



# STRATEGIC PLAN UPDATE April 2023





### **Mission**

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

### **Vision**

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**

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

# **STUDENT FOCUSED**



**HEALTHY**



**SAFE**



**ENGAGED**



**SUPPORTED**



**CHALLENGED**

# **COMMUNITY CENTERED**

**ENSURE AN  
EXCEPTIONAL  
MSD  
EXPERIENCE  
FOR ALL**

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

# Previous Strategic Plan Outcomes (some examples)

- Full Day Kindergarten
- Leveraged Master Facilities Plan to address over \$58 Million in district facilities needs
- Whole Child Tenets along with Whole Child Resource Guide
- Strengthened District Physical/Behavioral, and Technological Safety and Security Posture
- Completed Chapter 339 Plan
- Completed internal interoperability targets to leverage systems, access, and data
- Implemented Data Warehousing Tool (Link-It)
- Implemented Stronge Hiring Process
- Updated Organizational Job Descriptions
- Completed High School Field construction project-lights & turf - public/private partnership
- Completed multiple enrollment and capacity studies for planning purposes
- Established district communications plan/reorganized communications department
  - Promotional video series, regular regional news coverage, Award of Excellence, and website re-design
- Converted K-6 School Libraries from book/resource centered to STEM-centered spaces
- Established Unified Sports program
- Established unique district programs- Hydroponics Lab, Methacton CSI, Unchartered Learning Entrepreneurship/Shark Tank program
- Revamping of the Student Assistance Program (SAP) for K-12
- Upgrading Video Surveillance and Phone Systems
- Established K-12 Career Counselor and K-12 DEI and Climate Counselor Post
- Established District 1:1 Chromebook program (K-12)
- Implement REACH program K-12
- Made significant aesthetic improvements on all district campuses
- Centralized District Student Enrollment process
- New School Construction (Arrowhead)
- Establish Supplemental After School Academic Support programs
- Implementation of MTSS
- Leveraged Pre K Counts and MCIU program in district spaces as needed
- Implemented STEM Teacher Certification Partnership with Wilkes University

# PROGRESS MONITORING

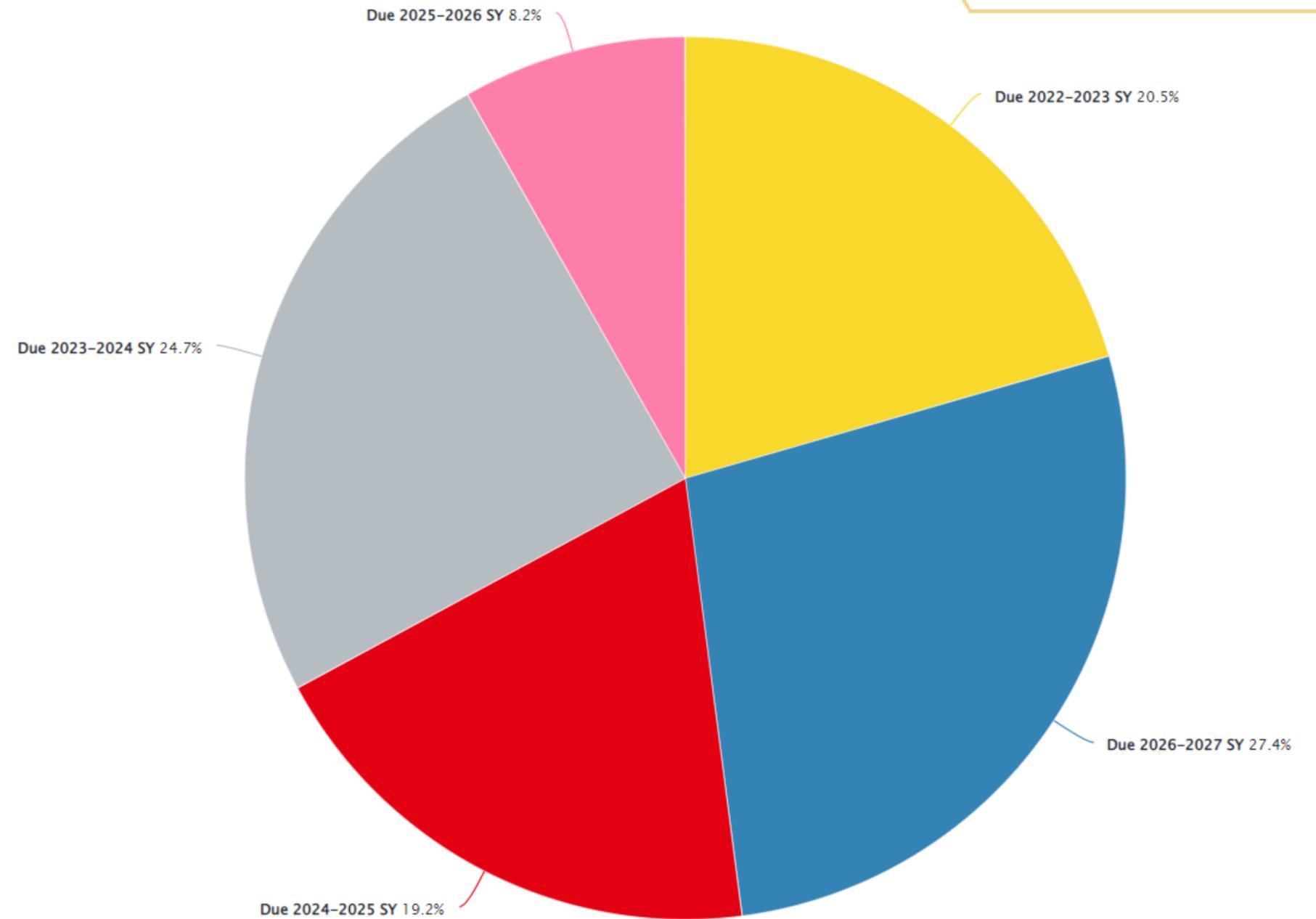
[CLICK HERE TO MONITOR OUR PROGRESS](#)

Due 2022-2023 SY		ASSIGNEE	PRIORITY	PROGRESS	YEAR DUE
<p>METHACTON STRATEGIC PLAN / ATHLETICS &amp; ACTIVITIES LIST 1</p> <p>▶✓ STRATEGY 5A - Implement Athletic and Activity Parent Booster 501-c3 and Parent Manual 2 <span>≡ supported</span></p>		JS	🚩	<div style="width: 67%;"><div style="width: 67%;"></div></div> 67%	Due 2022-20...
<p>METHACTON STRATEGIC PLAN / ATHLETICS &amp; ACTIVITIES LIST 1</p> <p>▶✓ STRATEGY 5E - Expand Unified Sports Program to 3 events in 5 years and 25% increase in participation 1 <span>engaged healthy safe +1</span></p>		JS	🚩	<div style="width: 67%;"><div style="width: 67%;"></div></div> 67%	Due 2022-20...
<p>METHACTON STRATEGIC PLAN / PUPIL SERVICES LIST 1</p> <p>▶✓ STRATEGY 3F - Conduct a K-12 School Counselor Program review to ensure resources, programming and outcomes are effectively and efficiently aligned to best practices in school counseling 3 <span>≡ healthy safe supported</span></p>		SA JW	🚩	<div style="width: 67%;"><div style="width: 67%;"></div></div> 67%	Due 2022-20...
<p>METHACTON STRATEGIC PLAN / EXPERIENCE LIST 1</p> <p>▶✓ STRATEGY 8H - Implement a system to track, monitor, and report matters of feedback and discipline associated with matters of DEI 2 <span>safe</span></p>		CR	🚩	<div style="width: 33%;"><div style="width: 33%;"></div></div> 33%	Due 2022-20...
<p>METHACTON STRATEGIC PLAN / COMMUNICATIONS LIST 1</p> <p>▶✓ STRATEGY 4E - Increase parent volunteers by 25% in 3 years 3 <span>engaged supported</span></p>		AK BB	🚩	<div style="width: 63%;"><div style="width: 63%;"></div></div> 63%	Due 2022-20...
<p>METHACTON STRATEGIC PLAN / FINANCE AND HUMAN RESOURCES LIST 1</p> <p>▶✓ STRATEGY 7I - Implement planned effort to recapture charter/virtual/private/parochial students 2 <span>supported</span></p>		CR SA TB DP	🚩	<div style="width: 33%;"><div style="width: 33%;"></div></div> 33%	Due 2022-20...



# OVERALL PLAN - BY THE NUMBERS

- 5 Year Plan 2022-2027
- 8 Focus Areas
  - STEM Academy
  - Student Growth/Achievement/Instruction, Staff Development & Technology
  - Pupil Services
  - Communication/Information Resources
  - Athletics/Clubs & Activities
  - Financial Management/Human Resources
  - Safety/Facilities/Infrastructure
  - Student, Staff, Community Experience
- 73 Strategies
- 486 Tasks



# STRATEGY STATUS

Number of Tasks Closed

Refreshed 5 mins ago

# 142

tasks closed

LIST / FOLDER NAME	PROGRESS	DONE	DUE	OWNER
STEM ACADEMY LIST 1 METHACTON STRATEGIC PLAN	5/21	5	0	
SAFETY/FACILITIES/INFRASTRUCTURE LIST 1 METHACTON STRATEGIC PLAN	14/70	14	0	
FINANCE AND HUMAN RESOURCES LIST 1 METHACTON STRATEGIC PLAN	16/51	16	0	
PUPIL SERVICES LIST 1 METHACTON STRATEGIC PLAN	30/66	30	0	
COMMUNICATIONS LIST 1 METHACTON STRATEGIC PLAN	9/35	9	0	
GROWTH/ACHIEVEMENT LIST 1 METHACTON STRATEGIC PLAN	31/122	31	0	
ATHLETICS & ACTIVITIES LIST 1 METHACTON STRATEGIC PLAN	13/52	13	0	
EXPERIENCE LIST 1 METHACTON STRATEGIC PLAN	24/69	24	0	



# STEM ACADEMY



## STRATEGY 1A - Implement a STEM Academy at Methacton High School

- Implementation of Fabrication Lab at High School
- Formed committee of stakeholders
- Engaged consultant - “EduFab”
- Engaged Methacton Education Foundation - seeking \$75K/\$50K/\$25K each over the next 3 years
- Developing curricula/equipment/implementation plan/staffing
- Seeking K-12 alignment through coordinated Science Fair implementation

**Continuing with this strategy**

# STEM ACADEMY

2500 fab labs  
across the  
world



STEM learning through digital fabrication & making



Collaboration  
(all FAB labs have a common  
footprint)  
Cutting edge  
research  
Videoconferencing

3D scanning & Printing  
CNC milling machines  
(Circuit  
boards/parts/molds)  
Laser cutter

Electronics

Vinyl cutter

Format machining

Precision  
machining

Computing

Making what you  
can consume



# **GROWTH/ ACHIEVEMENT/ TECHNOLOGY**

## **STRATEGY 2B - Grow professional understanding of the Universal Design for Learning (UDL) framework as best practice in the differentiation of instruction**

- **Establish common language and terms**
- **Focus on instructional best practices and application of UDL**
- **Set expectations for use of UDL for all students**
- **Continually revisit framework for reinforcement**

**Continuing with this strategy**

# **GROWTH/ ACHIEVEMENT/ TECHNOLOGY**

## **STRATEGY 2J - Implement a math coaching model to support student achievement and teacher learning**

- **Math Coach job description developed**
- **(3) Math Coaches hired**
- **Coaches connected to MCIU county job alike group**
- **Created Math instructional framework (K-12)**
- **Conducted pilot of new textbooks (K-12)**
- **Adopted new resources for implementation 2023-2024 SY**
- **Strategy will continue to build efficacy of text/curriculum implementation and best instructional practices**

**Continuing with this strategy**

# **GROWTH/ ACHIEVEMENT/ TECHNOLOGY**

## **STRATEGY 2C - Ensure digital citizenship skill development for all students (K-12)**

- **Conducted resource audit**
- **Established representative committee**
- **Analyzed audit findings**
  - **Established a calendar of communication**

**Continuing with this strategy**

# **GROWTH/ ACHIEVEMENT/ TECHNOLOGY**

**STRATEGY 2E - Develop staff awareness and knowledge of inclusive practices, diversity, equity and school culture and climate matters to support understanding and acceptance**

- **Increased staff professional knowledge and awareness**
  - **Professional Development sessions offered by district administration, DEI Counselor, and guest speakers - inclusive practices, diversity, equity, and school culture and climate**
  - **Monthly meetings with DEI Counselor, Principals, counselors and building liaisons**
  - **Biweekly meetings among Home and School Visitor and DEI Counselor**
  - **DEI Office working with ELD Program Chair and School Counselors**
  - **DEI Counselor meets with MCIU DEI/SEL Community of Practice Group**
  - **DEI Counselor joined Pennsylvania Educator Diversity Consortium**
  - **DEI Counselor helped determine employee onboarding resources/training to support for new hires**

**Continuing with this strategy**

# PUPIL SERVICES

**STRATEGY 3B – Continue implementation of inclusive practices to better support the academic, social and emotional needs of all students in grades K-12**

- **K-4 implementation**
  - **Inclusion of students with disabilities in the Least Restrictive Environment (LRE)**
  - **Universal Design for Learning (UDL) & Best Practices for Instruction**
  - **Behavioral & Mental Health Supports (SOAR & REACH)**
  - **Service Coordination and Role Definitions**
  - **Staff knowledge, mindset and understanding**
  - **Staff Feedback and plan adjustments**
  - **Legal updates and information sessions**
  - **Professional Development for Staff (MCIU, PTS, Springfield Psychological)**

**Continuing with this strategy**

# PUPIL SERVICES

## STRATEGY 3G - Develop and implement a Trauma-Informed Care Plan

- **Engaged 3<sup>rd</sup> Party Consultant**
- **Developed the district's Comprehensive Trauma-Informed Care Plan**
  - **Submitted to the PCCD**
- **Organized School Connection Teams (at each school & district office)**
- **Operated 6 full-day interactive sessions on topics addressing**
  - **Social and Emotional Skills**
  - **School Culture**
  - **School Climate**
- **Held Student Voice Days at Arcola and High School**
- **Provided Community Day for parents/guardians & community members**
- **Conducted a staff survey and analyzed the results**
- **Provided additional opportunities for student engagement/feedback**
- **Increased focus on “belonging”**
- **Discussed need for future resources, time, leadership to carry work forward**

**Continuing with this strategy**

# PUPIL SERVICES

**STRATEGY 3F - Conduct a K-12 School Counselor Program review to ensure resources, programming and outcomes are effectively and efficiently aligned to best practices in school counseling**

- **Engaged 3<sup>rd</sup> party Consultant (CCIU)**
- **Conducted Focus Group Sessions**
- **Reviewed district's 339 Plan, Counseling curriculum & job descriptions**
- **Analyzed the tasks/responsibilities of our school counselor and staffing levels**
- **Anticipated recommendations due in May 2023**

**Continuing with this strategy**

# COMMUNICATIONS



## **STRATEGY 4A - Communicate Prestige, Process and Policy information to all of our constituents (students/parents/staff/community)**

- **Conducted analytics review of existing communication platforms**
- **Conducted website platform transition research**
- **Organized current media into marketing/process/policy**
- **Expanded Smore newsletter reach for all Principals**
- **Distributed 2<sup>nd</sup> District Annual Report**

**Continuing with this strategy**



# COMMUNICATIONS



## **STRATEGY 4E - Increase parent volunteers by 25% in 3 years**

- **Upgraded and standardized volunteer application, renewal, and notification system**
- **Converted volunteers from legacy system to new system**
- **Updated, strengthened and streamlined district volunteer policy**
- **Updated volunteer section of website - defined opportunities to get involved**
- **Integrated volunteer process with visitor entry system**

**Continuing with this strategy**

# COMMUNICATIONS



**STRATEGY 4G - Engage Marketing/Communications Consultant to conduct District/Building Communications Assessment and Modernize communication plan/tasks/targets/strategies/tactics**

- **Solicited for marketing/media firms**
- **Engaged CCIU to seek understanding of existing media/methods/distributions systems**
- **Seeking a comprehensive assessment of current communication efforts and the effectiveness of the overall program**
- **Create a snapshot of current perceptions about our schools and our district**
- **Identify gaps in the district communication strategy**
- **Provide baseline research to evaluate progress and develop a framework for adding to our communications plan**

**Continuing with this strategy**



# ATHLETICS, CLUBS, & ACTIVITIES



## STRATEGY 5A - Implement Athletic and Activity Parent Booster 501-c3 and Parent Manual

- **Booster Structure**
- **Bank Accounts/Financial Reporting**
- **District Budget Items Purchased for Each Team**
- **Roles and Responsibilities**
- **Events**
- **Fundraisers**
- **Snack Stand**
- **Spirit Apparel**
- **Senior Night**
- **Appendix**
  - **Booster Presidents**
  - **MSD Athletic Financial Responsibilities**
  - **Activity/Event Form**
  - **Fundraiser Application Form**
  - **Sample Booster Organization Letter to Members**
- **Completed (annual budget update required)**

# ATHLETICS, CLUBS, & ACTIVITIES

## STRATEGY 5E - Expand Unified Sports Program to 3 events in 5 years and 25% increase in participation

- Unified Track and Field
- Unified Bocce
- Exploring E-Sports (not an official unified sport)

## STRATEGY 5I – Develop Premier Program of Athletics and Activities

- Established committee of internal and external stakeholders to conduct research and provide feedback

**Continuing with these strategies**



# FACILITIES

## STRATEGY 6B - Determine best use of existing facilities

### Seeking future educational use of Audubon Elementary

- Ecological Education Center
- Athletic Fields
- District Transportation Depot
- Collaboration with MCIU
  - Pre-School Counts
  - Specialized Programs

### Continuing with this strategy



# FINANCE/FACILITIES

**STRATEGY 6A - Improve the aesthetics for all school buildings and campuses AND**

**STRATEGY 7B - Update 10-year Master Plan and develop associated capital reserve fund strategy**

- **Based on 2016 District Facilities Assessment Report**
  - **Impact: \$58,633,710 in improvements**
    - **Supported closure of Audubon Elementary School**
    - **Renovation of Eagleville Elementary School**
    - **New Arrowhead Elementary School**
    - **Façade, fire alarm, canopy, and water infiltration at High School**
    - **Arcola auditorium remediation (ceiling) and remodeling + HVAC**
    - **Various building roof replacements**
    - **High School - egress and security project**
    - **Security cameras all district buildings**
    - **Skyview building automation control system upgrade**
    - **Transportation fuel tank repair**
- **Working towards incorporating new facilities assessments into Master Facilities Plan**

**Continuing with this strategy (revision of Master Plan required given new facilities assessment reports)**

# FACILITIES

## STRATEGY 6E - Consider alternative energy sources and sustainability options in future purchases/endeavors

- Incorporated alternative energy options into future transportation contract
- Developing long range vehicle utilization/transition plan
- Solicited and formed District's First Sustainability Task Force
  - Held Introductory meeting
    - Developing Task Force structure
    - Meeting schedule for next school year
    - Reaching out to individual members to gain perspective
  - Next Steps
    - Create a baseline of understanding/knowledge/data
      - Energy audit
        - 3rd party company
      - Waste/recycling audit
        - 3rd party company
      - Practices/Behaviors audit within the current school, home and community
        - Students/Class/Club/Staff/3rd party
      - Sustainability education audit of curriculum
        - Teachers/Staff
      - School sustainability best practices research
        - Committee/Students/Staff



Continuing with this strategy

# SAFETY

## STRATEGY 6D - Increase campus safety and security in all buildings

- **Completed physical and behavioral assessments**
- **Implemented 24/7 secure door policy**
- **Increased exterior camera coverage on campuses**
- **Upgraded visitor screening system**
- **Updated emergency parent/guardian texting notification service**
- **Implemented reunification training – collaboration with Local and State Police**
- **Actively seeking state/federal grants to support efforts**

**Continuing with this strategy**

# SAFETY

## **STRATEGY 6D - Increase campus safety and security in all buildings**

- **Emergency Response Teams (Strategy 6G) and Integration of SEL component (Strategy 6F)**
- **Threat Assessment Teams and Protocols**
- **Developed communication emergency communications protocol**
- **Provided notice to families on safety protocols and responses (March 2023)**
- **Held mandatory staff training**
- **Held mandatory Act 44 meeting with Board of School Directors**

**Continuing with this strategy**

# FINANCE

## **STRATEGY 7A - Increase transparency in annual budget process**

- **Increase in monthly standing reports**
- **Development of an annual budget book – each July**
- **Continue with forecasting model to guide future budget determinations**
- **Developed policy associated with addressing capital reserve**

**Continuing with this strategy**

# FINANCE

## **STRATEGY 7I - Implement planned effort to recapture charter/virtual/private/parochial students**

- **Establish target summary approach**
- **Developed and distributed survey**
- **Developing direct personal approach**
- **Schedule in person information sessions**

**Continuing with this strategy**

# HUMAN RESOURCES

**STRATEGY 7D - Implement employee recruitment, onboarding, engagement, and off boarding process to better inform administration in decision making**

- **Formed committee**
- **Developed and implemented an electronic employee data sheet (EDS) to track and sequence change**
- **Investigated options with Frontline products**
- **Frontline Central leveraged for both onboarding and dissemination of employee documents**
  - **Implementation plan and staff development took place October-January**
  - **Streamlines employee and employer actions**
  - **Maintains data warehousing of records/transactions**
  - **Use for all onboarding as of March 2023**
  - **Use for employee documents and contracts 2023-2024 school year**

**Continuing with this strategy**

# HUMAN RESOURCES

**STRATEGY 7E - Develop 2 additional strategic partnerships to help support the hiring of qualified professionals**

- **Created partnership with Gwynedd Mercy University to train and recruit future elementary and special education certificated teacher candidates**
- **Pursuing a similar partnership with Ursinus College for future secondary education certificated teacher candidates**

**Continuing with this strategy**



# HUMAN RESOURCES

**STRATEGY 7H - Improve our competitive attractiveness for professional, support and administrative employees by 25% compared to Montgomery County peers**

- **Approved Methacton Education Association Teacher contract modifications targeted towards ensuring competitive salaries at all stages of employment**
- **Approved Methacton Education Support Professional Association**
- **Increased Casual on Call Rates for Teamsters/Support professionals**
- **Increased substitute rates**

**Continuing with this strategy**

# EXPERIENCE

## **STRATEGY 8A - Increase staff workplace satisfaction by 25% through focus on staff wellness**

- **Distributed fall and spring student, staff, parent and community surveys**
- **Developed/implemented strategic actions in response to Wellness Committees' prioritized listing of wellness/climate requests**
- **Formed District Employee Council to guide and support efforts of climate, vision, and wellness**

**Continuing with this strategy  
(requires strategy review)**



# EXPERIENCE

## **STRATEGY 8D - Improve Central Office communication to staff and families**

- **Monthly Alumni Spotlight**
- **Weekly Methacton Athletic Newsletter**
- **Weekly “Good Morning Methacton” letter from Superintendent**
- **Hand written notes of recognition from Superintendent**
- **District Employee Council**
- **Held 2 Superintendent Town Hall Meetings**
- **Elementary Collaborative**
- **Instructional Leadership Teams**
- **Monthly Board Notes**
- **Monthly Community Conversations**
- **Upgrade to parent/guardian text notification system**
- **Developing admin regulation on change management**

**Continuing with this strategy**



# EXPERIENCE

## **STRATEGY 8I - Establish the Office of Diversity Equity and Inclusion**

- **School Climate**
  - **Social-Emotional Learning (SEL)**
  - **Trauma-Informed Care/Mental Health**
  - **Bullying Prevention**
- **Title IX and Safety Executive Meetings**
- **Responsive classroom discussions with Curriculum department**
- **Student Engagement and Feedback**
  - **Formed Student Advisory Group at the High School**
  - **Created Multicultural Student Leadership Academy and Student Athlete Leadership Academy created at High School**
  - **Established regular meeting with the DEI Counselor and Arcola Kindness club, High School Multicultural Awareness club, Unified Sports teams and Best Buddies club**
  - **Held assemblies for students and staff on positive school climate (Ed Gerety at Arcola & High School, January 2023)**
  - **Formed track and monitoring process DEI/Title IX incidents**

**Continuing with this strategy**



# STRATEGIC PLAN UPDATE April 2023

