



STRATEGIC PLAN UPDATE April 2023

Methacton
SCHOOL DISTRICT

1001 Kriebel Mill Road Eagleville, PA 19403





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

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

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

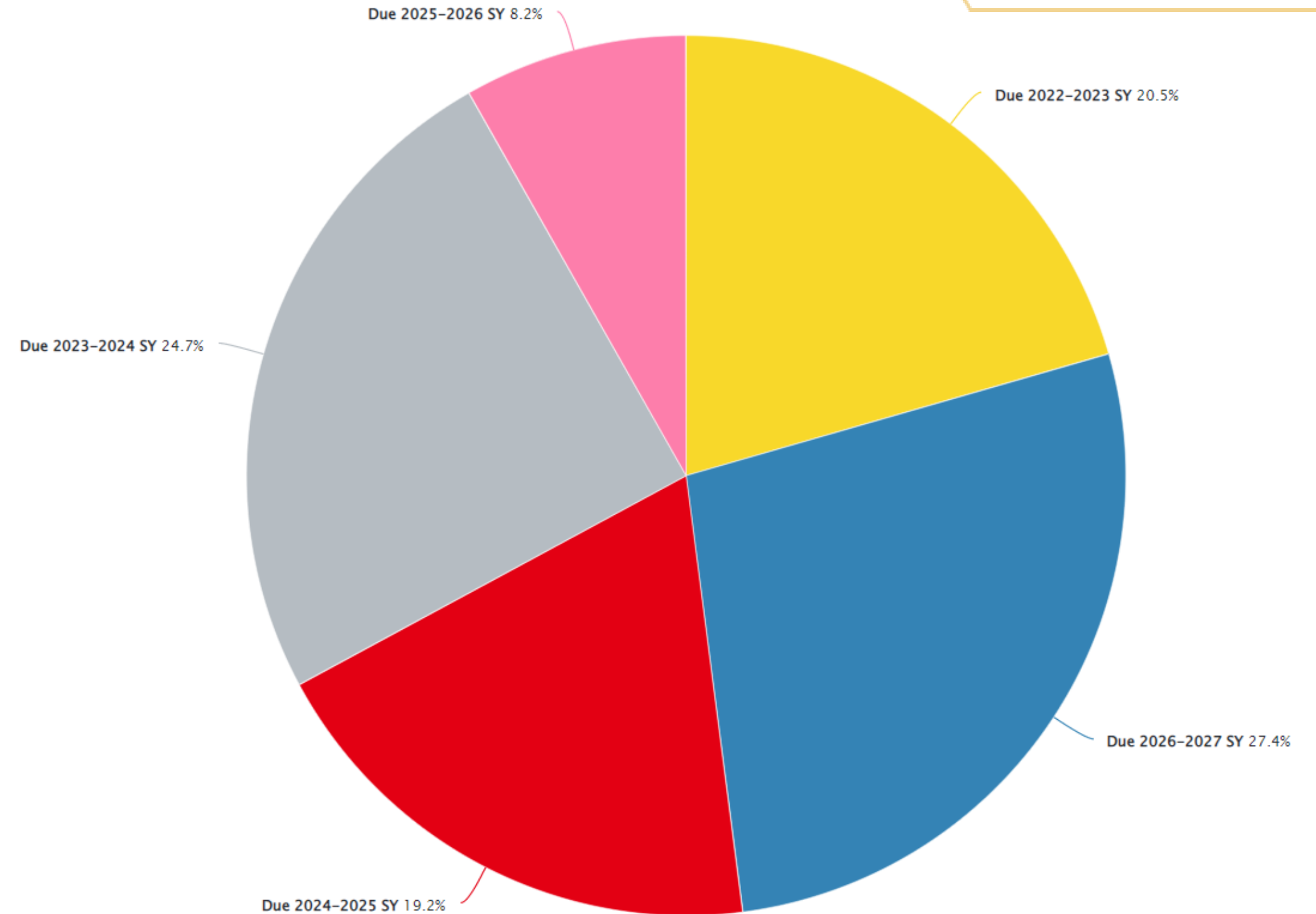
PROGRESS MONITORING

[CLICK HERE TO MONITOR OUR PROGRESS](#)

Due 2022-2023 SY					ASSIGNEE	PRIORITY	PROGRESS	YEAR DUE
▶✓	METHACTON STRATEGIC PLAN / ATHLETICS & ACTIVITIES LIST 1 STRATEGY 5A - Implement Athletic and Activity Parent Booster 501-c3 and Parent Manual 2 supported				JS	🚩	<div><div></div></div> 67%	Due 2022-20...
▶✓	METHACTON STRATEGIC PLAN / ATHLETICS & ACTIVITIES LIST 1 STRATEGY 5E - Expand Unified Sports Program to 3 events in 5 years and 25% increase in participation 1 engaged healthy safe +1				JS	🚩	<div><div></div></div> 67%	Due 2022-20...
▶✓	METHACTON STRATEGIC PLAN / PUPIL SERVICES LIST 1 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 healthy safe supported				SA JW	🚩	<div><div></div></div> 67%	Due 2022-20...
▶✓	METHACTON STRATEGIC PLAN / EXPERIENCE LIST 1 STRATEGY 8H - Implement a system to track, monitor, and report matters of feedback and discipline associated with matters of DEI 2 safe				CR	🚩	<div><div></div></div> 33%	Due 2022-20...
▶✓	METHACTON STRATEGIC PLAN / COMMUNICATIONS LIST 1 STRATEGY 4E - Increase parent volunteers by 25% in 3 years 3 engaged supported				AK BB	🚩	<div><div></div></div> 63%	Due 2022-20...
▶✓	METHACTON STRATEGIC PLAN / FINANCE AND HUMAN RESOURCES LIST 1 STRATEGY 7I - Implement planned effort to recapture charter/virtual/private/parochial students 2 supported				CR SA TB DP	🚩	<div><div></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	<div><div></div>5/21</div>	5	0	
SAFETY/FACILITIES/INFRASTRUCTURE LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>14/70</div>	14	0	
FINANCE AND HUMAN RESOURCES LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>16/51</div>	16	0	
PUPIL SERVICES LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>30/66</div>	30	0	
COMMUNICATIONS LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>9/35</div>	9	0	
GROWTH/ACHIEVEMENT LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>31/122</div>	31	0	
ATHLETICS & ACTIVITIES LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>13/52</div>	13	0	
EXPERIENCE LIST 1 METHACTON STRATEGIC PLAN	<div><div></div>24/69</div>	24	0	



STEM ACADEMY



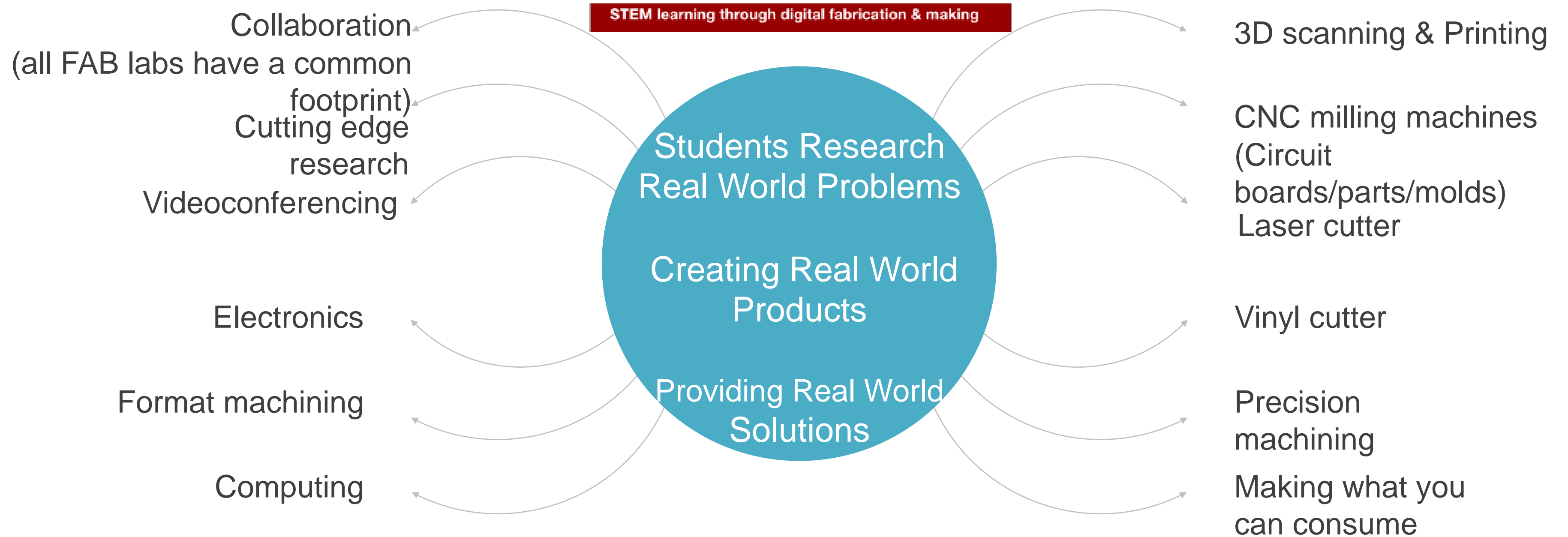
STRATEGY 1A - Implement a STEM Academy at Methacton High School

- 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



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 3rd 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 3rd 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 2nd 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



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SCHOOL DISTRICT

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