

A BLUEPRINT FOR SUCCESS



STRATEGIC PLAN 2016-2022

April 2018 UPDATE

- ▶ Summary of Process
- ▶ Focus Area Updates
- ▶ Mid-Point Review and Revision

A Community Effort

- ▶ In 2016, more than 100 parents, teachers, students, administrators, & community leaders came together to assist the district with planning.
- ▶ The plan – through 2022 – is divided into five focus areas:
 - *Student Growth & Achievement, Staff Development, Pupil Services, and Educational Technology*
 - *Communications and Community Relations*
 - *Safety, Operational Technology, Facilities and Infrastructure*
 - *District Operations, Financial Management, and Human Resources*
 - *Co-Curricular Activities, Extracurricular Activities, and Athletics*
- ▶ This will be the 2nd annual update on progress

FOCUS AREA 1: Student Growth & Achievement, Staff Development, Pupil Services, and Educational Technology

▶ 2017-2018 FOCUS:

- ▶ Development of “Whole Child Concept” resource guide
- ▶ Using data to establish differentiated professional development needs & communicating a schedule for implementation all linked to the 7 Standards for Professional Development
- ▶ Increasing the focus on K-12 STEM planning
- ▶ Establish an advisory committee related to college & career planning

▶ COMPLETED:

- ▶ Compiled inventory of Whole Child supports to be included in Whole Child resource guide.
- ▶ PD needs assessment has been completed & analyzed; ACT 48 Committee and Supervisor of Professional Learning continue to plan for 2018-2019 PD.
- ▶ Teacher & administrator committee reviewed input from teachers on current STEM-related programming, and made recommendations for future K-12 programming.
- ▶ Through work on the 339 Plan, we are developing a list of potential stakeholders to be a part of this committee.

▶ Overall, we are on-track for accomplishments slated for 2017-2018.

FOCUS AREA 2: Communications and Community Relations

▶ COMMUNICATIONS 2017-2018 FOCUS:

- ▶ Evaluate survey data to inform changes and communications methods and practices, share survey results with the Board and public.
- ▶ Discuss practices and tools to increase access and outreach for families for whom English is not their First Language.

▶ COMPLETED:

- ▶ Survey was distributed and results reviewed. A communications tools audit was performed. Committee meets over the summer to plan for follow-up survey in 2018-2019. Administrative sub-committee met to establish procedures for consistency in principal communications to be rolled out in 2018-2019.
- ▶ Methacton Coordinating Council rolled out Konstella across schools and will phase out use of e-alerts completely in 2018-2019.

▶ COMMUNITY RELATIONS 2017-2018 FOCUS:

- ▶ Foster relationships with townships, community organizations, and business.

▶ COMPLETED

- ▶ Held meetings with township officials. Collaborated on community camps and classes, events and activities.
- ▶ K-12 Career Counselor instituted online job board with job notices and internships in Career e-newsletter.

▶ Overall, we are on-track for accomplishments slated for 2017-2018.

FOCUS AREA 3: Safety, Operational Technology, Facilities and Infrastructure

- ▶ **SAFETY 2017-2018 FOCUS:** Perform safety/security audit of the interior and exterior of all schools by Q4 of 2018. Design and implement trainings that are focused on District safety and security terminology and procedures for the community.
 - ▶ Campus audits of Arrowhead, Eagleville, Woodland, and Worcester elementary schools are scheduled to occur this Spring; conducted by members of the Pennsylvania State Police, Montgomery County Office of Emergency Management, and Methacton Administration using a tool designed by the School Safety Coordinator for the Montgomery County and the PA State Police.
 - ▶ District administration is reviewing recommendations from law enforcement for improvements, protocols, and practices for schools and will incorporate them into district guidelines for drills and procedures. Handbooks and guidelines will be updated and a plan for training will be implemented beginning in the 2018-19 school year.
 - ▶ **Overall, we are on-track for accomplishments slated for 2017-2018**

FOCUS AREA 3: **Safety, Operational Technology, Facilities and Infrastructure – Cont.**

- ▶ **OPERATIONAL TECHNOLOGY 2017-2018 FOCUS:** Adopt a Student Information System (SIS) to be utilized by the district.
 - ▶ COMPLETED: The district implemented PowerSchool.
 - ▶ COMPLETED: Professional development was planned and provided for staff with modifications and follow-up training to continue as necessary.
- ▶ **FACILITIES AND INFRASTRUCTURE 2017-2018 FOCUS:** Implementation of Year 1 work associated with the Master Facilities Plan.
- ▶ **Overall, we are on-track for accomplishments slated for 2017-2018**

FOCUS AREA 4: District Operations, Financial Management, and Human Resources

- ▶ **FINANCIAL MANAGEMENT 2017-2018 Focus:** Increase the organization's stability by adopting standards for communications, quality, and utility of financial data within the organization and public via a planned program of data use, reports, tools, and analyses by end of 1st quarter 2018.
 - ▶ Implementation of budgetary model in the 2016-2017 FY along with updates/consistent coding in 2017-2018 will allow for consistency in communicating financial information to the Board and public along with improving future analytics.
 - ▶ Based on Business Office overall assessment, although we have made much progress, this objective shall be moved to 1st quarter 2019 for targeted completion.
- ▶ **FINANCIAL MANAGEMENT 2017-2018 Focus:** Establish a financial sustainability model that communicates long range forecasting of costs and revenues to inform the administration's work, the board's decisions, and keep the public apprised of challenges and threats to the organization.
 - ▶ **COMPLETED** - Throughout 2016-2017 and 2017-2018 school years, use of the PFM Budget Model has afforded various projection scenarios and resulting impact outcomes. The model has been used in budgeting, contract negotiations, and other forecasting situations and is considered a valuable tool in meeting this objective. The use of this model along with the annual budgetary template complete this objective.
 - ▶ **Overall, we are on-track with some objectives and need to revisit others for future years**

FOCUS AREA 4: District Operations, Financial Management, and Human Resources – Cont.

- ▶ **DISTRICT OPERATIONS 2017-2018 Focus:** Maximize third party vendor service agreements through the use of data by monitoring, appraising, and communicating organizational expectations against performance for all contracts over \$50,000 by end of 3rd quarter 2018.
 - ▶ Business Office is near completion of a comprehensive listing of contracts including the process of scanning contracts for indexing and electronic access. A review of this goal and timing for completion is in process.
- ▶ **HUMAN RESOURCES 2017-2018 FOCUS :** Increase employee job satisfaction through annual staff feedback and the implementation of targeted changes and support.
 - ▶ It was determined that due contract negotiation challenges, the work of this committee would best be served by postponing and to evaluate the work on this objective at the end of the 2017-2018 school year.
- ▶ **HUMAN RESOURCES 2017-2018 FOCUS:** To Improve the effectiveness and consistency in hiring practices with the goal of aligning best practices and the district's mission, vision and core values:
 - ▶ The administration has developed a procedure to review and will obtain Board approval on all district job descriptions. The goal by the end of the 2017-2018 school year is to establish a common template for job descriptions, as well as review, revise and seek approval for all Methacton Administrative positions.
 - ▶ Work on the review of hiring practices has been started. More work is needed prior to making a recommendation to the Superintendent. This process needs to be move to 3rd Quarter 2018.
- ▶ **Overall, we are on-track with some objectives and need to revisit others for future years**

FOCUS AREA 5: Co-Curricular Activities, Extracurricular Activities, and Athletics

▶ 2017-2018 FOCUS:

- ▶ Increase participation rates among students in grades 5-12 in co-curricular and extra-curricular activities by the end of 3rd quarter 2021, equal to 75% of the grade span.
- ▶ 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 4th quarter 2019.

▶ WORK TO DATE:

- ▶ Administrative committees were formed to address both goals and have met throughout this school year.
 - ▶ Committee continues to work to create a system of equity and consistency for activity offerings K-12 to be proposed district wide.
 - ▶ Working to prepare a draft outlining the comprehensive nature of the Extra-Curricular Activities program to ensure clear process.
 - ▶ Presentation slated for June Education Committee
- ▶ **Overall, we are on-track for accomplishments slated for 2017-2018.**

MID POINT: Review and Revision

- ▶ The plan's mid-point review is scheduled to take place in Fall of 2018.
- ▶ In order to prepare, a call for participation will be issued in the late Spring in advance of a meeting in the Fall.
- ▶ Members of the original Steering Committee will be invited to participate along with a call for new participants.
- ▶ During the meeting(s), those gathered will hear about the plan's progress and revisions – and will be asked to contribute feedback to strengthen the plan objectives and or create new objectives to support the district.

STEERING COMMITTEE: Call for Participation

- ▶ **APRIL** – Update on the plan and overview of the mid-point review process appears in “Methacton Mobile News” along with a link for an online interest survey.
- ▶ **MAY** – Invite original planning members and seek new member input in mid-May.
- ▶ **JULY-AUGUST** – Issue notifications and reminders in July/August.
- ▶ **SEPTEMBER** – Hold mid point meeting
- ▶ **OCTOBER-NOVEMBER** – School Board presentation of revised plan, along with website updates and review with district staff during superintendent’s fall round-tables discussions.