



Harrisburg School District

Developing an Exit Framework

September 1, 2022



Creating an Exit Framework

- ◆ With the extension of Receivership for the District through 2025, there is renewed interest in the **progress of the District against the initiatives and goals** laid out in the Recovery Plan, as well as what the path out of Receivership may look like.
- ◆ **How do we create a framework to guide the District forward over the next few years** toward achieving the goals outlined in the Recovery Plan and moving out of Receivership and toward local control?
- ◆ **This “exit framework” should not be viewed as another Plan, nor does it replace other plans.** For one thing, in addition to implementing the existing Recovery Plan, the District is engaged in comprehensive planning, strategic planning, and developing school improvement plans, and will likely develop more school-based and District-wide plans in other areas over the next three years.
- ◆ This framework should **focus on the critical areas** identified by the District during the Recovery Plan development process and include specific and measurable actions the District will take.
 - Ideally, this framework will **inspire accountability and clarity**, and reinforce the importance of the work the District is engaged in.



Harrisburg School District – Vision, Mission and Pillars of the Plan

Vision	In pursuit of educational excellence, our District aims to empower ALL students to become high academic achievers and lifelong learners who understand the need for a rigorous and diversified education and who are motivated and prepared to compete and succeed beyond high school graduation in 21st Century global markets.
Mission	The Harrisburg School District is committed to providing a rigorous and relevant education to ALL students in a learning environment that fosters high expectations and data driven and standards aligned instruction provided by committed, highly qualified teachers. We endeavor to provide a culturally responsive, safe, and positive school environment to enhance, empower, and promote the value of lifelong learning for our students. Families and the Harrisburg community are active partners in the educational process.
Recovery Plan Pillars	<p>(#1) Academic Achievement: The District believes that every student in the District can be successful and achieve academically</p> <p>(#2) Financial Management: The District will improve the management of its financial operations</p> <p>(#3) Student Stability: The District will stabilize enrollment through the recapture of students from charter schools</p>



Establishing the Framework

- ◆ As an exercise, today we will go through each of the pillars outlined in the Recovery Plan and do the following:
 - **Review the supporting statement** about the goal of each pillar as outlined in the Recovery Plan.
 - Agree on a **small number of desired outcomes**. It may be necessary to prioritize the goals in the future (but not for today's exercise).
 - Discuss key **strategies** describing how the District is seeking to attain those desired outcomes. A strategy may relate to achievement of more than one goal. These may also come from other existing plans.
 - Identify the **obstacles** that need to be addressed. These can be historic obstacles, or current impediments to progress.
 - Identify **performance measures** that will tell the District it is making progress. Ideally, these should be specific, measurable results to be achieved within a specified time frame. Whenever possible, they should be quantifiable. If that isn't possible, they should at least be verifiable using agreed-upon criteria.



Academic Achievement

Recovery Plan Pillar #1: Academic Achievement

Supporting Statement

The District believes that every student in the District can be successful and achieve academically. The District will prioritize academic achievement by fostering a culture of high expectations, focusing on equity, implementing data-based decision making, developing leadership capacity, and improving academic performance.

Desired Outcomes What are the District's desired outcomes for student academic achievement?

Key Strategies What are we currently doing to advance our stated desired outcomes?

Obstacles to Success

(Examples: COVID-19; staff turnover and retention; charter school competition; lack of resources to make academic investments)

Measuring Progress

How will we know we are making progress?

What do we want to have accomplished in Year One, Year Two, and Year Three?



Financial Management

Recovery Plan Pillar #2: Financial Management

Supporting Statement

The District will improve the management of its financial operations. The District will improve the planning, execution, supervision and review of its financial practices and reduce the use of fund balance to resolve budget gaps.

Desired Outcomes What are the District's desired outcomes for financial management?

Key Strategies What are we currently doing to advance our stated desired outcomes?

Obstacles to Success

What are the obstacles to success for the District regarding financial management?

Measuring Progress

How will we know we are making progress?

What do we want to have accomplished in Year One, Year Two, and Year Three?



Student Stability

Recovery Plan Pillar #3: Student Stability

Supporting Statement

The District will stabilize enrollment through the recapture of students from charter schools. To help stabilize enrollment, the District will work to bring students back from charter and cyber charter schools by providing competitive alternative options at the District and by making the District's schools a safe and inspiring place for students to learn and thrive.

Desired Outcomes What are the District's desired outcomes for student stability?

Key Strategies What are we currently doing to advance our stated desired outcomes?

Obstacles to Success

What are the obstacles to success for the District regarding student stability?

Measuring Progress

How will we know we are making progress?

What do we want to have accomplished in Year One, Year Two, and Year Three?

Additional Thoughts?



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