

FINANCIAL MANAGEMENT/HUMAN RESOURCES

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7A	
STRATEGY:	Increase transparency in annual budget process		
OBJECTIVE:	Increasing favorable feedback	RESPONSIBLE PERSONS:	-Business Manager -Assistant Business Manager -Superintendent
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Develop processes in addition to the prescribed Act 1 process/existing Methacton processes to educate the public and provide greater insight and explanation for the public good and support -Form committee of internal and external stakeholders to provide feedback on measures to implement more informed processes -Develop and post for public view an updated documented process of District budgeting -Conduct public feedback forums and annual documents summarizing resulting process and feedback -Coordinate with Communications Department to determine communications plan on budget to all stakeholders 		
TIMELINE TARGET:	Start: January 1, 2023 Mid: Q3 of 2023 End: Q2 of 2024		
KPI/DELIVERABLES:	<ul style="list-style-type: none"> -Form committee -Present, adopt, and post new process document on District website -Produce annual summary of process feedback -Distribute update/invitations to homeowners within community -Hold yearly feedback meetings for committee on outcome/perspectives 		

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7B	
STRATEGY:	Update 10-year Master Plan and develop associated capital reserve fund strategy		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	RESPONSIBLE PERSONS:	-Facilities Director -Business Director -Superintendent
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Review existing Master Plan projects and status -Update Master Plan with internal facility review -Create reoccurring Capital Reserve Fund Plan considering project scopes under threshold of costs within Master Plan that can be supported annually by General Fund Budget and Policy 		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q2 of 2023 End: Q4 of 2023		
KPI/DELIVERABLES:	<ul style="list-style-type: none"> -Update Master Plan (Year 1) -Share Policy and Capital Reserve Plan via Board Committee for review and refinement (Year 2) 		

	-Adopt Capital Reserve Plan (Year 2)
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FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7C	
STRATEGY:	Level staff expectations and individual accountability		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	RESPONSIBLE PERSONS:	-Director of Human Resources
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Create a five-year cycle for updating job descriptions that includes a review, edits as necessary, the adoption by the Board of School Directors, and communication to impacted staff -Ensure a process of job description and task review becomes part of each employee's annual review 		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q3 of 2024 End: Q4 of 2027		
KPI/DELIVERABLES:	<ul style="list-style-type: none"> -Job description review/updating cycle plan -Completion of one cycle review 		

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7D	
STRATEGY:	Implement employee recruitment, onboarding, engagement, and off boarding process to better inform administration in decision making		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	RESPONSIBLE PERSONS:	-Director of Human Relations -Assistant Superintendent
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Review existing employee cycle actions and related information -Form a District committee to determine needed data elements -Develop strategic interrelated system -Produce document with associated actions/processes/procedures and intended outcomes and related data points 		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q4 of 2023 End: Q4 of 2024		
KPI/DELIVERABLES:	<ul style="list-style-type: none"> -Produce a comprehensive plan documenting employee life cycle actions/processes/procedures -Implement plan -Have committee review at end of first year following full implementation (revisit/make needed changes) 		

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7E	
STRATEGY:	Develop 2 additional strategic partnerships to help support the hiring of qualified professionals		

OBJECTIVE:	Increasing favorable feedback Increasing District rank	RESPONSIBLE PERSONS:	-Director of Human Resources
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Seek institutions of higher learning that have teacher preparation programs -Create incentives for District staff to take on student teachers -Identify alternative partnerships to increase job availability -Coordinate with PA Career Link to drive applicants to substitute support roles -Implement cycle of communication consistent with trends in staffing needs 		
TIMELINE TARGET:	Start: November 1, 2022 Mid: Q2 of 2024 End: Q4 of 2026		
KPI/DELIVERABLES:	<ul style="list-style-type: none"> -Produce agreements that outline relationships -Review relationship annually 		

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7F	
STRATEGY:	Improve the professional and support substitute staffing fill rates by 20% from the 2020 base year		
OBJECTIVE:	Increasing favorable feedback Increasing District rank	RESPONSIBLE PERSONS:	-Director of Human Resources -Building Principals
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Monitor pay rates -Take proactive approach to pay rates for all substitute classes -Evaluate option for full-time staff contracts -Leverage third party systems to support needs -Target market for support staff needs -Develop a District Staff Committee with target of determining alternative options to supplement use of outsourced substitution -Organize internal and external substitute data to ensure data is representative to our information needs 		
TIMELINE TARGET:	Start: April 1, 2023 Mid: Q3 of 2023 End: Q4 of 2023		
KPI/DELIVERABLES:	-Documented plan of actions to address strategy		

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7G	
STRATEGY:	Explore opportunities to improve District to vendor relationships to support sustainable value, instruction, and operations		
OBJECTIVE:	Increasing favorable feedback	RESPONSIBLE PERSONS:	-Director of Business Services
IMPLEMENTATION SUMMARY:	<ul style="list-style-type: none"> -Develop a committee to evaluate opportunities for preferred vendor relationships and scope the value, impact, challenges etc. -Provide presentation to Superintendent prior to taking action beyond exploratory phase -Provide the Superintendent with a plan to be implemented 		
TIMELINE TARGET:	Start: February 1, 2023 Mid: Q1 of 2024		

	End: Q4 of 2024
KPI/DELIVERABLES:	-Present proposed plan to Superintendent

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7H	
STRATEGY:	Improve our competitive attractiveness for professional, support and administrative employees by 25% compared to Montgomery County peers		
OBJECTIVE:	Increasing favorable feedback	RESPONSIBLE PERSONS:	-Superintendent
IMPLEMENTATION SUMMARY:	-Determine implementation baseline comparative data -Identify targets for each group within 6 year time frame -Develop scenarios inclusive of costs, annual impact to average, and District means to pay for scenarios -Present outcome to Board in public meeting		
TIMELINE TARGET:	Start: February 1, 2023 Mid: Q4 of 2023 End: Q4 of 2024		
KPI/DELIVERABLES:	-Present outcome to Board in public meeting -Share documents with labor groups		

FOCUS AREA:	FINANCIAL MANAGEMENT/HUMAN RESOURCES	STRATEGY 7I	
STRATEGY:	Implement planned effort to recapture charter/virtual/private/parochial students		
OBJECTIVE:	Increasing favorable feedback	RESPONSIBLE PERSONS:	-Superintendent
IMPLEMENTATION SUMMARY:	-Form committee of administrators to establish baseline, targets and tactics -Develop scenarios impact of effort -Present plan of action to Superintendent		
TIMELINE TARGET:	Start: October 1, 2022 Mid: Q4 of 2022 End: Q1 of 2023		
KPI/DELIVERABLES:	-Provide plan to Board -Update Board annually on progress		