



CARLYNTON SCHOOL DISTRICT

Community, Excellence, Character

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Carnegie, PA 15106
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CARLYNTON SCHOOL DISTRICT

ANNUAL REPORT

2024 - 2025



COMMUNITY :: EXCELLENCE :: CHARACTER

CARLYNTON SCHOOL DISTRICT

Mission

The Mission of the Carlynton School District is to empower every student to thrive in a global society through a nurturing and challenging education.

Vision

The Vision of the Carlynton School District is to prepare all students for success in a dynamic global economy.

Goals

Together We Can Provide:

1. A Safe and Secure Environment
2. A World Class Education (College and Career Ready)
3. An Environment that Supports Growth
 - a. Academic Growth
 - b. Athletic Growth
 - c. Artistic Growth
 - d. Customer Service Growth
4. Fiscal Integrity



Carlynton Board of Education

Front row l to r: Mrs. Kelly Zaletski, Mr. Derek Luke, Mrs. Leeanne Mitchell-O'Brien, Mr. George Honchar.

Back row l to r: Vice-President Mr. Joe Appel, Miss. Jessica Vogliano, Superintendent Dr. John Kreider, Mrs. Susie Puskar, Mrs. Christine Simcic, President Mr. Jim Schriver.

Administration

Dr. John W. Kreider	Superintendent
Dr. Jeff Taylor	Assistant Superintendent
Mr. Keith Bielby	Director of Finance and Operations
Dr. Patricia Serdy	Director of Student Services & District Psychologist
Ms. Desiree Burns	Director of Special Education
Mr. Albert Pater	Director of Facilities and Maintenance
Mr. Joshua Jones	Director of Technology
Mr. Ryan Racicot	Director of Food Services

Mrs. Amy Jenkins	Human Resources and Business Office Coordinator
Mr. Michael Loughren	Coordinator of Educational Programs and Services
Mrs. Marsha Burleson	Carlynton Sr./Jr. High School Principal
Mr. Joseph Rosi	Carlynton Sr./Jr. High School Assistant Principal
Dr. Julie Franczyk	Carnegie Elementary Principal/K-12 ESL Program Coordinator
Dr. Tyler Roberto	Crafton Elementary Principal/K-12 STEAM Program Coordinator



A MESSAGE FROM Dr. John W. Kreider, Carlynton School District Superintendent

Dear Carlynton Community,

For this District Annual Report of the 2024-2025 school year, I am filled with optimism and pride in our shared journey. For the 2024-2025 school year, our theme was **"Together We Can."** These words are more than a motto – they represent our belief that when students, families, educators, and community partners unite, there is no challenge too great and no goal beyond reach.

Education is not a solitary effort. The growth of every child in Carlynton depends on the collective strength of those who nurture, encourage, and inspire them each day. Our teachers bring dedication and expertise, our families provide support and trust, and our students bring curiosity and determination. By working hand in hand, we ensure that every learner is given the tools and opportunities to succeed both in the classroom and in life.

"Together We Can" means celebrating our accomplishments as a community, tackling challenges with resilience, and building a future that reflects our shared values of excellence, equity, and compassion. It means we stand alongside one another—whether in classrooms, on athletic fields, in auditoriums, or throughout our neighborhoods—lifting each other up and striving toward our common vision.

I invite you to embrace this theme with us. Let us model for our children the power of collaboration, the strength of unity, and the hope that comes from believing in one another. By doing so, we not only support our schools but also continue to strengthen the entire Carlynton community.

Thank you for your unwavering partnership and for the trust you place in us to serve the children of this district. With your continued support, I am confident that that we observe remarkable growth and achievement.

Together we can—and together we will.

With gratitude and commitment,

Dr. John W. Kreider

*Coming together is a **BEGINNING**,
staying together is **PROGRESS**, and
working together is **SUCCESS**.*

— Henry Ford

2025-2026 Budget Overview

No Tax Increase Budget Adopted

Revenue

Real Estate Taxes	\$23 million	Total Revenue \$37.5 million
State Revenue	\$12 million	
Other Local Revenue	\$1.4 million	
Federal Revenue	\$1.3 million	

Expenditures

Total Spending \$37.5 million	Salaries & Benefits	\$25.6 million
	Tuition	\$3.3 million
	Contracted Services	\$3.2 million
	Supplies & Equipment	\$1.6 million
	Debt Service	\$919,508
	Utilities	\$421,901

The Carlynton Board of Education adopted final budget for the 2025–2026 school year at its legislative meeting on Tuesday, June 3, 2025. At \$37.5 million, the 2025–2026 budget is fully balanced and did not increase in property taxes, maintaining the current millage rate of 28.5083 mills.

This marks the third time in four years that Carlynton has delivered a balanced budget without raising taxes. Superintendent of Schools Dr. John Kreider emphasized that the proposed budget continues to prioritize academic excellence, student services, and fiscal responsibility.

“This budget allows us to continue supporting our outstanding academic programs, extracurricular activities, and student services,” said Dr. Kreider. “It reflects our commitment to providing:

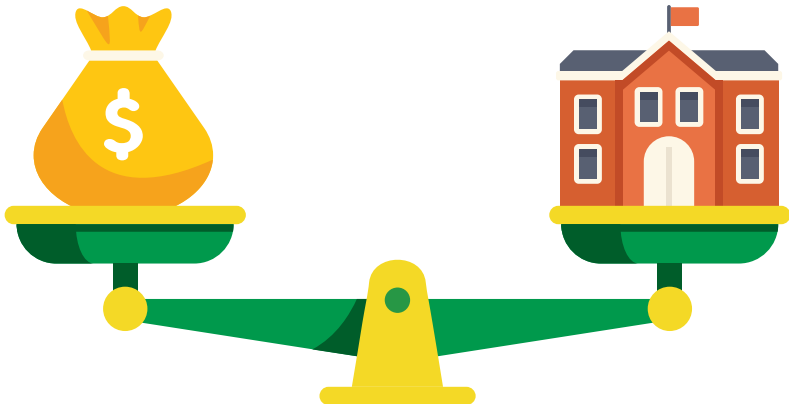
1. a safe and secure environment,
2. a world-class education,
3. opportunities for growth in academics, athletics, and the arts, and
4. fiscal integrity on behalf of our community.”

Dr. Kreider credited the District’s ability to maintain services without a tax increase to strong financial oversight and proactive planning. He acknowledged the leadership of the Board of Education in upholding the District’s long-term fiscal priorities.

Under the current millage rate and based on Allegheny County’s median assessed property value of \$109,800, the average property owner will continue to pay approximately \$3,130.21 per year or \$260.85 per month in school taxes. Homeowners who qualify for the state’s homestead exemption will see a reduction of approximately \$268 annually.

The 2025–2026 budget makes strategic investments to improve academic offerings and district operations without cutting any existing programs or staff. Key enhancements include:

1. Additional personnel to support classroom instruction and student needs,
2. New instructional materials for English Language Arts and Mathematics in specialized classrooms, and
3. Expanded K–12 STEAM (Science, Technology, Engineering, Arts, and Mathematics) programming.



Celebrating Our Success in Academic Growth

We are proud to share the outstanding academic growth happening across the Carlynton School District!

- ✓ **ELA Proficiency:** 64.4% of our students achieved Proficient or Advanced levels—well above the statewide average of 53.9%!
- ✓ **Science Growth:** A Biology growth score of 93.0 highlights exceptional academic progress that exceeds state expectations.
- ✓ **ELA Growth:** With an ELA growth score of 92.7, Carlynton significantly outperforms the state average of 75.4.

We are committed to ensuring every student thrives—and these results show we're moving in the right direction.



*We Are Proud of
Our Entire Carlynton
Community!*

Carlynton Jr./Sr. High School was ranked among the nation's best high schools according to US News & World Report's Best High School Rankings for 2024.

The U.S. News Best High Schools rankings include data on more than 24,000 public high schools in 50 states and the District of Columbia.

Nearly 18,000 schools were ranked this year based on six factors that include: college readiness, college curriculum breadth, state assessment proficiency, state assessment performance, underserved student performance, and graduation rate.

Carlynton Jr./Sr. High School was nationally ranked at #4,528 high schools with an overall score of 74.35 out of 100.

Superintendent Dr. John Kreider applauded all Carlynton students, families, teachers, and staff for their continued commitment to excellence.

"These rankings demonstrate Carlynton's commitment to endeavoring to provide a high-quality education for our students," Dr. Kreider said. "Although these rankings recognize the excellence at Carlynton Jr./Sr. High School, this success would not be possible without the strong foundation provided by our K-6 elementary schools, Carnegie and Crafton Elementary Schools."

Carlynton School District Academic Growth

CELEBRATING OUR STRENGTHS IN STUDENT ACHIEVEMENT



ELA Proficiency Above State Average

64.4% of students achieved levels, **surpassing** the statewide average of 53.9%



Science Growth Exceeds Expectation

Growth score of 93.0 in Biology, indicating robust academic progress **exceeding** state benchmarks.



Continued Growth in ELA Performance

ELA growth score of 92.7, significantly **outperforming** the state average of 75.4.

Source: <https://futurereadypa.org>

Carlynton Jr. High School Staff Selected to Visit the Prestigious Ron Clark Academy



The Carlynton School District is proud to announce that Carlynton Junior High School has been awarded a prestigious opportunity to send 10 staff members to the nationally acclaimed Ron Clark Academy (RCA) in Atlanta, Georgia. The scholarships, made possible through the Ignite the Classroom program and generously sponsored by Huntington Bank, will fund a transformative three-day professional development experience for the team.

While at RCA, Carlynton educators will engage in dynamic, hands-on training designed to energize teaching practices and school culture. Staff will tour the Academy's immersive learning environment, observe innovative and engaging instruction in real-time, and collaborate with passionate educators and students from across the country.

A central focus of the visit will be exploring RCA's renowned House System, a schoolwide initiative that promotes community,

reinforces positive behavior, and builds school spirit through healthy competition and belonging. Staff will learn how to bring this powerful framework to Carlynton Junior High, guided by RCA's philosophy of growing "1% at a time"—implementing small, intentional changes that lead to long-term cultural transformation.

"We are honored to be selected for this incredible experience," said Dr. John Kreider, Superintendent of the Carlynton School District. "Our team is excited to bring back new ideas and strategies that will enhance the learning environment and continue building a positive, inclusive, and motivating culture for our students."

The district extends its sincere gratitude to Huntington Bank and the Ignite the Classroom program for their commitment to public education and for empowering educators to elevate their impact.



Carlynton Jr./Sr. High School Earns Gene Kelly Award for "HADESTOWN: Teen Edition"

We are proud to announce that Carlynton Jr./Sr. High School won the prestigious award for **Outstanding Scenic Design (Budget Level I)** at the 34th Annual Gene Kelly Awards for Excellence in High School Musical Theater. This recognition honors the exceptional creativity and craftsmanship showcased in our spring production of *Hadestown: Teen Edition*.

Overall, the cast and crew of *Hadestown: Teen Edition* were nominated for a total of six Gene Kelly Awards that included: costume design, crew, dance ensemble, lighting design, scenic design, and actor – Mateo Carrasco.

The Gene Kelly Awards, presented by the Pittsburgh CLO, celebrate the dedication and talent of high school theater programs across Allegheny County.

We extend our heartfelt congratulations to the entire cast, crew, and creative team for their outstanding work and commitment to excellence. Your passion and artistry continue to inspire our school community.

CONGRATULATIONS TO THE CAST AND CREW OF
HADESTOWN
TEEN EDITION
FOR 6 GENE KELLY AWARD NOMINATIONS!



COSTUME DESIGN

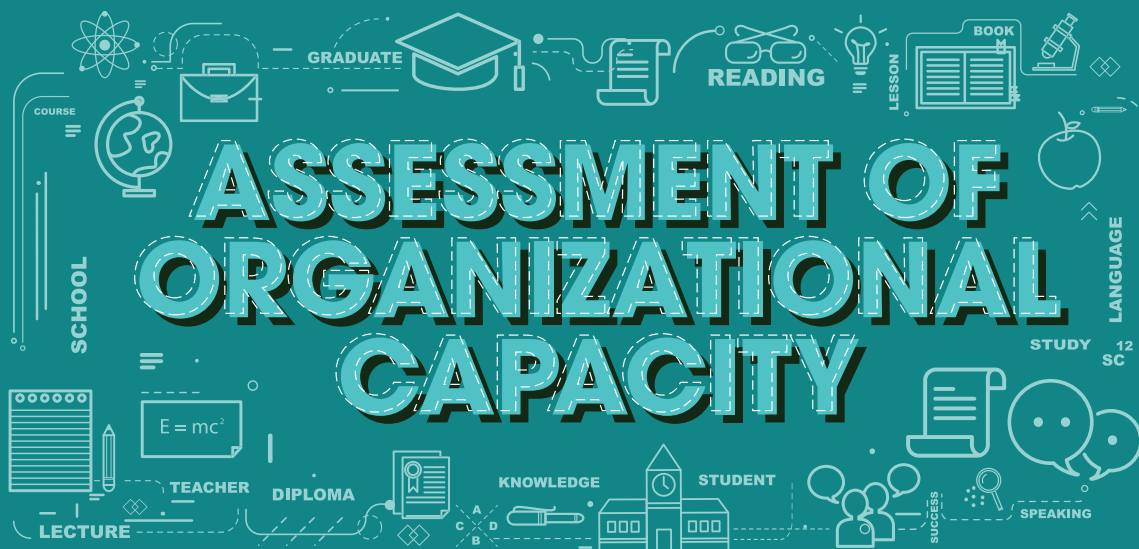
CREW

DANCE ENSEMBLE

LIGHTING DESIGN

SCENIC DESIGN

ACTOR - MATEO CARRASCO



During the 2024-2025 school year, the Carlynton School District conducted an Assessment of Organizational Capacity (AOC). This process is essential for educational institutions aiming to enhance efficiency and effectiveness. Organizational capacity refers to an organization's ability to utilize its resources—human, financial, and material—to achieve its objectives and deliver quality services. Regular assessments help identify strengths and areas for

improvement, ensuring that the organization adapts to changing environments and meets stakeholder expectations. According to the RAND Corporation, understanding and measuring organizational capacity involves evaluating various factors, including culture, communication, leadership, and governance, which collectively influence performance.



Rationale

In the context of the Carlynton School District, the AOC focused on analyzing job descriptions and comparing them to actual daily tasks performed by employees. This process aimed to:

- **Identify Discrepancies:** Highlight differences between documented roles and real-world responsibilities.
- **Eliminate Redundancies:** Detect overlapping tasks among staff to streamline operations.
- **Address Gaps:** Uncover missing responsibilities that are critical for achieving organizational goals.
- **Realign Roles:** Adjust positions to better align with current needs and enhance efficiency.
- **Update Job Descriptions:** Revise and modernize job roles to reflect actual duties and expectations.

By undertaking this assessment, the Carlynton School District ensures that all employees are utilized effectively, responsibilities are clear, and resources are allocated optimally. This proactive approach supports continuous improvement and aligns with best practices in organizational development.



Primary Goals

The primary goals of the Assessment of Organizational Capacity were to

Enhance Operational Efficiency

- Streamline processes to reduce waste and improve productivity.

Improve Role Clarity

- Ensure that all employees have a clear understanding of their responsibilities, leading to better performance and job satisfaction.

Optimize Resource Allocation

- Align human resources with organizational needs to maximize effectiveness.

Support Strategic Planning

- Provide data-driven insights to inform future organizational development and decision-making.



Outcomes

The two overarching outcomes of the AOC included: (1) Job descriptions were updated to reflect current responsibilities and expectations, and (2) identified discrepancies in roles and responsibilities have been realigned to increase efficiency and effectiveness in district leadership and operations.