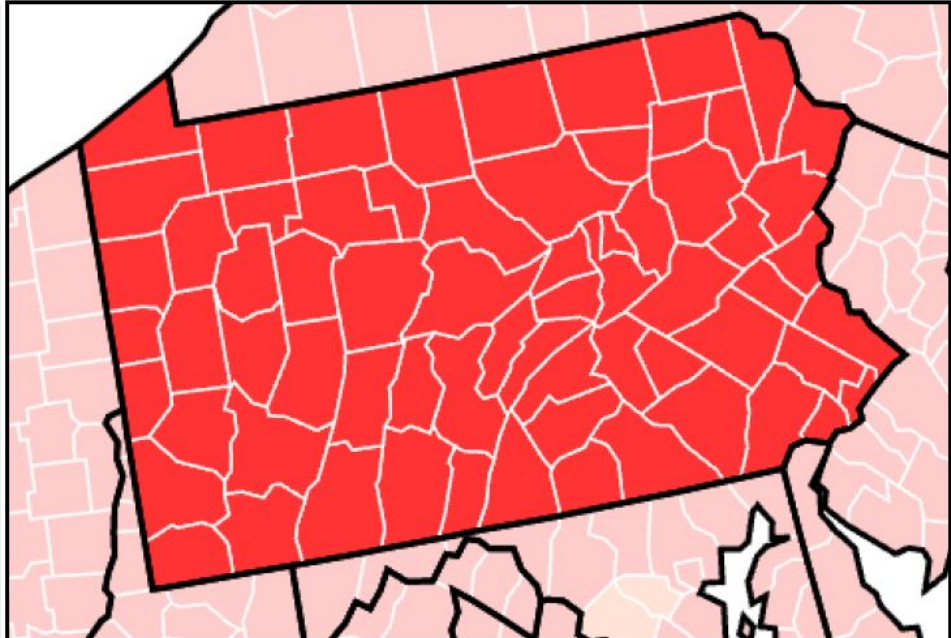
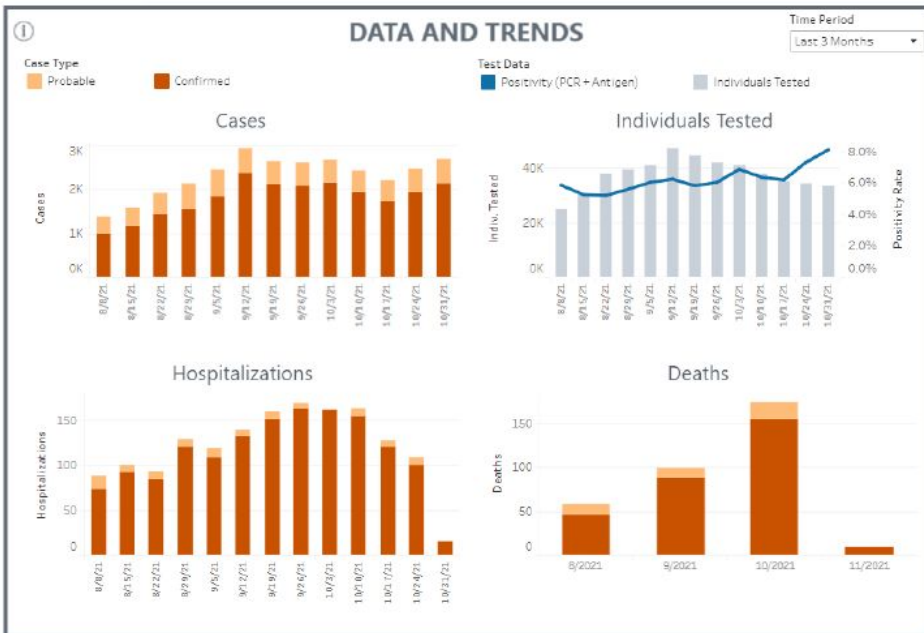
Upon expiration of the statewide mask mandate, school officials will again be able to implement mitigation efforts fully at the local level. It is important to note that schools **may continue** requiring mask-wearing based on the Centers for Disease Control and Prevention (CDC) guidance.

The current Secretary of Health [order](#) requires masks to be worn inside K-12 school buildings, early learning programs and childcare providers for both children and adults regardless of vaccination status. For K-12 school entities, this order remains in effect until an additional announcement in mid-January at which time the administration anticipates local K-12 school officials will again be able to implement mitigation efforts fully at the local level.

Additional clarifying guidance, including frequently asked questions, will be provided in the next few weeks as schools prepare for the return to local control of face masking requirements.



# ACHD Dashboard and CDC Data Tracker





# Case Comparison (11.15.21)

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	Total
<b>Cases</b>	2	87	43	34								166
Students	0	73	35	27								135
Staff	2	14	8	7								31


2021/22

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	Total
<b>Cases</b>	2	5	42	69	40	38	57	40	9	0	302
Students	1	5	34	50	31	30	49	38	9	0	247
Staff	1	0	8	19	9	8	8	2	0	0	55

2020/21



# Quarantine (Current “Active” 11.12.21)

	Current Total		PRHS	PRMS	EHUE	HES	RES	WES
Active Cases	25		2	5	10	3	2	3
Students	20		2	4	9	2	2	1
Staff	5		0	1	1	1	0	2
Active Quarantine Combined Students and Staff	6		0	0	3	3	0	0



# CDC Close Contact and Quarantine

Per updated CDC guidance, a benefit of universal masking is not being considered a close contact and therefore preventing the need to quarantine.

**Close Contact through [Proximity and Duration of Exposure](#):** Someone who was within [6 feet of an infected person](#) (laboratory-confirmed or a [clinically compatible illness](#)) for a cumulative total of 15 minutes or more over a 24-hour period (for example, *three individual 5-minute exposures for a total of 15 minutes*). An infected person can spread SARS-CoV-2 starting from 2 days before they have any symptoms (or, for asymptomatic patients, 2 days before the positive specimen collection date), until they meet criteria for [discontinuing home isolation](#).

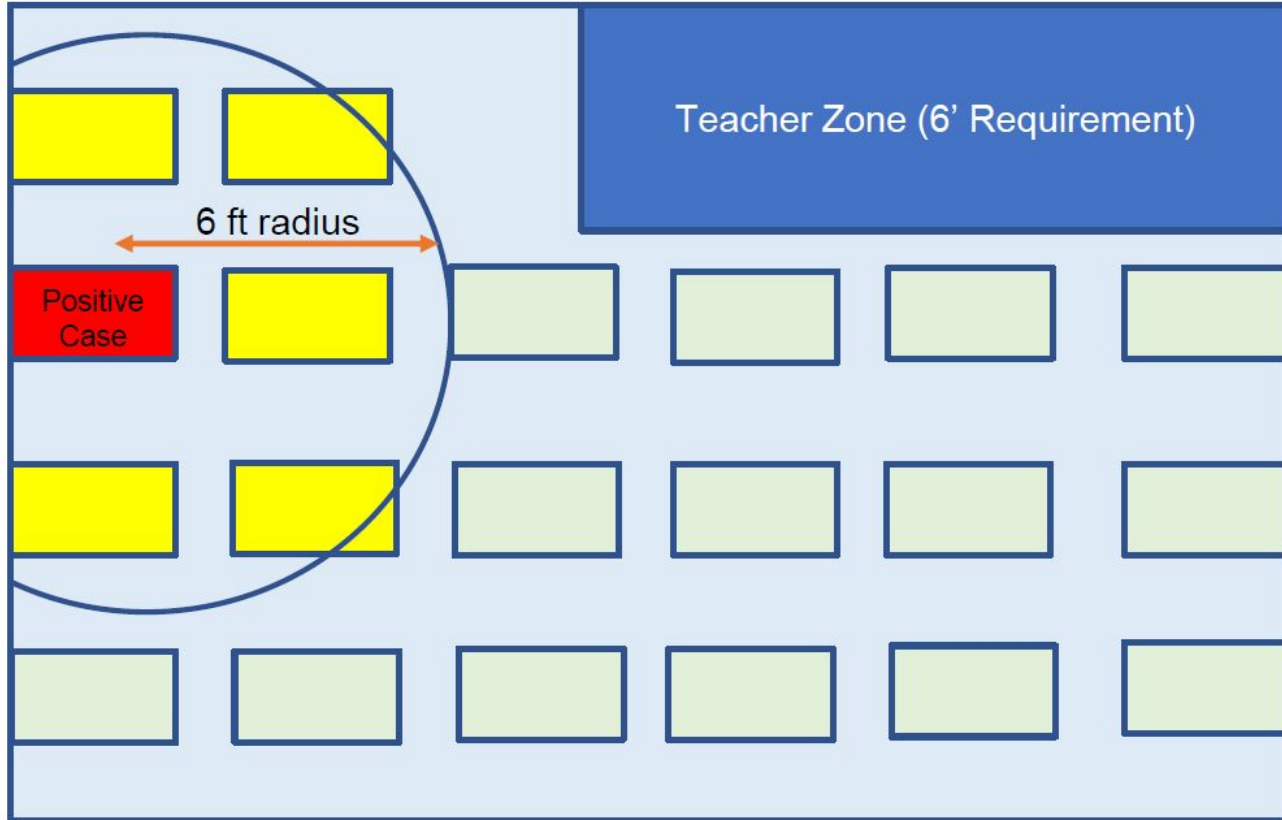
- **Exception:** In the K-12 indoor classroom setting, the close contact definition ***excludes*** students who were within **3 to 6 feet of an infected student** (laboratory-confirmed or a [clinically compatible illness](#)) where
  - both students were engaged in **consistent and [correct use of well-fitting masks](#)**; *and*
  - other [K-12 school prevention strategies](#) (such as universal and correct mask use, physical distancing, increased ventilation) were in place in the **K-12 school setting**.

This exception does not apply to teachers, staff, or other adults in the indoor classroom setting.



# Classroom Design (<6' Illustration)

- Teacher zone remains the same (6')
- **Without universal masking**, those within 6' of a positive person will be more likely to be impacted either through quarantine or required masking.
- If the positive person is unmasked, those within 6' regardless of their mask status would be close contacts, unless they are vaccinated, in which case they would need to remain masked for a period of 10 days so long as they are asymptomatic.







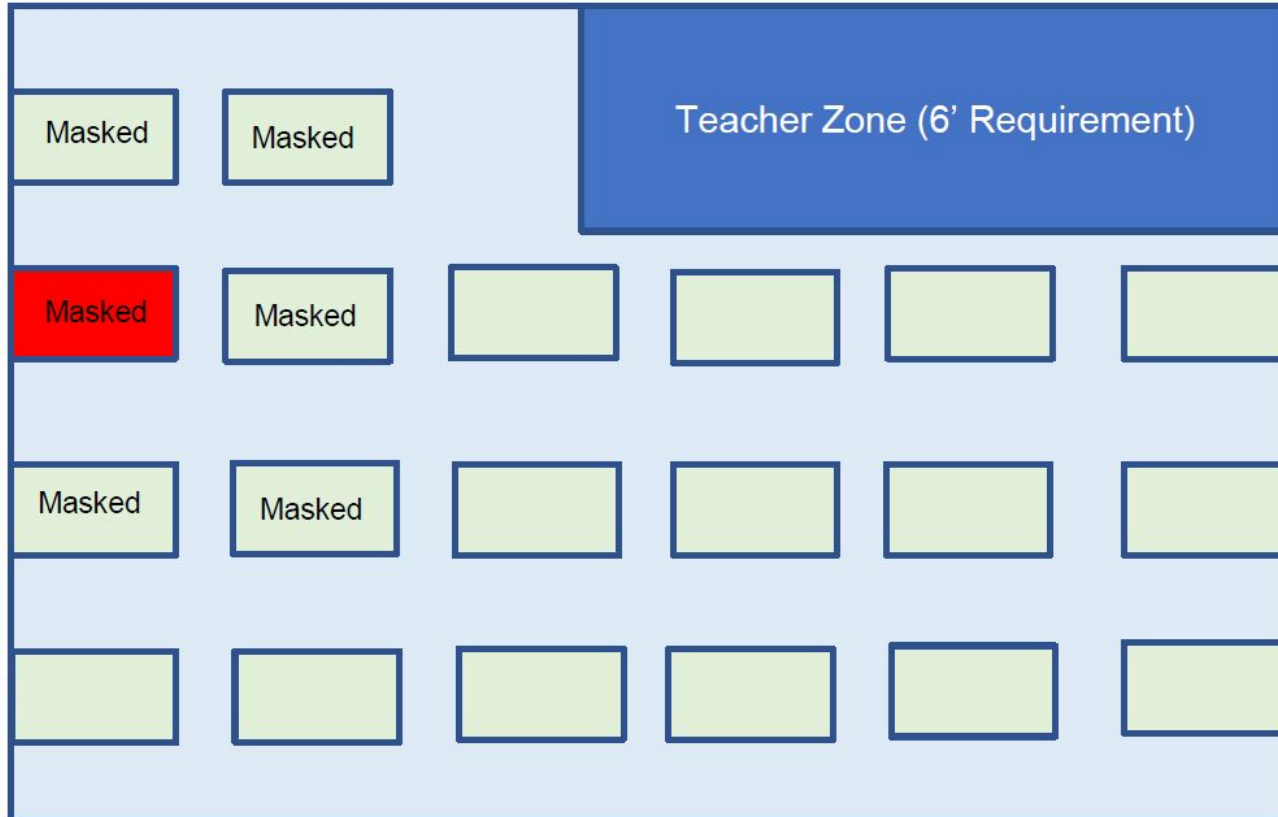
# Classroom Design (<6' Illustration)

- Teacher zone remains the same (6')
- Positive Student with Universal Masking and 3 feet of Distance Illustrated
- With all students masked and 3 feet apart, no one is named a close contact and no one needs to quarantine.

**1 Positive Case Isolating**

**0 Close Contacts**

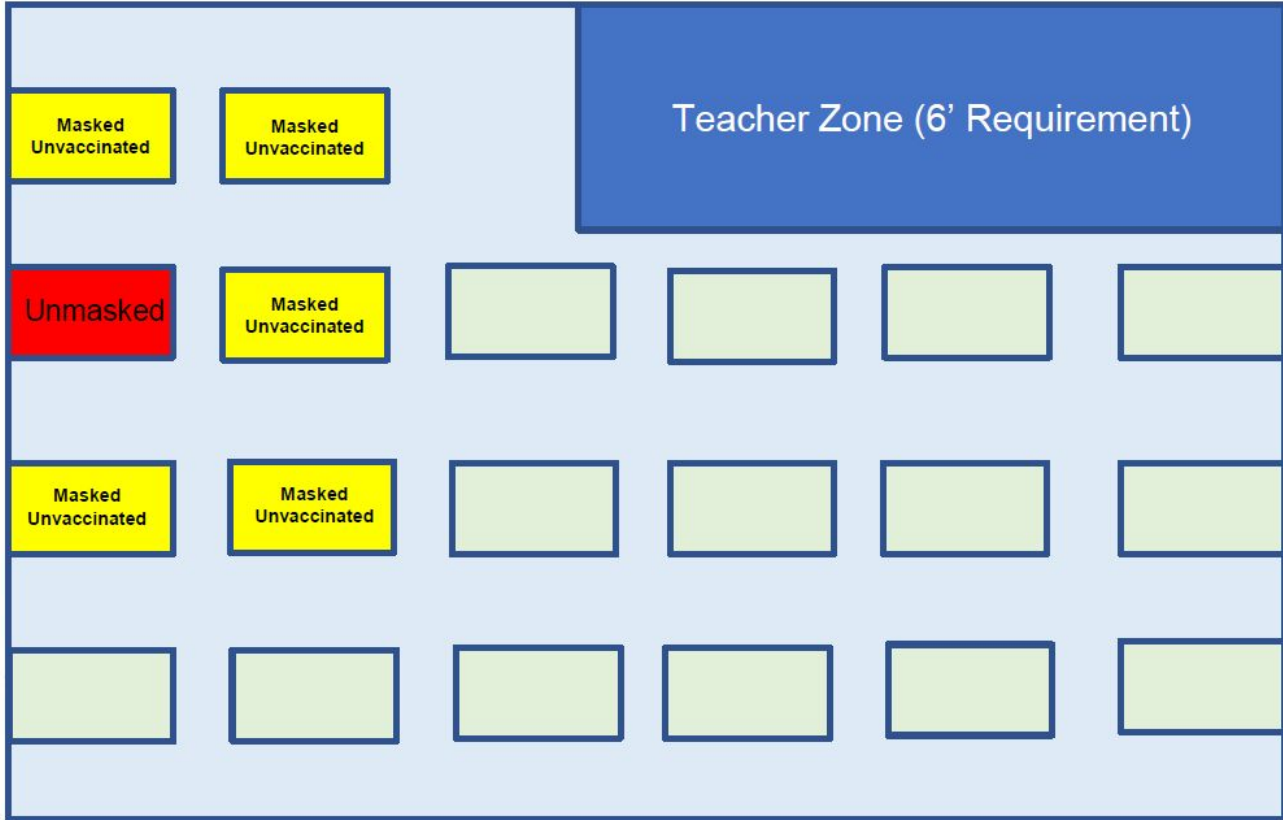
**0 Students in Quarantine**





# Classroom Design (<6' Illustration)

- Teacher zone remains the same (6')
- Positive Student Masking Not Required and 3 feet of Distance Illustrated
- With just the positive case unmasked, and those around them unvaccinated, all 5 students within 6 feet have to quarantine as close contacts.



**1 Positive Case Isolating**

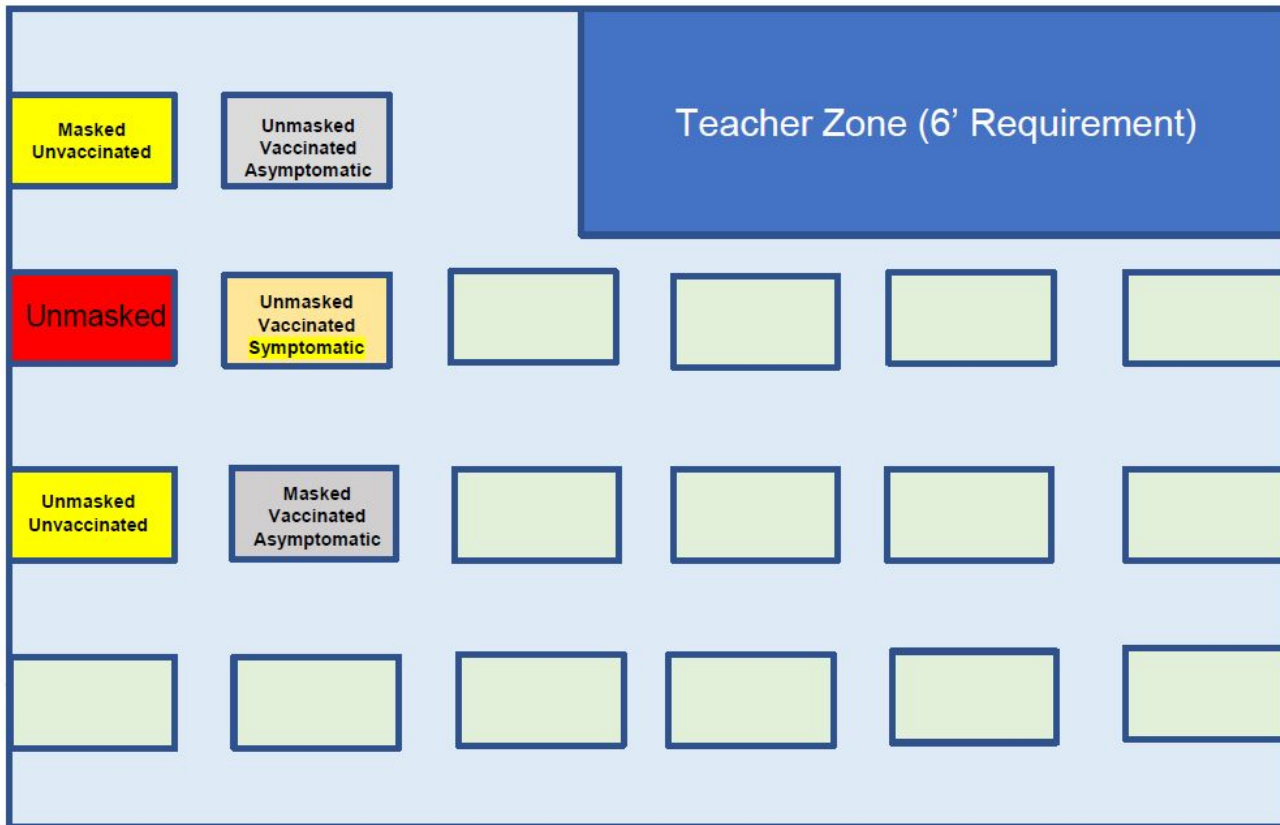
**5 Close Contacts**

**5 Students in Quarantine**



# Classroom Design (<6' Illustration)

- Teacher zone remains the same (6')
- Positive Student Masking Not Required and 3 feet of Distance Illustrated
- With just the positive case unmasked, and those around them unvaccinated, all 5 students within 6 feet have to quarantine as close contacts.



**1 Positive Case Isolating**

**3 Students in Quarantine**

**2 Students Required to Mask & Monitor for 10 Days**

# Recommended Next Steps

- Administrative recommendation to continue all mitigation strategies – including indoor masking for students, staff and visitors – in the approved Health and Safety Plan (i.e., “Stay the Course”).
- Continue to monitor conditions in the county and cases within the school district.
- Determine criteria by which plan requirements and mitigation strategies may change (e.g., county conditions, student and staff cases, and/or availability for all interested students to become fully vaccinated).