

Key Communicators Meeting

January 10, 2023



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.

Penny For Your Thoughts



PINE-RICHLAND SCHOOL DISTRICT

The Compelling Why

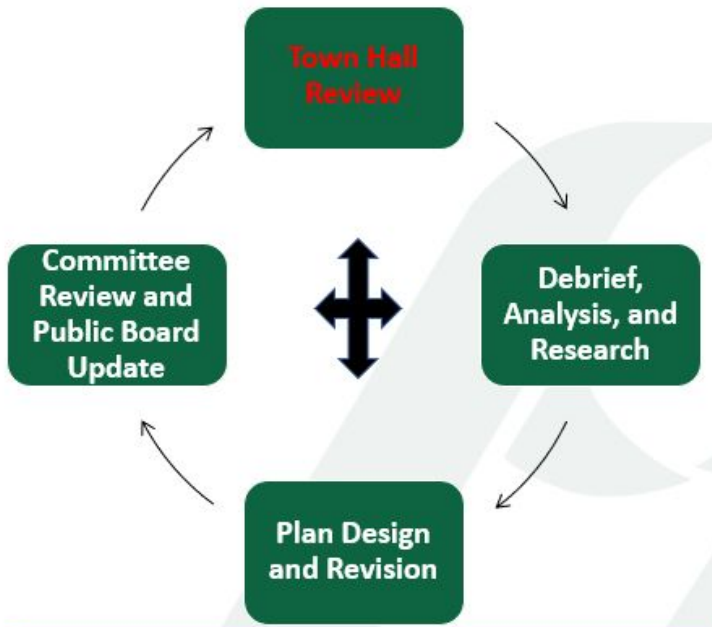


“Focused on learning for every student every day.”

702 Warrendale Rd., Gibsonsia, PA 15044



Process Overview



Current Plan, Data, and Listening Mechanisms

**DATA and INFORMATION PLACEMAT
EXISTING PLAN and AFFIRM MVV**

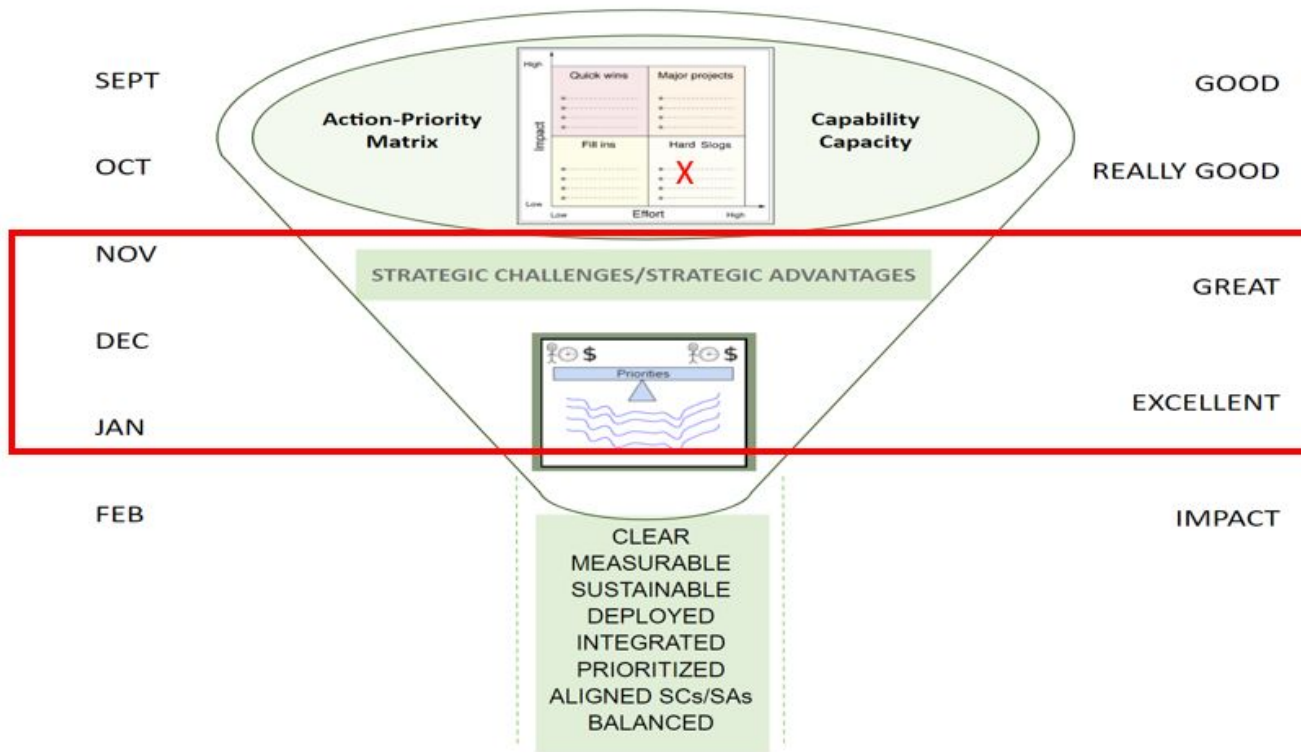
- Town Hall #1 (October 12, 2022)**
- Process Overview, MVV and Input, Data and Information, Strategic Advantages and Strategic Challenges, Long-Term Goals & Short-Term Brainstorming
- Town Hall #2 (November 29, 2022)**
- Process, Focus on Specific Categories, Prioritization & Clarify Metrics, Measures and Outcomes
- Town Hall #3 (January 25, 2023)**
- Finalize Actions, Focus on Integration & Finalize Measures

*Beginning in September 2022 with expected **completion by February 2023**, these four steps would be repeated several times.



Strategic Planning Process Funnel

“CASTING A WIDE LONG-TERM AND SHORT-TERM NET”





Strategic Advantages

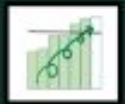
- SA1 Scope and Quality of Educational Programming
- SA2 Culture of Collaboration with Stakeholders and a High Performing Workforce
- SA3 Financial and Operational Health (ROI)
- SA4 Strategic Approach to Continuous Improvement (Systems Thinking)

Strategic Challenges

- SC1 Transforming Models of Education to Meet Varying Needs (Academic Rigor, Social Development, Mental Health, Wellness)
- SC2 Staffing Shortages in Select Positions (Short- and Long-Term)
- SC3 Fiscal and Environmental Sustainability Given Economic Pressures
- SC4 Political Landscape Impacting K – 12 Education (National, State and Local)



MVV (Compass) and Strategic Plan (Map)



PR Pine-Richland School District

MISSION
THE MISSION OF THE PINE-RICHLAND SCHOOL DISTRICT IS TO FOCUS ON LEARNING FOR EVERY STUDENT EVERY DAY.

VISION

VALUES

Personal Growth represents a belief in the whole person and development academically, socially, emotionally, and morally.

Resilience is easily defined as the ability to adapt well in the face of stress and overcome one's struggles.

Innovation represents leadership through change through problem solving and critical thinking.

Civicness represents the importance of opportunities at a wide range of levels in education, athletics, arts and activities.

Engagement reflects the degree to which students, staff, parents, and community are part of the school's success.

Pine-Richland School District | 100 Woodside Road | Gibsons, PA 15044 | 724.839.1234

COMMUNICATIONS

Teaching & Learning

Student Progress & Engagement

Workforce Development

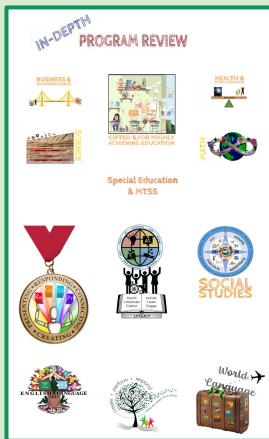
Finance & Operations

Pursuit of Excellence



In-Depth Program Review and Program of Studies

- Implementation
 - Integration Among Departments
 - Integration with Key Initiatives
- Study Phase
 - Family and Consumer Sciences
 - Technology Education
 - School Counseling
 - Health Services



Scheduling Process

- Scheduling Committee (Ongoing)
 - Right student. Right course.
- **Increased focus on middle school to high school transition**
 - High school and middle school staff collaboration (Jan.)
 - 8th Grade Scheduling Presentation & HS students visiting PRMS (Jan-Feb.)
 - Small group Q&A sessions (March)
 - Transition meetings (April-May)
 - Orientation and Supplemental Orientation support (June-Sept.)
- Teacher/Student Conversations (Jan.)
 - Review of the Department Pathways
 - Course Recommendations
- Counselor/Individual Student Meetings (Feb.-March)
- Student/Family – Course Request Form (Feb.-March)
- Student/Family – Verification Forms (March)

[Link to POS Presentation](#)

Student Services Updates

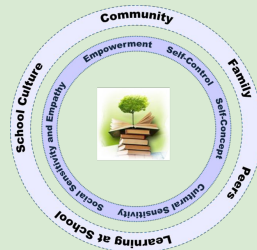
The District has a range of Mental Health Supports and Continuum of Services.

School Counseling; Psychological Services; Student Assistance Program (SAP); MTSS; Pupil Services.

- **School-Based Mental Health** has been available at all district schools for many years. If desired and authorized by a family, a therapist from Glade Run Lutheran Services can provide school-based mental health services.
 - **Ms. Sarah Woodward** is our school-based mental health therapist for PRSD, K-12.
 - Glade Run hired an additional School Based-Mental Health Therapist for Pine-Richland who will start end of January 2023
 - Referrals can be done through SAP and/or parent/guardian referral.
[NEW Glade Run MHP Referral 2022 updated 8_17_22.docx](#)
 - Will be scheduling a parent evening to review resources for our families

In-Depth Program Review MTSS/Special Education

- Exploration on Alternative Therapies (i.e., Art, Music, Pet)



Student Services Updates

Title II: Federally funded supplemental educational program that provides financial assistance to improve the skills of teachers and the quality of instruction in core academic subjects in public and private elementary and secondary schools.

Title IV: Student Support and Academic Enrichment (SSAE) program is intended to help meet these goals by increasing the capacity of State educational agencies (SEAs), local educational agencies (LEAs), schools, and local communities to:

- 1) Provide all students with access to a well-rounded education
- 2) Improve school conditions for student learning
- 3) Improve the use of technology in order to improve the academic achievement and digital literacy of all students.

Safety, Security and Culture

- We can take proactive steps to strengthen a positive school culture and help ensure that each student feels connected to fellow students, staff and programs in the school. Health and wellness set a foundation for learning. Positive relationships are an important protective factor. In addition, we know that students build resiliency through internal habits and behaviors (e.g., sleep, exercise, nutrition, hydration, time management and stress management).

Safety, Security and Culture

- The RAMS Way is our district-wide approach to positive behavioral supports and interventions. RAMS stands for **Respectful, Accountable, Motivated and Safe**. The RAMS Way provides a systematic and intentional way to teach, model, practice and reinforce expected schoolwide behaviors in a multitude of educational environments.
- In the area of safety and security, we have continued our focus on emergency operations planning and training. We have engaged in multiple training exercises this summer with a diverse set of staff members and first responders (i.e., police, fire and EMS). We have an active partnership with the NRPD. We have also enhanced emergency response capability through the use of technology tools and training.

Safety, Security and Culture

- We can take an important step to strengthen school safety and security through reporting. We encourage anyone with information or concerns to use one or more of the following methods:
 - Report to a trusted adult at school such as the principal, school counselor or teacher;
 - Report through the Pennsylvania **Safe2Say** Something app, website or phone (1-844-SAF2SAY)
 - Report through the local NRPD **Tips Line (724-449-TIPS)**
 - There is also a new mental health crisis and suicide prevention service. Anyone can dial **988** to reach the national suicide prevention lifeline.
 - Text **HOME to 741741** to connect with a Crisis Counselor

Safety, Security and Culture

- Through Policy 103 Nondiscrimination/Title IX Sexual Harassment Affecting Students, we aim to provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered in the schools without discrimination on the basis of race, color, age, creed, religion, sex, sexual orientation, gender or gender identity, ancestry, national origin, marital status, pregnancy or handicap/disability.
- Over the past two school years, over seven hundred district employees and contracted service providers have received training on how to recognize, respond and report behaviors that may constitute bullying, harassment and/or discrimination.

Safety, Security and Culture

- Individuals who have experienced or have knowledge of actions that may constitute bullying, harassment or discrimination are encouraged to submit an Initial Complaint Report Form to the building principal or **Mr. Brian Glickman, Director of Human Resources and Compliance Officer/Title IX Coordinator.**