

Building Our Future

Strategic Plan 2022-2027



Vision

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



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.



Core Values

- Motivate to succeed
- Empower all learners
- Trust in teamwork
- Honor our heritage
- Appreciate our diversity
- Commit to growth
- Transform our future
- Open new opportunities
- Nurture our talents



STUDENT FOCUSED



HEALTHY



SAFE



ENGAGED



SUPPORTED



CHALLENGED

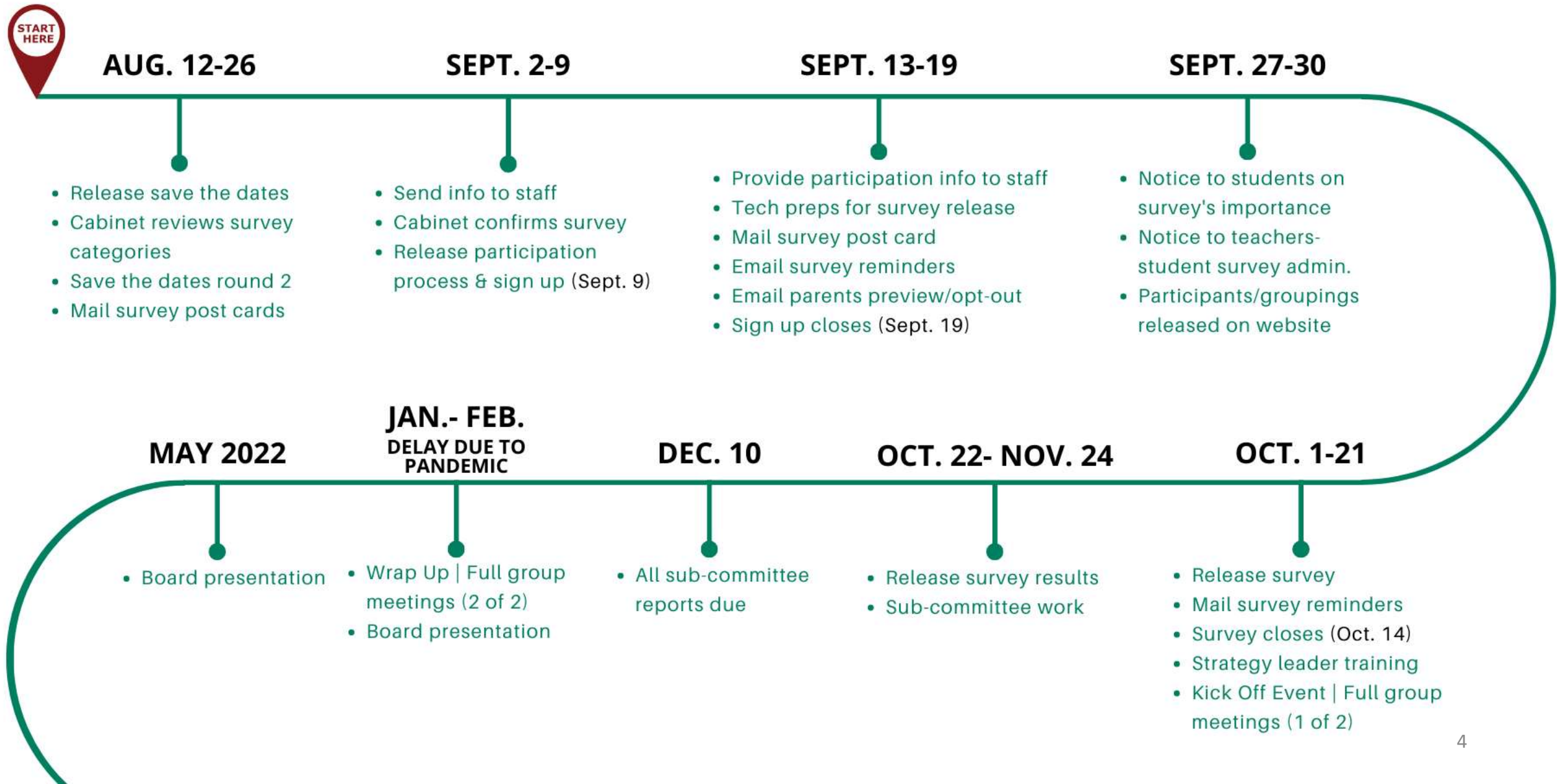
COMMUNITY CENTERED

INCREASE CONSTITUENT
FAVORABLE FEEDBACK BY
25% IN NEXT 5 YEARS

ENSURE AN
EXCEPTIONAL
MSD
EXPERIENCE
FOR ALL

INCREASE DISTRICT
RANKING BY 25 PLACES
IN NEXT 5 YEARS

Strategic Plan Process 2021-2022



Favorable Feedback

Increase constituent favorable feedback by 25% in the next 5 years

Use of student, staff, parent & community survey

- Baseline – Oct 2021



STUDENTS

BASELINE	TARGET
School Climate: 51%	63.3%
School Belonging: 74%	80.5%
Safety: 79%	84.3%
School Engagement: 24%	43%
Value of School: 97%	97.8%



STAFF

BASELINE	TARGET
School Climate: 44%	58%
Prof. Development: 70%	77.5%
Leadership: 59%	69.3%
Technology: 36%	52%

Overall target is 100%. 5 year measureable target in all categories is 25%.

Favorable Feedback

Increase constituent favorable feedback by 25% in the next 5 years

Use of student, staff, parent & community survey

- Baseline – Oct 2021



COMMUNITY

	BASELINE	TARGET
Community Priorities:	80%	85%
Strengths & Opportunities:	49%	61.8%



FAMILY

	BASELINE	TARGET
School Climate:	56%	67%
School Safety:	74%	80.5%
Leadership:	79%	84.3%
Family Engagement:	15%	36.3%

Overall target is 100%. 5 year measureable target in all categories is 25%.

Favorable Feedback

Use of student, staff, parent & community survey

- Annually – Oct/March



Town Hall Meetings

To be held on the 2nd
Thursday of November &
April through the year 2027

**INCREASE CONSTITUENT
FAVORABLE FEEDBACK BY
25% IN NEXT 5 YEARS**



**INCREASE DISTRICT
RANKING BY 25 PLACES
IN NEXT 5 YEARS**

District Ranking

Use U.S. News & World Report/ NICHE / School Digger



- Baseline year 19/20
- Compare to similar demographic districts and to districts in targeted range

RANK	2019-2020	2020-2021	2021-2022	CHANGE
U.S. News WR (HS)	65	56	62	-3
NICHE	74	67	67	+7
School Digger	67	53	50	+17

Base Year

Change from
Base Year

INCREASE CONSTITUENT
FAVORABLE FEEDBACK BY
25% IN NEXT 5 YEARS



INCREASE DISTRICT
RANKING BY 25 PLACES
IN NEXT 5 YEARS

STEM Academy



- Use the Problem & Pathway Project Design
- Leverage [FAB Lab](#) as core learning/resource hub
- Include access for all instructional disciplines
- Require engineering for all
- Expose all students to real world problem solving
- Includes multi-year group project
- Culminates in a seminar/project/internship with a STEM endorsement

Implement FAB Labs incrementally downward for all buildings & levels

STEM Academy

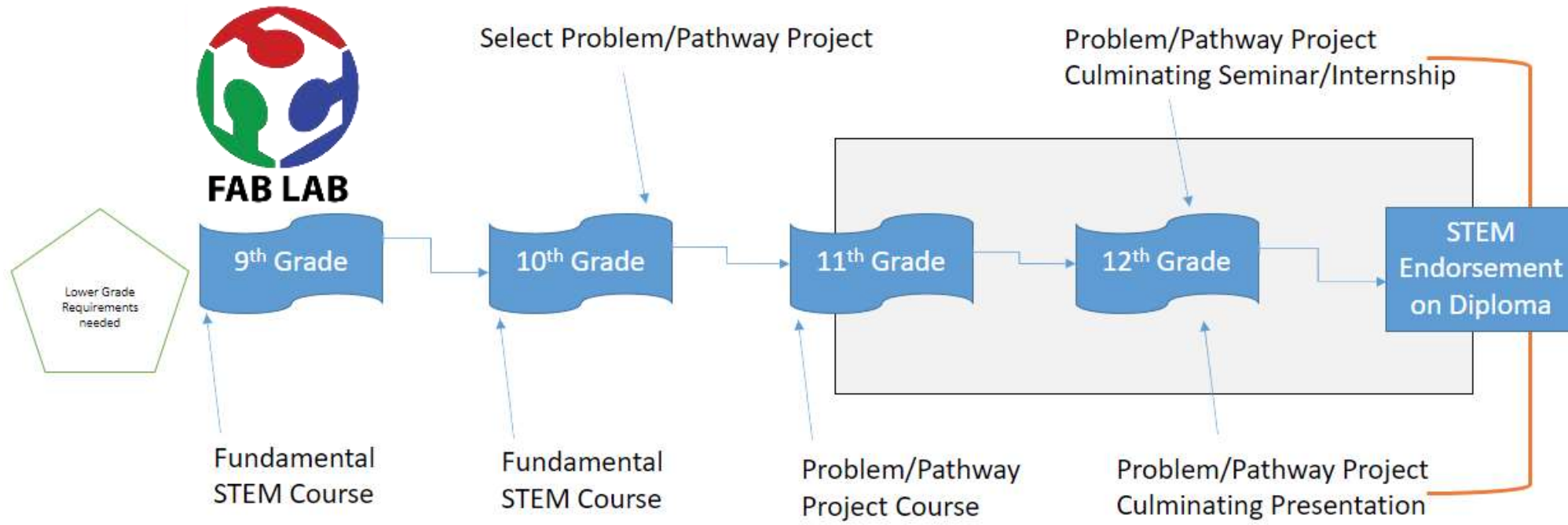


Fab Lab Tulsa



“Fab Lab Tulsa is a not-for-profit makerspace located in the Kendall-Whittier neighborhood of Tulsa, Oklahoma. The mission of Fab Lab Tulsa is to empower the community by providing education, community, workforce and business programming that teaches innovation, design-thinking, problem-solving and change-making, together with open and equitable access to 21st Century digital fabrication tools, equipment and technology.”

STEM Academy



Develop alignment of core program at lower level (5-8) with resulting HS STEM/Pathway structure to ensure all students have access to engineering

Student Growth/Achievement, Instruction, Staff Development, & Technology

- Expand college & career readiness
- Grow professional understanding of the Universal Design for Learning (UDL) framework as best practices in the differentiation of instruction
- Ensure digital citizenship skill development for all students (K-12)
- Ensure proficiency in computer science skills for all students (K-12)
- Develop staff awareness & knowledge of inclusive practices, diversity, equity & school culture & climate matters to support understanding & acceptance
- Develop administrative guidelines that provide consideration of diverse perspectives within the curriculum writing, textbook & resource adoption cycle
- Increase industry certification access for students to support their career & college/technical education

Student Growth/Achievement, Instruction, Staff Development, & Technology

- Complete feasibility phase of International Baccalaureate program
- Review school start times
- Implement a math coaching model to support student achievement & teacher learning
- Develop programs, experiences, incentives, & higher education relationships that provide students with a career pathway towards teaching as a profession
- Review, plan & update curricular/instructional alignment, rigor, & schedule at middle level (7-8)
- Improve Multi-Tiered Systems of Support (MTSS) framework implementation to strengthen academic, behavioral & social-emotional core instruction
- Increase positive behaviors associated with Social Emotional Learning (SEL)
- Develop professional development structure for all staff that more regularly supports the long term efficacy & commitment to continuous professional learning and organizational growth

Comprehensive Plan



- [Comprehensive Plan](#)
 - Mathematics
 - Multi-Tiered System of Support
 - Inclusive Practices
 - Instructional Practices
- [New Teacher Induction](#)
- [Professional Development](#)
- [Gifted Education](#)

CLICK HERE FOR FULL
COMPREHENSIVE PLAN

www.methacton.org/comprehensiveplan



Communication/Information Resources



- Communicate Prestige, Process, & Policy information to all of our constituents (students/parents/staff/community)
- Implement mobile app to all district constituents
- Develop a communications tools guide for staff & parents
- Reduce number of district residents choosing charter/private/non public education
- Increase parent volunteers by 25% in 3 years

Financial Management/Human Resources

- Increase transparency in annual budget process
- Update 10-year Master Plan & develop associated capital reserve fund strategy
- Level staff expectations & individual accountability
- Implement employee recruitment, onboarding, engagement, & off boarding process to better inform administration in decision making
- Develop two additional strategic partnerships to help support the hiring of qualified professionals



Financial Management/Human Resources



- Improve the professional & support substitute staffing fill rates by 20% from the 2020 base year
- Explore opportunities to improve District to vendor relationships to support sustainable value, instruction, & operations
- Improve our competitive attractiveness for professional, support & administrative employees by 25% compared to Montgomery County peers
- Implement planned effort to recapture charter/virtual/private/non public students

Pupil Services

- Develop the Methacton School District Special Education Transition Services Guide (Building-to-Building/Year-to-Year/Post Graduation) & disseminate it to students & families
- Continue - Implementation of inclusive practices to better support the academic, social & emotional needs of all students in grades K-12
- Increase opportunities for English Language Learners
- Increase frequency & value of communication to staff & parents under Pupil Services umbrella
- Continue - Review Gifted Program to ensure resources, programming & outcomes are aligned to best practices in gifted instruction in accordance with Chapter 16 Regulations

Pupil Services



- Conduct a K-12 School Counselor program review to ensure resources, programming & outcomes are effectively & efficiently aligned to best practices in school counseling
- Develop & implement a Trauma-Informed Care Plan
- Conduct a review of the District's Home & School Visitor services, including caseload & resource allocations
- Share executive functioning programming for students with IEPs

Safety/Facilities/Infrastructure

- Improve the aesthetics for all school buildings & campuses
- Determine best use of existing facilities
- Develop sequencing plan for all Arcola & MHS athletic renovations & improvements
- Increase campus safety & security in all buildings
- Consider alternative energy sources & sustainability options in future purchases/endeavors
- Increase SEL focus for students & staff as part of District Safety Team
- Increase communication & access to training for ERT Team members
- Conduct supervision & staffing review of maintenance, custodial & grounds to determine proper resources supervision & utilization levels necessary to maintain community expectations
- Implement central security & safety communication gateway for students, staff & parents

Student, Staff, Community Experience

- Increase staff workplace satisfaction by 25% through focus on staff wellness
- Increase students' sense of belonging by 25%
- Establish District-wide set of expectations for an exceptional Methacton School District experience
- Improve Central Office communication to staff & families
- Increase positive behavioral interactions among students, students with staff, & staff to staff



Student, Staff, Community Experience

- Increase District students, staff, & community school spirit
- Foster connections within the school community to provide a positive school climate grounded in diverse, equitable, & inclusive practices
- Implement a system to track, monitor, & report matters of feedback & discipline associated with matters of Diversity, Equity, & Inclusion (DEI)
- Establish the Office of DEI
- Increase consistency of discipline enforcement & reporting commensurate with student level



Athletics/ Clubs & Activities

- Implement Athletic & Activity Parent Booster 501-c3 & Parent Manual
- Improve Arcola & MHS Facilities
- Improve Arcola School Campus Athletic Facilities
- Improve MHS Campus Athletic Facilities



Athletics/ Clubs & Activities

- Expand Unified Sports Program to 3 events in 5 years with a 25% participation increase
- Increase access & convenience for students & families to participate in after-school activities & athletics
- Improve timeliness & filling of sponsor & coaching positions





Planner Dashboard

Planner Task Progress by Assignee

Progress Monitoring

Planner Tasks by Status

Plans

Not Started In Progress Complete

SUPPORTED

- Child Study/MTSS Program Implementation
- 2021-2023 Grades K-4 Implementation and s
- 2022-2024 Grades 5-8 Implementation and s
- 2024-2026 Grades 9-12 Implementation and
- 2023 - Mid Point Review/Progress and Updat

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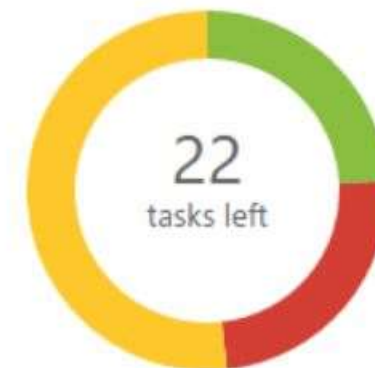
12/31/2026



Not started	63
In progress	4
Late	9
Completed	0

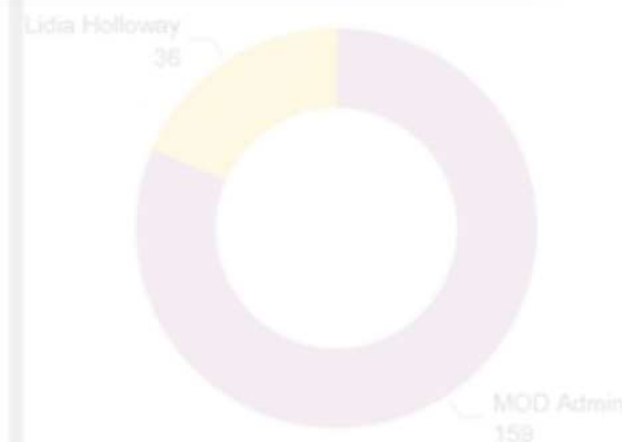
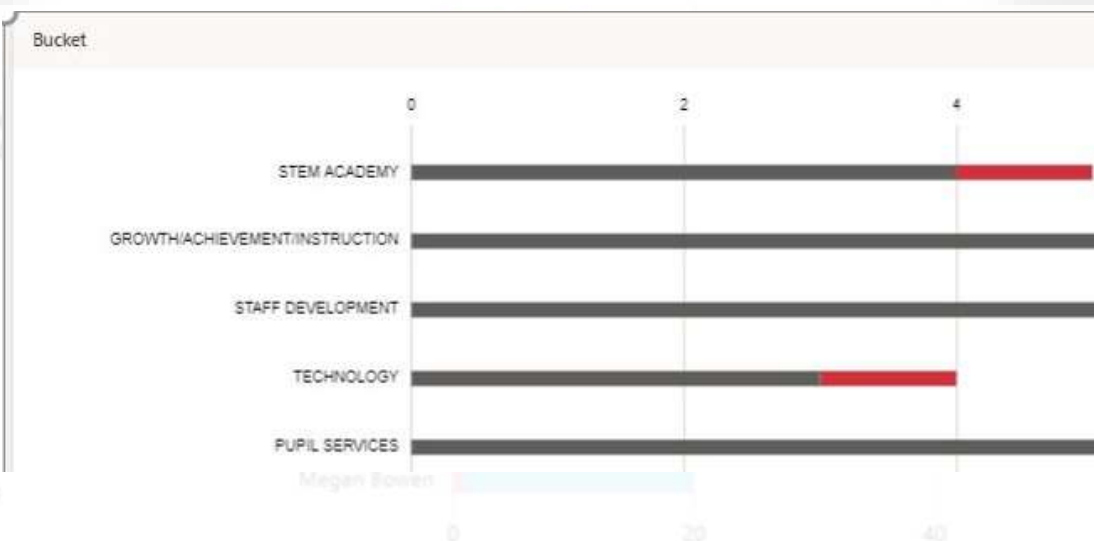
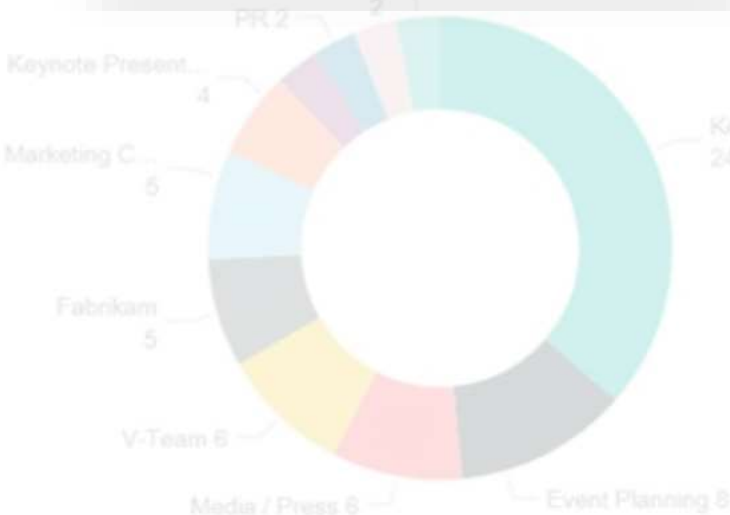
Planner Tasks by Priority

Urgent Important Medium



12 days left

15	7	0	7
Not started	Late	In progress	Completed



Thank you to the following individuals for their contributions!

STEM Academy

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Athletics/Clubs & Activities

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Karen Mitchell	Brian Leonard
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Jake O'Neill	Yongjun Yu
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Daphne Johnson	Ryan O'Donnell
Grace Rodenbeck	Paul Winters
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	Jack Winters

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Appendix A

STEM Academy

Student Growth/Achievement, Instruction, Staff Development, & Technology

Athletics/ Clubs & Activities

Communication/Information Resources

Financial Management/Human Resources

Pupil Services

Safety/Facilities/Infrastructure

Student, Staff, Community Experience

Appendix B

[Community Baseline Survey Results](#)

[Family Baseline Survey Results](#)

[Staff Baseline Survey Results](#)

[Students Baseline Survey Results](#)

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