

# A BLUEPRINT FOR SUCCESS



# STRATEGIC PLAN 2016-2022

# A COMMUNITY EFFORT

- ▶ More than 100 parents, teachers, students, administrators, and community leaders came together to assist the district in the writing of goals and objectives designed to move the district forward over the next six years.
- ▶ The plan – through 2022 – is divided into five focus areas:
  - *Student Growth & Achievement, Staff Development, Pupil Services, and Educational Technology*
  - *Communications and Community Relations*
  - *Safety, Operational Technology, Facilities and Infrastructure*
  - *District Operations, Financial Management, and Human Resources*
  - *Co-Curricular Activities, Extracurricular Activities, and Athletics*



## Our *Vision*

The Methacton School District will *empower* all learners to develop talents, *encourage* personal growth and success, and *inspire* leadership to transform our future.

## Our *Mission*

The Methacton School District is an exemplary *student-focused* and *community-centered* environment that prepares learners to meet the demands of our evolving world.

## Our *Core Values*



Aubrie Wells

Akshara Iyer

Kaiser Pinili

Lynda Clark

Kevin DeSantis

Jaidit Singh

Justin Leggin

Quran Pilson

My-Lan Pham

Motivate to Succeed

Empower all Learners

Trust in Teamwork

Honor our Heritage

Appreciate our Diversity

Commitment to Growth

Transform our Future

Open new Opportunities

Nurture our Talents


# Learn, Lead, Succeed - Together!



## Cultural Integration

Posters featuring faculty, staff, and students were updated in all Methacton schools and the Farina Education Center in order to bring further attention to the district's new Vision, Mission, and Core Values.

# COMMUNICATING OUR PROGRESS

- ▶ Dr. Zerbe discussed the plan at his Superintendent's "Roundtable Discussions" with all staff in all buildings in the fall, bringing attention to each individual employee group's role in planning progress, as well as opportunities to participate on committees.
  - ▶ Regular progress updates included in Superintendent's Community Conversations and archived online in November 2016, December 2016, March 2016
  - ▶ Additional progress updates scheduled in April and June.
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# FOCUS AREA 1: STUDENT GROWTH & ACHIEVEMENT, STAFF DEVELOPMENT, PUPIL SERVICES, AND EDUCATIONAL TECHNOLOGY

## ▶ 2016-2017 Focus:

- ▶ Working toward addressing all supports for “Whole Child Concept”
- ▶ Using data to establish differentiated professional development needs & communicating a schedule for implementation
- ▶ Increasing the focus on K-12 STEM planning

## ▶ Items completed:

- ▶ School inventories for whole child supports have been completed for analysis of results
  - ▶ PD needs assessment has been completed & analyzed; planning for 2017-2018 PD is underway
  - ▶ Information has been collected from teachers at all levels regarding current STEM-related programming
- ▶ **Overall, we are on-track for accomplishments slated for 2016-2017.**

# FOCUS AREA 2: COMMUNICATIONS AND COMMUNITY RELATIONS

## ▶ **2016-2017 Focus - Communications:**

- ▶ Evaluate current communications methods and tools, establish baseline data to inform recommendations.
- ▶ Promote awareness and consistency of communications.
- ▶ Showcase the district's educational programs and activities.

## ▶ **Items completed:**

- ▶ A communications committee formed and completed work on a survey, intended for distribution before the end of 2017-2018.
- ▶ A short video outlining communications tools was developed and distributed to families in early September.
- ▶ An audit of the use of communications tools, methods, and practices employed by the schools was conducted. The information gathered is being organized for review along with survey data.

## ▶ **2016-2017 Focus – Community Relations:**

- ▶ Foster relationships with townships, community organizations, and business.

## ▶ **Items completed:**

- ▶ MHS Student volunteers, trained and organized by high school administrators were employed to support special events by providing care and entertainment for young students.
- ▶ More than 100 high school students participated in MHS's inaugural Martin Luther King Day of Service.
- ▶ Community Education offerings designed specifically for area seniors were developed and promoted with support from area senior living communities.
- ▶ An online job board with an electronic form for job submissions was developed with support from the high school counseling office.

## ▶ **Overall, we are on-track for accomplishments slated for 2016-2017.**

# FOCUS AREA 3: SAFETY, OPERATIONAL TECHNOLOGY, FACILITIES AND INFRASTRUCTURE

- ▶ **Operational Technology** - Identify, and if decided upon adopt, a Student Information System (SIS) to be utilized by the district by Q3 of 2017- 2018
  - ▶ On February 28, 2017, the School Board of Directors approved the district to implement PowerSchool, technology staff have been actively building our PowerSchool instance and loading it with data.
  - ▶ The professional development plan for teachers and support staff has been developed and the first training is set for the end of April, “Go Live” date is targeted for July 1, 2017.
- ▶ **Safety** - Perform safety/security audit of the interior and exterior of all schools by Q4 of 2018. Design and implement trainings that are focused on District safety and security terminology and procedures for the community.
  - ▶ Campus audits of Methacton High School and the Arcola and Skyview schools are scheduled to occur this Spring; conducted by members of the Pennsylvania State Police, Montgomery County Office of Emergency Management, and Methacton Administration using a tool designed by the School Safety Coordinator for the Montgomery County and the PA State Police.
  - ▶ An informational presentation for parents on school emergency response terminology was presented in the fall by Dr. Troy Sosnovik, Methacton’s Director of Technology, Child Accounting and Safety; Arcola Assistant Principal Ryan Creeden; Arrowhead Principal Aaron Roberts; and Steve Beck, School Safety Coordinator for the Montgomery County Office of Emergency Management. The video of the presentation has been uploaded to YouTube for future viewing: <https://youtu.be/JEoHYL7yvF4>
- ▶ **Facilities and Infrastructure** - Develop a Facilities Assessment baseline plan that addresses and prioritizes the Methacton School District’s facility conditions, reconstruction and repair needs and the reporting of same by end of 3rd quarter 2016. Evaluate the financial outcomes of the 2015-2016 ESCO project, determine the feasibility and benefits for the Phase II project, and implement as determined by end of 2nd quarter 2017.
  - ▶ A comprehensive Facility Assessment Study and Workbook was developed in 2016. These documents and others are being utilized as the basis for facility work planning and future facility improvement actions.



# FOCUS AREA 4: DISTRICT OPERATIONS, FINANCIAL MANAGEMENT, AND HUMAN RESOURCES

- ▶ **2016-2017 District Operations Focus:** Maximize third party vendor service agreements through data monitoring and to improve operational effectiveness and efficiencies by leveraging data, systems, procedures to streamline common practices.
- ▶ **2016-2017 Financial Management Focus:** Adopting standards for communications, quality, and utility of financial data within the organization and public, increase the utilization of alternative funding resources, and establish a financial sustainability model that communicates long range forecasting of costs and revenues to inform decisions.
  - ▶ *While some progress has been made in these areas, progress has been limited due to the absence of a business manager.*
- ▶ **2016-2017 Human Resources Focus Area One: Increase employee job satisfaction through annual staff feedback and the implementation of targeted changes and support.**
  - An administrative sub-committee including representation of all pertinent stakeholders, was formed and began planning the timeline and strategy for the year.
  - The comprehensive committee met and broke into groups of district employees and began discussing the major areas of employee satisfaction that could be measured.
  - *It was decided that due to the large number of changes to staff due to the building closure, the work of this committee would best be served by postponing any additional work until next year.*
- ▶ **2016-2017 HR Focus Area Two: To Improve the effectiveness and consistency in hiring practices with the goal of aligning best practices and the district's mission, vision and core values:**
  - An administrative sub-committee was formed and reviewed the current methods and protocols for hiring at all levels within the district, and collected data from other districts. During a later meeting, data collected was reviewed, and plans were made to expand the committee to include parents and community members. The committee will meet in May to review hiring parameters.



# FOCUS AREA 5: CO-CURRICULAR ACTIVITIES, EXTRACURRICULAR ACTIVITIES, AND ATHLETICS

## ▶ 2016-2017 Focus:

- ▶ Increase participation rates among student in grades 5-12 in co-curricular and extra-curricular activities, equal to 75% of the grade span.
- ▶ Increase the consistency of activity offerings across the district elementary buildings and grade spans while providing for relevant and diversified offerings based on unique community interest.

## ▶ Work to Date:

- ▶ Administrative committees were formed to address both goals and met earlier this year to identify other stakeholders to be included as members of the committee moving forward.
- ▶ Committees will meet later in the spring to create surveys for students, families, and staff to gather data and guide action planning.

## ▶ Overall, we are on-track for accomplishments slated for 2016-2017.

# PLAN FOCUS FOR 2017-2018:

- ▶ Overall, individual focus areas are on target to meet progress deadlines set for the first year of the plan, with few adjustments.
- ▶ The Strategic Plan will be a focus of the 2017 administrative retreat, with a review of progress, add to the plan where necessary, and set measurable goals to continue this important work.
- ▶ **Key Focus for 2017-2018: Evaluation, Review, Planning, and Implementation**
  - ▶ While 2016-2017 was focused on committee formation and data collection – 2017-2018 work will be geared towards the review of data to inform change, and other recommendations for planning and implementation. Committees will be engaged in the evaluation of these recommendations.
  - ▶ Interoperability of key systems with new SIS
  - ▶ Planning and implementation associated with facilities needs
  - ▶ STEM program planning and implementation

# COMMUNITY ENGAGEMENT:

- ▶ Administration will work to prepare revised timelines for strategic objectives scheduled to be completed in 2017-2018 for sharing with the public, and the district will continue to send progress updates throughout the year.
- ▶ Engage the community through committees in individual Focus Areas as outlined within the plan. Operations and finance areas in particular will be seeking public participation as that work begins in earnest.
- ▶ Engage parents, community, faculty and staff through surveys to inform change and measure progress.