

SOARING INTO THE FUTURE



COMPREHENSIVE PLAN GOALS
AND STRATEGIES 2015-2018



COMPREHENSIVE PLAN GOALS & STRATEGIES 2015-2018

VISION:

NPSD: Student-centered with a focus on academic challenge, meaningful experiences and personal responsibility.

MISSION:

The North Penn School District is an effective, innovative, student-centered community of teaching and learning where every student is empowered to:

- Become an independent, adaptable, life-long learner who uses knowledge to create new understandings
- Exhibit creative, collaborative and critical thinking
- Achieve at his or her highest potential
- Live as a positive, responsible and contributing citizen of the global society

CORE VALUES:

VISIONARY LEADERSHIP: Contributing to the development of a quality organization by building the relationships necessary to create the conditions that:

- Foster a high level of employee, student and community engagement
- Provide opportunities for employee decision-making
- Include a high level of visibility
- Are characterized by leadership coaching

HIGH EXPECTATIONS FOR LEARNING:

Cultivating an environment where:

- Every student knows he or she can succeed
- Families, community members and staff demonstrate the confidence to meet the needs of every child
- Strategies are used that ensure high levels of achievement and address student learning differences

PEOPLE-CENTERED: Empowering and equipping students, staff and community members to better serve by:

- Providing them with a healthy environment in which they continuously learn and embrace change
- Soliciting feedback to effectively understand and address the needs and concerns of students, staff and the community

CONTINUOUS IMPROVEMENT: Creating a culture of commitment throughout the organization to use and share data that measures student, employee and organizational performance in:

- Decision-making
- Planning focused on retaining strengths
- Addressing opportunities for improvement
- Program assessment

PARTNERSHIPS AND TEAMWORK: Utilizing the power of teaming to deliver the best for our school community.

UNIVERSAL VALUES: North Penn school community members will model universal values to collaborate effectively in their daily activities. These values include but are not limited to:

- | | |
|------------------------|------------------|
| ■ Civic responsibility | ■ Orderliness |
| ■ Consideration | ■ Patience |
| ■ Cooperation | ■ Perseverance |
| ■ Dependability | ■ Politeness |
| ■ Fairness | ■ Respect |
| ■ Goodwill | ■ Responsibility |
| ■ Honesty | ■ Sportsmanship |
| ■ Kindness | |





GOAL 1: STUDENT ACHIEVEMENT

Every student will demonstrate high levels of achievement that provide pathways for college & career success.

STRATEGY 1:

Increase student achievement through high-quality instruction that prepares all students for college and/or career success by:

- Aligning curriculum, instruction and assessment in all subject areas with state standards and expected levels of mastery
- Reviewing and analyzing student achievement data at the district, school and teacher levels to ensure the implementation of effective instructional practices and research-based interventions and strategies
- Providing a systematic curriculum and instruction process that ensures student achievement and growth for all learners as well as embracing diversity
- Expanding opportunities for students to make informed career choices

STRATEGY 2:

Ensure that all students maximize their achievement and growth through providing equity and access to the academic program so that all students meet challenging expectations and the district closes achievement gaps by:

- Supporting learning that allows mastery and application of content and skills as well as growth in achievement for all students, including advanced and gifted learners
- Expanding and refining inclusive practices to provide students with Individualized Education Programs (IEPs) access to challenging curriculum
- Increasing the English language proficiency of English Language Learners (ELLs) through a systematic, research-based instructional framework
- Expanding and refining course placement and grade-level transition processes to ensure all students receive a challenging curriculum
- Researching and developing a plan to implement Response to Instruction and Intervention (RtII) in mathematics

STRATEGY 3:

Expand learning options for students through the use of digital resources and technology tools by:

- Refreshing and increasing the number of technology resources available for students and teachers based on curriculum needs
- Personalizing instruction through the use of innovative hybrid learning strategies such as station rotation, flipped classrooms and online digital resources
- Expanding online learning opportunities for students to access curriculum through modified scheduling options and resources.

STRATEGY 4:

Collaborate with community partners so that students enter kindergarten proficient in the Pennsylvania early learning standards by:

- Working with area preschools to provide family engagement and educational activities
- Providing ongoing professional development in early learning standards for preschool providers



GOAL 2: SAFE, HEALTHY AND ORDERLY ENVIRONMENT

NPSD will provide a safe and secure environment for all students, staff and community members to support personal growth and well-being.



STRATEGY 1:

Foster an environment of respect, care and acceptance through anti-bullying efforts and school-wide positive behavior supports by:

- Expanding access to behavior interventions and mental health supports for students with behavioral and emotional needs
- Implementing a more systematic identification and referral/response process

STRATEGY 2:

Review and revise Comprehensive Safe Schools Plan and Emergency Procedures, and perform safety assessments for each building by:

- Enacting additional safety and security measures in each building
- Equipping all buildings with secure entrances

STRATEGY 3:

Reflect ever-changing updates in the digital age by annually reviewing, revising and communicating changes to technology procedures by:

- Supporting a safe online environment by implementing digital citizenship strategies
- Improving technology infrastructure to support instructional and operational needs

STRATEGY 4:

Promote healthy lifestyles for staff and students through district wellness and nutrition programs by:

- Implementing district-wide student and staff wellness programs
- Researching co-curricular activities and involvement in the greater school community with a focus on student learning and engagement



GOAL 3: ORGANIZATIONAL EFFECTIVENESS

NPSD will be committed to continuous improvement that aligns resources for student-centered outcomes, institutes practices that maximize resources and focuses on its goals and outcomes through the use of data.

STRATEGY 1:

Improve organizational efficiency, innovation and effectiveness by increasing labor productivity and efficiency through the use of technology tools and streamlined processes.

STRATEGY 2:

Maintain quality academic programs while reducing operational expenditures when possible through fiscal management, cultivation of outside resources and revenues, and cost control.



GOAL 4: QUALITY WORKFORCE

NPSD will carefully select and develop employees to succeed and contribute to the mission, vision and values of the organization.

STRATEGY 1:

Recruit, hire and retain the most highly qualified people as active and engaged members of the organization by:

- Promoting a diverse workforce that reflects the North Penn Community and that uses its array of perspectives and talents to achieve the core goals and values of the district
- Developing the skills of staff members to effectively and respectfully engage with people of all cultures and abilities

STRATEGY 2:

Promote a culture of continuous improvement focused on leadership development, workforce quality and employee engagement by:

- Facilitating leadership development for all administrative staff on an ongoing basis through planned activities and meetings
- Providing opportunities for continuous learning and professional development to all staff in support of their specific jobs in the district

STRATEGY 3:

Provide ongoing training and support for all staff to promote professional growth through the supervision and evaluation process.



GOAL 5: SCHOOL COMMUNITY ENGAGEMENT

NPSD will engage all students, staff and community members as active participants in the success of the district.

STRATEGY 1:

Create and implement a comprehensive communications plan that includes:

- Utilizing print, television, social media and the district website to facilitate two-way communication
- Providing opportunities for face-to-face meetings between student, community and employee groups and the superintendent
- Improving accessibility such as language translations for important school information
- Increasing community participation in Board of School Directors committee meetings



STRATEGIC PLAN MEASURE

	BASELINE 2014	TARGET 2018
All district schools achieve a School Performance Profile score of at least 90.	4	18
All district schools meet School Performance Profile requirements for closing the achievement gap among specific student populations.	3	18
On the PSSA and Keystone assessments, at least 65 percent of students score in the Advanced range	Math: 61.0% English/Language Arts: 45.4% Science: 47.3%	65% 65% 65%
All district schools meet the state target for the inclusion of students with IEPs in the general education classroom.	9	18
On the PSSA Reading assessment, 95 percent of students in grade 3 score at the Proficient or Advanced level.	85%	95%
All district schools score at the Proficient level on student knowledge and application of digital literacy practices.	9	18
All district instructional support departments will document, analyze, and revise procedures to result in efficiency and/or cost savings.	NA	100%
All district employees will participate in at least one major wellness initiative each year.	NA	100%
All students will improve progress toward healthy habits as measured by standard fitness data tools.	NA	100%





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KNIGHT TIME!

**FIRST
DOWN**