STRATEGY @ PRSD

September 8, 9 & 17, 2015
Over the past four months, district staff and the board have implemented a strategic planning process to set direction for the next four years.

The two major elements of strategic planning are:

- **Strategy Development** (Process and Objectives)
- **Strategy Implementation** (Action Plans, Deployment and Monitoring)

From the beginning, we have “developed with implementation in mind.”
Objectives

- Review the **purpose** of strategic planning at Pine-Richland School District, **process and timeline**, and a concise summary of **key actions** to date.

- Share the **mission, vision and values** that have evolved from each phase of the work.

- Outline the **framework** of the plan, **long-term and short-term** horizons, and the **linkages** between items.

- Communicate next steps of the process
Final Draft Presentations

- **Board**
  - Topic included on all planning and regular meeting agendas

- **Staff**
  - **September 9th**
    - Dr. Miller & Mr. Stoebener – RES @ 7:45 a.m. & EHUE @ 3:30 p.m.
    - Dr. Pasquinelli, Ms. Hathhorn & Mr. Hustwit – HS @ 2:35 p.m.
    - Dr. Davis, Mr. Kenney & Ms. Siford – HES @ 7:45 a.m.
  - **September 10th**
    - Dr. Pasquinelli, Ms. Hathhorn & Mr. Hustwit – WES @ 7:45 a.m.
    - Dr. Davis, Mr. Kenney & Ms. Siford – MS @ 2:35 p.m.

- **Parents/Community**
  - **September 8th** –
    - Key Communicator and General Invitation @ 9:30 a.m.
  - **September 17th** –
    - General Invitation @ 6:00 p.m.
Perspective

Class of 2028
Set direction in areas that ... 

... support the educational **mission** of the district 

... reflect **current and future needs** of the district 
(strengths, weaknesses, opportunities and threats) 

... embody the **values and beliefs** of the people of the district (internal and external stakeholders)
Process and Timeline

Planning Committee and Board Update

Mission, Vision, Values, Strategy Refinement, and Process Monitoring (Retreat)

Finalize Comprehensive Plan Compliance Documents

Board Approval and Plan Submissions


Initial Strategies Framework And Draft #1 for Feedback (Int./Ext.)

Draft #2 and Second Wave Listening Mechanisms

Final Draft Board Presentation of Strategic Plan and PDE Comprehensive Plan followed by 28 day public inspection

Survey Input          Feedback #1          Feedback #2          Feedback #3
Input and Feedback

Electronic Surveys
- Parent (475 respondents)
- Staff (213 respondents)
- Community (90 respondents)

Town Hall #1 with Table Groups
- Representative sample (70 participants)

Town Hall #2 with Table Groups
- Representative sample (82 participants)

Retreats
- Administrative and Board
Purpose of PRSD

Challenge students academically at all levels

Parents  |  Staff  |  Community
Purpose of PRSD

I believe the purpose of PRSD is to:

- Challenge students academically at all levels (86% parents, 82% staff and 85% community)
- Promote personal growth and well-rounded students in academics, athletics, arts, and activities (65% parents and 62% staff and 51% community)
- Prepare students for the workforce and develop real-world skills (45% parents, 52% staff and 57% community)

Agreement in top three selections across three groups
Skills for Graduates

Problem Solving and Critical Thinking

Q63 The most important skills current Pine-Richland students should learn before graduating are (Choose Your top 4):

- Communication
- Problem Solving & ...
- Academic Knowledge &...
- College & Career...
- Creativity & Innovation
- Ethics & Character
- Use of Technology & ...
- Financial Literacy
- Social & Cross-Cultur...
- Citizenship
- Resiliency

Answered: 476  Skipped: 113

Q4 The most important skills current Pine-Richland students should learn before graduating are (Choose Your top 4):

- Communication
- Problem Solving &...
- Academic Knowledge &...
- College & Career...
- Creativity & Innovation
- Ethics & Character
- Use of Technology & ...
- Financial Literacy
- Social & Cross-Cultur...
- Citizenship
- Resiliency

Answered: 213  Skipped: 54

Q21 The most important skills current Pine-Richland students should learn before graduating are (Choose Your top 4):

- Communication
- Problem Solving &...
- Academic Knowledge &...
- College & Career...
- Creativity & Innovation
- Ethics & Character
- Use of Technology & ...
- Financial Literacy
- Social & Cross-Cultur...
- Citizenship
- Resiliency

Answered: 87  Skipped: 48

Parents  Staff  Community
Town Hall #1 Big Picture Feedback

- Town Hall meetings were held in the high school cafeteria with two meetings in June and two in August. Discussion occurred in smaller table groups.

- **Key findings** from Town Hall #1 include:
  - General support for categories and long-term goals
  - Challenge of “Competing Interests”
  - “Consistency” was an overarching theme (e.g., curriculum, teacher quality, and communication)
  - Expanding the pockets of excellence
  - Individual experiences – of the parent or their children – became the discussion at the tables
  - Connections/linkages between categories became evident
Town Hall #2 Big Picture Feedback

- Town Hall meetings were held in the high school cafeteria with two meetings in June and two in August. Discussion occurred in smaller table groups.

- **Key findings** from Town Hall #2 include:
  - Appreciation for the process
  - Engaged and varied perspectives on the mission, vision, and values
  - Support for categories and long-term goals
  - Connections/linkages between categories even more evident
  - “Fine-tuning” suggestions or considerations for short-term actions
For approximately 30 minutes, town hall participants were in groups to complete the following:

- Read the past and current mission/vision statements
- Read the current values
- Provide feedback about the design concept and content

The level of feedback, engagement, and perspectives was powerful. There were also a wide variety of expressed opinions.

This Spotlight on Learning video provides a brief glimpse at the power of the mission, vision and values.
Mission (Purpose)

- Proposed –
  - The **mission** of the Pine-Richland School District is to **focus on learning for every student every day**.

- Rationale –
  - Clear and straightforward
  - Addresses core purpose
  - Elevates expectations for every student
The **vision** of the Pine-Richland School District is a picture developed by a student that **captures the mission** and provides a **vivid** reminder of the **challenge and opportunity** of our schools.
Vision (Ideal Future)

Learning is our Primary Purpose

Learning occurs Inside and Outside the Classroom

Learning happens Differently for Different People

Learning requires Effort and Persistence

Learning is measured by BOTH Achievement and Growth

Learning requires the Support of Everyone
Vision (Ideal Future)

- **Rationale** –
  - Student-developed
  - Ties to mission
  - Once understood, it is “sticky” in the memory
  - Challenging (e.g., differentiation)
Values (Our Beliefs)

Proposal –

- **P** – Personal Growth
- **R** – Resiliency
- **I** – Innovation
- **D** – Diverse Opportunities
- **E** – Engagement

Rationale –

- Acronym provides increased opportunity to remember
- Representative of the wide range of values expressed by stakeholders
- “Robust” in interpretation (e.g., engagement can describe students in the learning process, parents/community in the schools, or staff in the organizational improvement process)
Plan Organization

- We want to use clear language with a **focus on implementation**. We believe in the importance of a continuous improvement mindset.

- **Framework Categories:**
  - Teaching and Learning
  - Student Services and Programs
  - Finance and Operations
  - Workforce Development
  - Communication and Stakeholder Engagement
Glossary of Terms

- Given the wide variety of terms and concepts in education and within the strategic planning process, a glossary of terms was created as a resource.

- This glossary is dynamic in nature and will be placed on the website as a resource for interested stakeholders.
# Teaching and Learning Sample

<table>
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<tr>
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<tbody>
<tr>
<td>Refine clear and consistent curriculum across each grade and course that builds as students progress through the levels but nurture creativity and identity of schools and teachers</td>
<td>Complete Curriculum Writing</td>
<td>Publish Curriculum Online</td>
<td>Design and Pilot In-Depth Review Cycle (Science)</td>
<td>Begin In-Depth Review Cycle (2 - 3 Departments per Year)</td>
</tr>
<tr>
<td>Ensure quality instruction that allows staff/teachers to meet the readiness of different students happening across teachers in all classrooms (vs. pockets)</td>
<td>Identify/Develop Model</td>
<td>Implement Part 1</td>
<td>Implement Part 2</td>
<td>Full Instructional Model Implementation</td>
</tr>
<tr>
<td>Integrate Strategies to Educator Effectiveness and Differentiated Supervision Model</td>
<td>Evaluate Current Standardized Assessments</td>
<td>Develop Local Assessments</td>
<td>Implement Local Assessments</td>
<td>Use Local Assessment Data to Drive PD and Curriculum Revisions</td>
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<td>Implement a balanced range of national, state and local assessments to monitor student learning and use results to guide instruction</td>
<td>Revise Report Cards</td>
<td>Integrate Performance Tracker</td>
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<td>Real-Time Progress Monitoring</td>
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The following slide will highlight the design of the strategic plan for one long-term goal within one category:

- Category Title
- Long-term Goal (4 year time period)
- Short-term Action (1 year time period)
- Rationale
Teaching and Learning Sample

2015 - 2016
- Refine quality of learning goals and big ideas through implementation (January 18th, 2016 target)
  - Ensure feedback/discussion/engagement of staff
- Identify and consolidate resources (e.g., textbooks, equipment, technology, etc.) that support the learning process
  - Prioritize needs across all departments and entire district
  - Determine sustainable budget target for renewal process

2016 – 2017
- Ensure visibility of courses, units, big ideas and learning goals (ROW COMPLETION)
- Design and pilot a more systematic review cycle - deeper dive – of each department (e.g., Science)

2017 – 2018 through 2021 – 2022
  Implement cycle with 2 – 3 departments per year for the foreseeable future
This hand-out provides a high level overview of the draft operational plan.

All organizations need to achieve a balance of sustained focus (i.e., “working the plan”) with an understanding that priorities and needs can change over a four year timeline (i.e., “agility and flexibility”
In the draft operational plan, we have highlighted in yellow some examples of the linkages and sequential relationships that exist between categories and goals.

This example focuses on the area of instruction.
Next Steps

- Conduct a series of presentations for staff and community based on the current draft

- Finalize mission, vision, and values

- Refine the short-term actions

- Review the sequence and priorities of goals and actions

- Begin to finalize the PRSD Strategic Plan and complete the comprehensive plan requirements for the Pennsylvania Department of Education