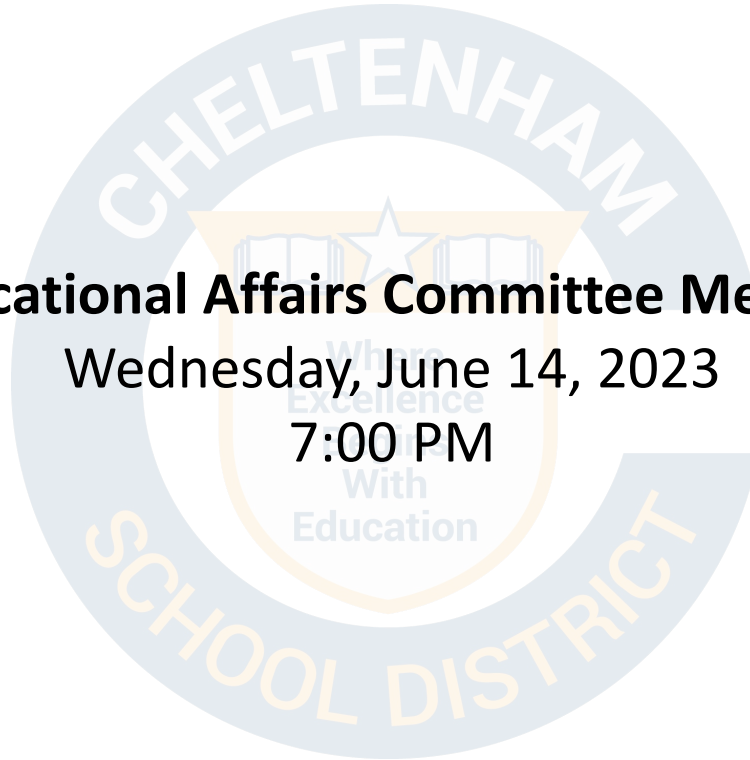


Educational Affairs Committee Meeting

Wednesday, June 14, 2023

7:00 PM



MISSION STATEMENT

The mission of Cheltenham School District is to provide inspiration and resources for every student to achieve academic excellence and pursue their highest potential by creating an equitable and inclusive community that fosters social and emotional well-being and a passion for learning.

VISION STATEMENT

“Belong, Engage, Seek Justice”

Cheltenham School District is a community where all students know they belong, engage and excel in their learning experience, and are prepared to act as champions of social justice.

STRATEGIC PLAN | 2023-2026

WHERE EXCELLENCE BEGINS WITH EDUCATION



PHASE I: ENGAGE



Document the current state of reality and desired future position of the district.

PHASE II: FOCUS



Create a framework for broad direction and priorities for the future in a formal strategic action plan document.

PHASE III: EXECUTE



Document specific steps that will be taken in order to accomplish the goals and objectives identified in the strategic plan.

SEVEN STRATEGIC PLAN PILLARS

2023



WHERE EXCELLENCE BEGINS WITH EDUCATION

The mission of Cheltenham School District is to provide inspiration and resources for every student to achieve academic excellence and pursue their highest potential by creating an equitable and inclusive community that fosters social and emotional well-being and a passion for learning.



STRATEGIC GOAL NO. 1:
PORTRAIT OF A GRADUATE

Integrate the core competencies of the CSD Portrait of a Graduate (PoG) into the culture of each school community.

- Develop strategies for the marketing and implementation of the PoG to all stakeholders (communication, graphic representation, etc.)



**PORTRAIT OF
A GRADUATE**

Co-Chairs
Mr. D'Andrea
Mr. Lytle

Actions Completed

- Culture and environment questionnaire distributed
- Finalized six Portrait of a Graduate competencies

Next Steps

- Develop a district-wide communication providing an overview of the Portrait of a Graduate
- Develop a presentation and training plan to be shared at an August staff meeting at each school site
- Create age-appropriate visual representations of the portrait



**TEACHING
& LEARNING**

Co-Chairs
Ms. Collins
Dr. Reilly

**STRATEGIC GOAL NO. 2:
TEACHING AND LEARNING**

Student success will increase through rigorous curriculum design, instructional best practices, meaningful programming, and purposeful environments that maximize learner autonomy and capacity to thrive.

- Develop and implement curricula for K-12 across the four core content areas that include academic, life, and character skills with particular focus on providing opportunities in the area of project based learning or other experiential, individualized, and personalized deeper learning experiences designed for student growth.
- Develop and implement a system for continuous improvement to ensure the application and effective use of data to impact the following: student growth and proficiency, equity achievement gap, and accountability.

Actions Completed

- Identification of resource for out-facing curriculum documents.
- Using Data for Continuous School Improvement Training for building principals, office of education, and superintendent
- Culture and environment questionnaire distributed

Next Steps

- Finalize K - 8 ELA and Math curriculum
- Adoption of elementary Social Studies resources
- Analyze school improvement survey data

STRATEGIC GOAL NO. 3: SOCIAL EMOTIONAL & MENTAL HEALTH

Implement a robust system of in-school services and supports that address students' social, emotional and mental health and alleviate barriers to school engagement and academic achievement.

- Continuous effective partnerships with existing community agencies that provide social emotional learning (SEL) and mental health supports for students and families.
- Increase partnerships with local mental health agencies for internal and external school support.

A vertical blue graphic with a white lotus flower icon at the top. Below the icon, the text 'SOCIAL EMOTIONAL & MENTAL HEALTH' is written in white. At the bottom, a darker blue box contains the text 'Co-Chairs Dr. Horsey Ms. Keene' in white.

SOCIAL EMOTIONAL & MENTAL HEALTH

Co-Chairs
Dr. Horsey
Ms. Keene

Actions Completed

- Resource review
- MTSS training
- Tier 2 needs assessment completed
- Reviewed SWIS data
- Applied for grants for additional mental health services
- Culture and environment questionnaire distributed

Next Steps

- Additional MTSS training
- Analyze Pennsylvania Youth Survey (PAYS) data from 2021/2022 School Year to determine areas of need for Cheltenham students based upon responses



**DIVERSITY, EQUITY,
BELONGING, &
INCLUSION**

Chair
Dr. Smith

STRATEGIC GOAL NO. 4:

DIVERSITY, EQUITY, BELONGING, & INCLUSION

Further integration of diversity, equity, belonging, and inclusion (DEBI) into district culture.

- Further implementation and refinement of restorative practices from a DEBI lens that results in an improved teaching and learning environment that extends into the community.
- Provide additional DEBI programming for parents/guardians, staff, and students that fosters personal and professional reflection and growth.

Actions Completed

- Student Belonging Survey at CHS
- Audited newly adopted curriculum and complementary resources and materials
- Researched best practices for DEBI programming for all stakeholders
- Hosted professional learning for students and staff
- Culture and environment questionnaire distributed

Next Steps

- Building Administrators review and revisit current district discipline policy and restorative practices
- Advanced placement review and development
- Offer Multi-Stakeholder Workshops and Seminars



**CLIMATE &
CULTURE FOR
STUDENT SUCCESS**

Co-Chairs
Dr. Clark
Mr. Metcalfe

**STRATEGIC GOAL NO. 5:
CLIMATE & CULTURE FOR STUDENT SUCCESS**

Provide a consistent K-12 environment that is safe and welcoming to all, promotes and sustains healthy relationships, affirms all scholars, and creates a space conducive to 21st century teaching and learning.

- Interpersonal relationships strategy
- Safety strategy
- Teaching and learning strategy
- Institutional and environment strategy

Actions Completed

- Culture and environment questionnaire distributed
- Student and Family Intake process protocol for climate and culture

Next Steps

- Welcoming Environment Checklist
- Update needs assessment survey
- Student Leadership Development



COMMUNICATIONS

Co-Chairs
Mr. Kaufman
Ms. Rosenthal

STRATEGIC GOAL NO. 6:

COMMUNICATIONS

This goal consists of three sub-goals (6.1) Develop and promote CSD's unique brand. (6.2) Develop and implement systems and procedures to streamline and formalize communications process. (6.3) Develop and sustain diverse functions for communication to cultivate and strengthen two-way communication and build mutually beneficial relationships with our stakeholders to help them understand and engage in the district's vision, educational plans and challenges.

Actions Completed

- Launched Branding Initiative
- Launched Thought Exchange Survey
- Hosted the first of two branding committee events with various constituents to unwrap the CSD brand onion of features, benefits, values, personality and essence.
- Released a second survey about CSD's features based on input from the first branding

Next Steps

- Hosting second of two branding committee events Thursday, June 15 with various constituents to continue discussion about brand essence.
- Launch website update

STRATEGIC GOAL NO. 7:
INFRASTRUCTURE, FACILITIES, & FINANCE

This goal consists of four sub-goals (7.1) Analyze and compare options for district infrastructure needs. (7.2) Assessment of staffing, related costs and absenteeism as related to enrollment trends, programming and student growth results. (7.3) Review current systems, procedures and policies for effectiveness, efficiency and timeliness. Recommend alternative and/or new systems, procedures and policies. (7.4) Allocation of resources through an equity lens.



**INFRASTRUCTURE,
FACILITIES, &
FINANCE**

Chair
Mr. Holman
Mr. Sweigard

Actions Completed

- Professional team selected for feasibility study which is in process
- Modifications and additions made to existing software contracts to better fit the needs of the District (is. Frontline Absence Management, eFinance Punchout)
- Business Performance review in process

Next Steps

- Continue to work with architects and engineers to develop a long-term capital plan
- Using the software add-ons modify procedures and train staff on its use
- Implement recommendations of the Business Performance Review
- Monitor proper usage after training and follow up to ensure continuity

CHELTENHAM SCHOOL DISTRICT STRATEGIC PLAN ACCOUNTABILITY

- ✓ The board of school directors attends status report presentations in December and June of each school year; reviews written reports in September and February of each school year.
- ✓ Relevant school board committees receive proposals and updates on strategic plan progress throughout the school year; maintain placeholders for necessary presentations.
- ✓ The superintendent attends at least one Strategic Planning Internal Leadership Team (SPILT) meeting per month; receives weekly progress reports from assistant superintendent; leads/oversees presentations to relevant school board committees and board of school directors; conducts annual checks and appropriate modification of milestones and action steps with the assistant superintendent and SPILT; reports on status to board in June.
- ✓ Assistant superintendent oversees SPILT meetings; monitors cross-pathway dependencies and considerations; coordinates school board presentations and reports.
- ✓ SPILT meets two-hours weekly in Year 1 to track action steps and progress.

