

Last Updated 5/2/2022

Student, Staff and Community Experience

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8A | |
| STRATEGY: | Increase staff workplace satisfaction by 25% through focus on staff wellness | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -District Wellness Committee Members -District and Building Administration |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Form a District Wellness Committee with structure -Leverage the District Wellness Committees' prioritized listing of wellness/climate challenges and develop appropriate and long-lasting strategic responses/actions to support personal wellness among all staff -Develop plan of implementation that responds to the prioritized listing and that allows for sustained and meaningful improvement towards strategy -Gather regular feedback on progress towards this strategy | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q2 of 2025 End: Q4 of 2027 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Utilize staff survey twice per year to measure progress toward strategy target -Perform comparative analysis on survey results -Formation of District Wellness Committee | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8B | |
| STRATEGY: | Increase student sense of belonging by 25% | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -Building Principals -Central Office Administration -All Staff |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Establish a District-wide model of belonging at every school that creates a feeling of acceptance, respect, inclusion and support -Form committee of teachers/counselors/administrators/practitioners to determine the appropriate approach in adopting a research-based program and developing structures and curriculum at all levels -Focus on academic performance and preparation for all students, relationships with peers and staff, mindset, social support, conflict resolution and perseverance -Consider national research based programs like Rachel's Challenge, etc. -Establish a communication protocol to gather reported positive and negative incidences that contribute to or detract from strategy intent | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q2 of 2025 End: Q4 of 2027 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Formation of committee (Year 1) -Plan for adoption and long term integration (Year 2) -Adoption of District-wide model (Year 3) -Annual student survey and comparative analysis of results (Annually) | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8C | |
| STRATEGY: | Establish District-wide set of expectations for an exceptional Methacton School District experience | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -Committee -District and Building Administration -All Employees |
| IMPLEMENTATION SUMMARY: | <p>-Form Representative Committee to address actions within strategy</p> <p>-Develop a document outlining the expectations for students, parents, and staff</p> <ul style="list-style-type: none"> • Approach this through the various lenses for each stakeholder group to serve as a means of setting expectations for reflection and interactions • Must be designed to reflect the 5 Whole Child Tenets, to enrich our culture of caring, of professionalism, of customer service and of academic excellence <p>-Create key talking points for all stakeholder groups that are easily recallable and can become ingrained in the daily work</p> <p>-Create a media/communications campaign to drive enculturation of these expectations</p> <p>-Establish key elements of use on regular basis to drive all internal and external communications (ongoing)</p> <p>-Integrate elements into our employee accountability and performance structures</p> | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q2 of 2023 End: Q4 of 2025 | | |
| KPI/DELIVERABLES: | -Form committee (Year 1) -Develop a draft experience guide (Year 1) -Outline techniques for organizational adoption (Year 1) -Develop experience guide (Year 2) -Develop media/communications plan (Year 3) -Execute media/communications plan (Year 3) -Develop structure of accountability (Year 4) | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8D | |
| STRATEGY: | Improve Central Office communication to staff and families | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -Superintendent and his Cabinet |
| IMPLEMENTATION SUMMARY: | <p>-Implement system(s) of communication that are structured to include staff (professional and support) in regularly scheduled collaborative discussions as a step in all departmental areas to: strengthen decisions, inform, and include contributions to an increase in positive climate/favorable feedback</p> <p>-Use Elementary Collaborative Communication System Structure as an example</p> <p>-See other communications strategies in this plan to address families</p> | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q4 2023 End: Q4 2026 | | |
| KPI/DELIVERABLES: | -Cabinet reviews areas of focus for staff communications (Year 1) | | |

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| | <ul style="list-style-type: none"> -Produce system document (utilizing Elementary Collaborative as example) that articulates the structure, frequency and drives to holds all members accountable to long-term institutionalization of communication structure (Year 1 year) -Implement no less than 3 systems (Year 1) -Implement all remaining systems (Year 2) -Form committee of stakeholders to monitor progress, value, and long-term institutionalization of systems (Year 2) -Produce report at mid-point and end to document success (Year 5) |
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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8E | |
| STRATEGY: | Increase positive behavioral interactions among students, students with staff and staff to staff | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | <ul style="list-style-type: none"> -Building Principals -Curriculum Director -Pupil Services Director |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Form committee to study rationale and make recommendations for adoption of a positive behavioral support system -Make recommendation of adoption of behavioral support system and gather feedback from staff, students, and parents -Develop plan that leverages program implementation schedule, required resources, and actions for best practice to propose recommendation to Board of School Directors for a multi-year effort -Implement a positive behavioral support system District-wide -Upon approval, implement plan and evaluate regularly with biannual summaries to the parents/community | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q2 of 2025 End: Q4 of 2027 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Produce document inclusive of research, feedback, recommendation, implementation plan and evaluation of strategy -Presentation to Board of School Directors | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8F | |
| STRATEGY: | Increase District students, staff, and community school spirit | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | <ul style="list-style-type: none"> -Communications Coordinator -Assistant Superintendent |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Establish a District online spirit wear shop -Work with local vendor(s) to create a shopping cart model for access to spirit wear -Create media campaign that establishes annual opportunities to celebrate school spirit at events -Leverage revenue to support Methacton Backpack Program and other student/community needs | | |
| TIMELINE TARGET: | Start: October 1, 2022 | | |

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| | Mid: Q2 of 2023 End: Q4 of 2023 |
| KPI/DELIVERABLES: | -Online spirit wear presence -Development of media campaign |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8G | |
| STRATEGY: | Foster connections within the school community to provide a positive school climate and diverse, equitable, and inclusive practices | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -K-12 DEI and Climate Counselor -Superintendent |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Establish and communicate liaison role for K-12 DEI and Climate Counselor -Research community resources and establish plan of relationship development -Implement plan and assist Counselor with making connections -Develop structure of ongoing community engagement and communication | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q4 of 2023 End: Q4 of 2024 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Development of relationship and ongoing engagement plans -Increase relationships by 50% from base year | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8H | |
| STRATEGY: | Implement a system to track, monitor, and report matters of feedback and discipline associated with matters of DEI | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -K-12 DEI and Climate Counselor -Building Assistant Principals and Principals |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Establish a committee of administrators led by the K-12 DEI and Climate Counselor to develop system, metrics, processes and timelines -Gain external feedback from members of public on the collective approach to this strategy prior to implementation -Communicate to parents, the Board, and community the cycle of reporting | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q4 of 2023 End: Q4 of 2024 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Establish a committee of administrators led by the K-12 DEI and Climate Counselor to develop system, metrics, processes and timelines (Year 1) -Gain external feedback from members of public on collective approach to this strategy prior to implementation (Year 1) -Implement the system (Year 2) | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8I | |
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| STRATEGY: | Establish the Office of Diversity Equity and Inclusion | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -Pupil Services Director -Title IX Coordinator -Superintendent |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Develop structure for DEI Office to include Climate Counselor, Title IX Coordinator, and 7 building advisors (Year 1) -Employ a K-12 DEI and Climate Counselor (Year 1) -Develop Building Advisor job description and fill 7 posts (Year 1) -Develop communications and reporting structures (Year 1) -Leverage feedback from documents developed by the District DEI Committee to determine plan of focus in each of next 5 years (Year 1) -Review 2/15/22 graphical representation slide and include those efforts in planned activities over next 5 years | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q2 of 2023 End: Q4 of 2023 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Establishment of all posts in office -Development of plan and structures -Perform comparative analysis based on reportable data and feedback over next 5 years | | |

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| FOCUS AREA: | STUDENT, STAFF, COMMUNITY EXPERIENCE | STRATEGY 8J | |
| STRATEGY: | Increase consistency of discipline enforcement and reporting commensurate with student level | | |
| OBJECTIVE: | Increasing favorable feedback | RESPONSIBLE PERSONS: | -Building Principals -DEI/Climate Counselor |
| IMPLEMENTATION SUMMARY: | <ul style="list-style-type: none"> -Review and update student code of conduct to reflect needs (Year 1) -Follow adoption of positive behavioral and belonging models (consistent with adoption of model) -Gather feedback from building DEI Advisors (Year 1) -Develop and institute flow chart for reporting and supporting discipline decisions (Year 2) -Provide annual reporting notification procedure to staff, parents, students (Annually) | | |
| TIMELINE TARGET: | Start: October 1, 2022 Mid: Q4 of 2023 End: Q4 of 2024 | | |
| KPI/DELIVERABLES: | <ul style="list-style-type: none"> -Create committee (Year 1) -Professional development for admin and advisors (Year 1) -Flow chart and documents (Year 2) -Full implementation (Year 2) | | |