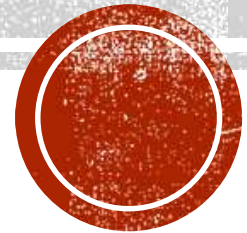


METHUEN
SCHOOL DISTRICT
STRATEGIC PLAN

***Review/Revision Update
for Board of School Directors
November 2018***



AGENDA

- Plan status, purpose, and process for review
- What has substantially changed
- How are we tracking progress



STATUS, PURPOSE, PROCESS

- **STATUS**
 - Completed 2 years of our plan
 - Updates provided annually in April
- **PURPOSE**
 - Gather input from stakeholders
- **PROCESS**

ACTION	DATE	RESPONSIBILITY
Committee of the Whole meeting	September 26, 2018	School Board, Administration, Faculty, Parents, Students, and Community Members
Administrative review & draft plan revision	October 2018	District Administration
Feedback on plan revisions	October 2018	Public/Students/Staff
Plan update presented	November 2018	District Administration



FOCUS AREAS

- **FOCUS AREA 1**

- Student Growth & Achievement/Staff Professional Development & Growth/Pupil Services/Educational Technology

- **FOUCUS AREA 2**

- Communications and Community Relations

- **FOCUS AREA 3**

- Safety/Operational Technology/Facilities/Infrastructure

- **FOCUS AREA 4**

- District Operations/Financial Management/Human Resources

- **FOCUS AREA 5**

- Co-Curricular/Extra-Curricular Activities, and Athletics



WHAT HAS SUBSTANTIALLY CHANGED

- STEM
- Academic and extra curricular access
- Communication strategies
- Physical and programmatic safety measures
- Master plan
- Scheduling
- Hiring strategies



AREA 1

Strategic Objective #6

- Articulate a district-wide vision of STEM education that demonstrates a commitment to equipping students with skills and tools to effectively communicate, collaborate, and think critically and creatively.

Strategies:

- Form a STEM strategic planning committee inclusive of teachers, administrators, business leaders, higher education, students, the Methacton Education Foundation, and others to review current practices, best practices, and to determine opportunities and a path forward for STEM education in Methacton by the end of 1st quarter 2019.
- Develop and communicate the strategic path forward inclusive of action steps, strategies, and deliverables by end of 2nd quarter 2019.



AREA 1

Strategic Objective #9

- Improve access to academic and extra-curricular opportunities for all students by end of 3rd quarter 2019.

Strategies:

- Form a committee to evaluate the research and solicit information on how to better serve our student population and their families by end of 2nd quarter 2019.
- Develop building-level specific procedures to ensure that all opportunities are communicated to all families to increase awareness and parent participation by end of 2nd quarter 2019.



AREA 2

Strategic Objective #4:

- Consolidate the various types of communication tools and practices used to communicate with the community and parents.

Strategies:

- Determine the categorical types of communication necessary to keep parents and the community informed and include traditional methods, parent/teacher conferences, and alternative methods of communication.
- Determine the need for adding, removing or limiting identified communication tools based on the categorization with consideration to the rationale provided.
- Develop a committee of teachers to review recommendations for feedback and implementation of desired direction.



AREA 2

Strategic Objective #2:

- Position the Methacton School District as the school of choice by end of 2nd quarter 2019.

Strategies:

- Conduct brand identification/awareness research to create baseline perspective.
- Based on all available information and through the assistance of the marketing firm, determine opportunities from brand identification/awareness and devise strategies to address



AREA 3

SAFETY

Strategic Objective #1:

- Perform safety/security audit of the interior and exterior of all schools by end of 4th quarter 2018, then again by end of 4th quarter 2021.

Strategies:

- Implement approved recommendations and track progress over time.
- Report annually to Board of School Directors on workbook progress.
- Communicate when appropriate to inform students, staff, and parents of changes.



AREA 3

SAFETY

Strategic Objective #2:

- Review professional development offerings relative to the district's emergency management plan to ensure a consistent delivery and execution of the safety protocols and procedures by district personnel and identified third-party vendors by July 2019.

Strategies:

- Conduct a review of the current professional development offerings of the district's safety and security protocols to determine overlaps and gaps.
- Review the findings and develop appropriate guidelines to address areas of need.



AREA 3

SAFETY

Strategic Objective #3:

- Perform traffic studies on the High School and Arcola/Skyview campuses to reduce congestion and increase safety onto campus as well as within campuses by June 30 2019.

Strategies:

- Research and engage a firm to assess the High School and Arcola/Skyview campuses.
- Develop criteria to be assessed including traffic counts, manual turning movement counts, parking evaluation, pedestrian movement, bus transportation loading/unloading and sequencing, car loop loading/unloading, general campus site traffic observations, signage, and alternative route recommendations an eye toward security, safety, and the reduction of congestion.
- Costs analysis with recommendations will be conducted and included in final report.



AREA 3

SAFETY

Strategic Objective #4:

- Perform a review of existing bullying and cyber bullying programs and activities used within the district assessing proper developmental appropriateness, frequency of program/activity use, challenges, gaps/overlaps in program and implementation at all levels and recommend to the Superintendent appropriate changes by July 2019

Strategies:

- Form internal committee to review existing programs and activities.
- Survey staff and parents where appropriate.
- Leverage use of PAYYS student survey results where appropriate.
- Conduct research for similar programs/activities.
- Summarize in a document the current state of bullying and cyber bullying programs and activities and provide written recommendations to the Superintendent inclusive of resources, costs, and implementation timeline for consideration.



AREA 3

OPERATIONAL TECHNOLOGY

Strategic Objective #3

- Evaluate, research, recommend, and replace the current district-wide telephone system to provide the district with a supported and dependable voice service by end of 3rd quarter 2019.

Strategies:

- Conduct vendor and product research for replacement voice systems
- Generate a list of potential benefits and options for consideration
- Evaluate systems and determine solution, implement



AREA 3

FACILITIES & INFRASTRUCTURE

Strategic Objective #1

- Leverage the Master Facilities Plan to address and prioritize the Methacton School District's facility needs and to report, recommend, and monitor progress of work.

Strategies:

- Integrate into the Master Plan a recommendation for relocation of transportation services and the reuse of existing bus garage and associated spaces.
- Develop a process for regular input from students, staff and the community for recommendations on facility improvements.
- Leverage traffic studies to integrate into the Master plan a means to improve traffic flow and efficient utilization of campuses and transportation.
- Provide mechanism for staff and students to inform/report facility needs to the district on areas of concern for consideration into the Master Facilities Plan or otherwise operating budget.
- Include options for greater utilization of the bus transportation garage and Farina Administration building.



AREA 4

DISTRICT OPERATIONS

Strategic Objective #2:

- Leverage scheduling as an ongoing strategic activity to strengthen core and supplemental instructional programming and to provide more and more efficient programming and services while creating flexibility to meet the needs of students.

Strategies:

- Develop appropriate formalized committees of stakeholders by level and/or department and/or building that meet regularly to review, evaluate, and recommend considerations for improving scheduling to meet the mission of the district.
- Committees shall use best practices and align recommendations to proven strategies and can, when necessary, engage consultants (upon approval of Superintendent) to establish alternatives and set priorities of a comprehensive scheduling change.
- Superintendent will provide annual guidance no later than October 15 of each year on areas of focus.



AREA 4

HUMAN RESOURCES

- **Strategic Objective #2:**
- To improve the effectiveness and consistency in hiring practices by aligning them with laws, policies, and procedures that parallel the District mission, vision, and core values and promote increased student achievement and growth.

Strategies:

- Committee will consider research-based applicant screening processes consistent with market and industry.
- Committee will research and recommend recruiting practices, methodologies, and mediums that are closely aligned with current and future talent pool



AREA 5

Strategic Objective #1:

- Increase participation rates in extra-curricular athletics among students in grades 7-12.

Strategic Objective #2:

- Optimize available student opportunities by ensuring that relevant and diversified offerings, funding, costs, and structure of the co-curricular and extra-curricular programming are aligned and consistent across buildings and levels as appropriate to meet the expectations and participation interests of students by end of 2nd quarter 2019.

Strategies:

- Have the committee evaluate the value of district provided transportation on students in grades 7-12 for athletics and activities. Recommend the frequency, amount and associated costs for providing transportation after school and the impact on the student participation rate.



AREA 5

Strategic Objective #4:

- Develop and adopt a recurring process to gather feedback on activity offerings from students and staff and create an annual process for promoting activities and informing the student body of available clubs and activities at each level.

Strategies:

- Form a committee of stakeholders to consider how best to gather student and staff input at each level and the frequency of that feedback and make a recommendation for inclusion in the Activities Manual.
 - Develop the questions and outline the process that buildings will use to gather information when making activity decisions. Include how the information gathered will be used and by whom.
- Leverage the same committee to develop a means for clubs to promote and the buildings to inform students of available activities within respective buildings.



HOW ARE WE TRACKING PROGRESS

DISTRICT OPERATIONS

Grow an organizational culture that institutionalizes practices that maximize efficiencies in addressing current and future operational needs of the District.

Strategic Objective #1:

Improve operational effectiveness and efficiencies by leveraging data, systems, procedures, and processes to streamline practices common to the organization with targeted annual improvements.

Task	% of Objective	% Completed
Develop a committee of internal and external stakeholders, and if needed, a consultant, to establish the fundamental model(s), systems, and priorities of a comprehensive assessment program aimed at appropriate annual improvements.	10%	50%
Perform a comprehensive assessment of all major organizational systems, forms, notifications, processes to determine purpose, functionality, usability, and potential areas for improvement with an eye to reducing paper use and leveraging systems for data analytics.	35%	50%
Establish a schedule of assessments and improvements; implement and communicate progress annually.	55%	50%

Completion %	50.0%
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Strategic Objective Completion Percentage

