

Key Communicators Meeting

November 15, 2022

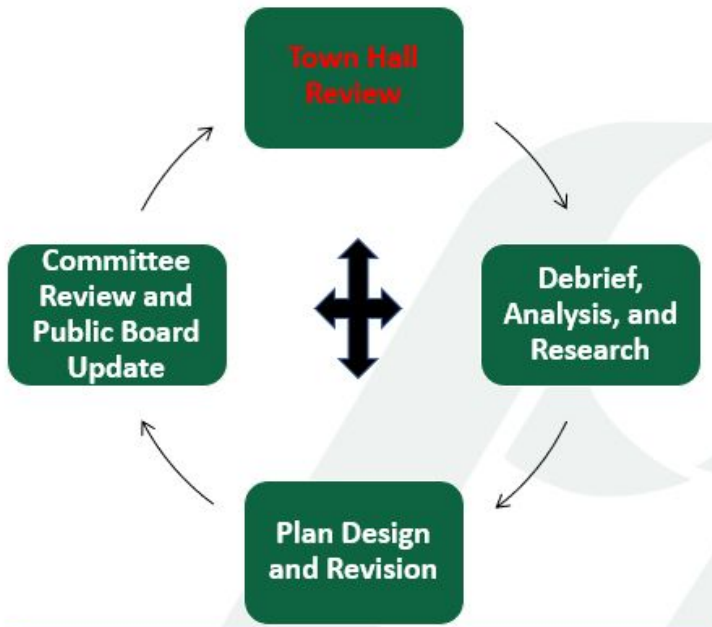


Introductions and Purpose

- 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.



Process Overview



Current Plan, Data, and Listening Mechanisms

DATA and INFORMATION PLACEMAT
EXISTING PLAN and AFFIRM MVV

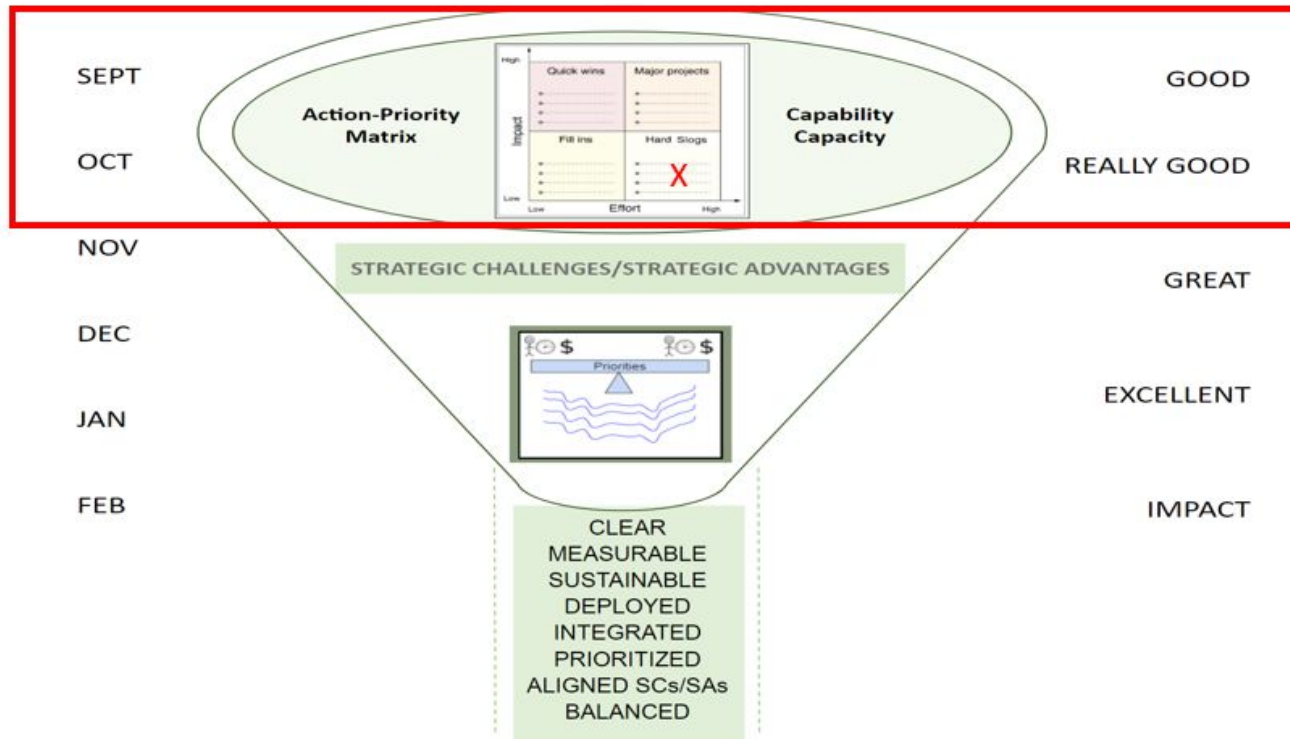
- Town Hall #1 (October 12, 2022)**
- Process Overview, MVV and Input, Data and Information, Strategic Advantages and Strategic Challenges, Long-Term Goals & Short-Term Brainstorming
- Town Hall #2 (November 29, 2022)**
- Process, Focus on Specific Categories, Prioritization & Clarify Metrics, Measures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

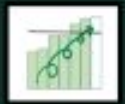
- SA1 Scope and Quality of Educational Programming
- SA2 Culture of Collaboration with Stakeholders and a High Performing Workforce
- SA3 Financial and Operational Health (ROI)
- SA4 Strategic Approach to Continuous Improvement (Systems Thinking)

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** - empowers 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 to bounce back stronger."
- Innovation** - represents leadership through change through problem-solving and critical thinking.
- Diverse Engagement** - captures the importance of opportunities of a wide range of diversity in experience, ethnicity, and abilities.
- Engagement** - reflects the degree to which students, staff, parents, and community are part of the school's work.

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

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.**

Student Services Updates



- **The District has a range of Mental Health Supports and Continuum of Services.** School Counseling; Psychological Services; Student Assistance Program; 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 new school-based mental health therapist for PRSD. Referrals can be done through SAP and/or parent/guardian referral. [NEW Glade Run MHP Referral 2022 updated 8_17_22.docx](#)**
 - We are currently looking for another School-Based Mental Health Therapist based on the high need of referrals.
 - Chill Mobile Updates

- **Children's Grief Awareness Day (*Educate, Equip, Honor*) is Thursday 11/17/22**
 - [Highmark Caring Place](#)
 - [Because Grief - The Caring Place](#)



In-Depth Program Review

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



Food Services

- **Meal Participation**
 - Breakfast has increased from 2.92% to 5.82%
 - Lunch remains steady from 40.51% to 40.58%
- **Return of RAM meals**
 - Will start implementing at the secondary level. To limit confusion, the goal is to have one RAM option each day or most days.
- **Healthy High School Challenge Marketing Promotion**
 - Awarded ___\$
- **Restart of Taste Testing and Student Comments**
 - Looking to restart in January 2023. We pull students during their lunch to have them provide feedback on current products or new recipes.
 - MS- Will be moving from DYK Cafe to Foodi- more vegetarian and plant based options.
 - MS- Serving Line refresh
- **Low Balance Reminders**
 - Recently some questions. We send out low balance reminders once per week to anyone with less than \$5.00 in the meal account. The letter will show **-\$1.85 as of 11/14/2022 if negative and \$3.20 as of 11/14/2022 if positive balance.**
- **Food Service Director**
 - I have moved into another role within Sodexo. We are currently interviewing for my open position.

Topic Brainstorming

- How booster boards can better facilitate communication of sports team accomplishments and recognition to the PR community