

# STRATEGY @ PRSD

June 8, 2015

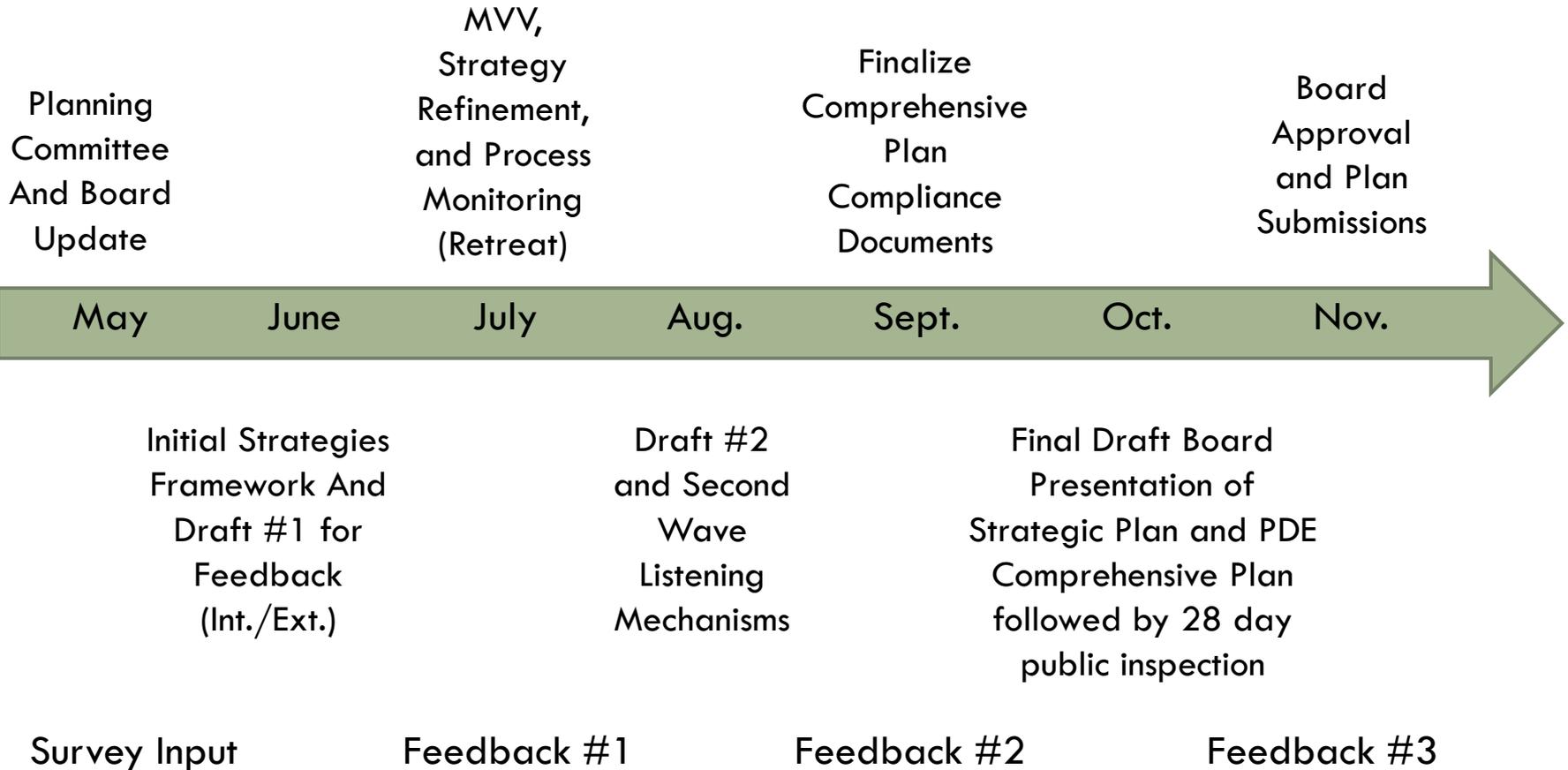
# Tonight's Objectives

- Review the high level approach for strategic planning
- Share an initial set of long-term strategies within each category
- Identify the dates, times, and locations for the first set of town hall meetings

# Purpose of Strategic Planning

- Set direction for the district...
  - ...in areas that are important to the mission;
  - ...that reflects the current organizational situation;
  - ...that is important to the people of the organization and their values/beliefs (internal and external).

# Process and Timeline



# Plan Organization

- We want to use clear language with a focus on implementation and results that enhances a culture of continuous improvement.
  
- Tentative Framework Categories –
  - ▣ Teaching and Learning
  - ▣ Student Services and Programs
  - ▣ Finance and Operations
  - ▣ Communication and Stakeholder Engagement
  - ▣ Workforce Development

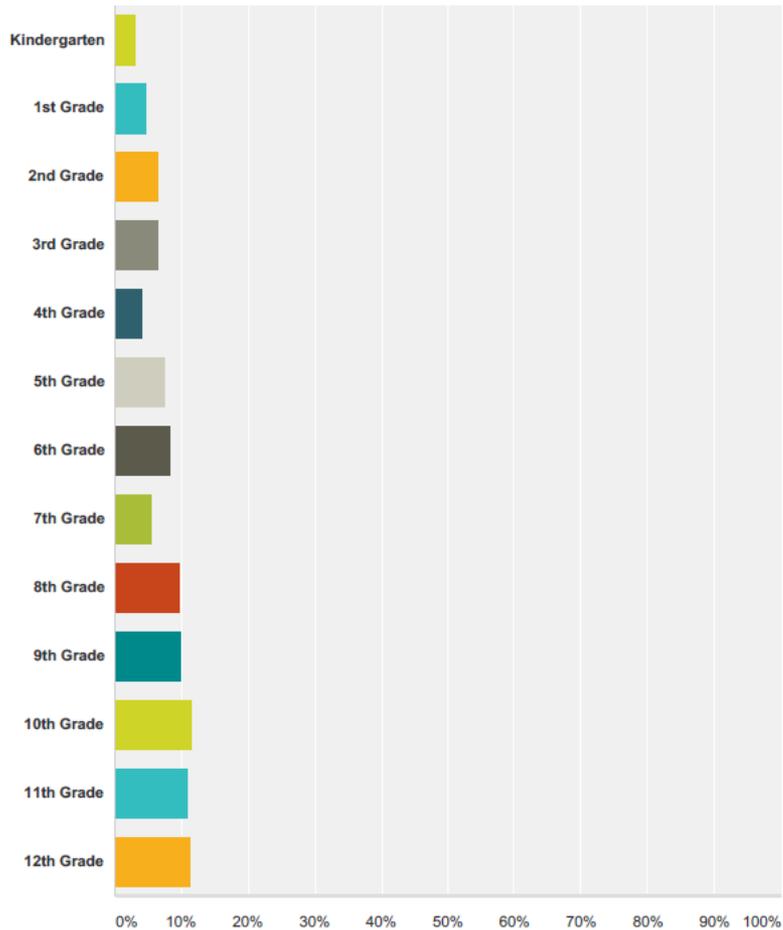
# Stakeholder Surveys

- The parent survey was finalized and implemented from May 22<sup>nd</sup> – June 1<sup>st</sup>. The survey was designed to highlight the following areas:
  - ▣ Satisfaction / Engagement (repeat this portion annually)
  - ▣ Programs / Priorities / Values (setting direction)
  
- Approximately 500 parents completed the full survey. We are in the process of analyzing and summarizing the results. Several examples are noted on the following slides.
  
- A similar survey will be implemented with community members. We will look for support in sharing that survey with the Township of Pine and Richland Township.

# Parent Survey Results

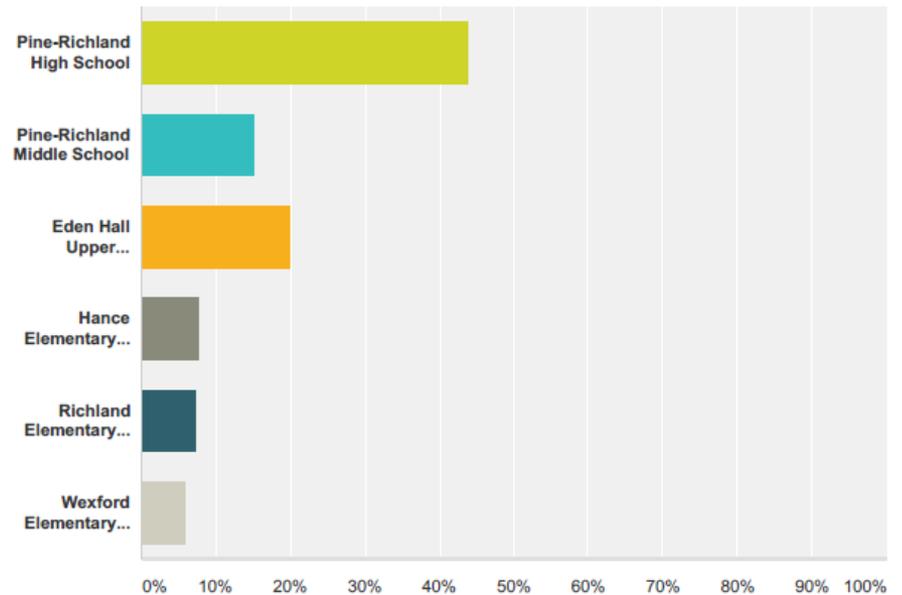
## Q1 Select the grade level of your oldest child for the 2014-2015 School Year:

Answered: 493 Skipped: 0



## Q2 Select the school your child attends in the 2014-2015 School Year:

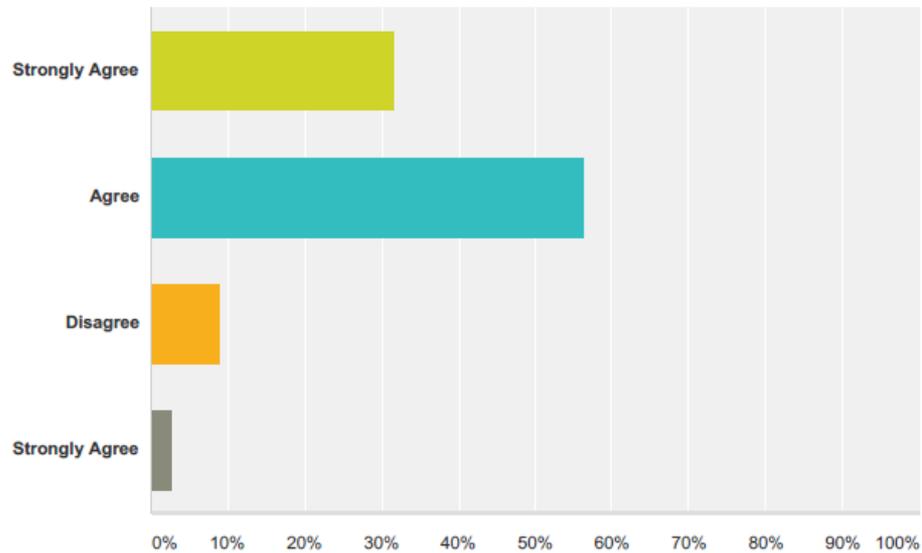
Answered: 493 Skipped: 0



# Parent Survey Results

## Q3 In general, I am satisfied with the Pine-Richland School District.

Answered: 487 Skipped: 6

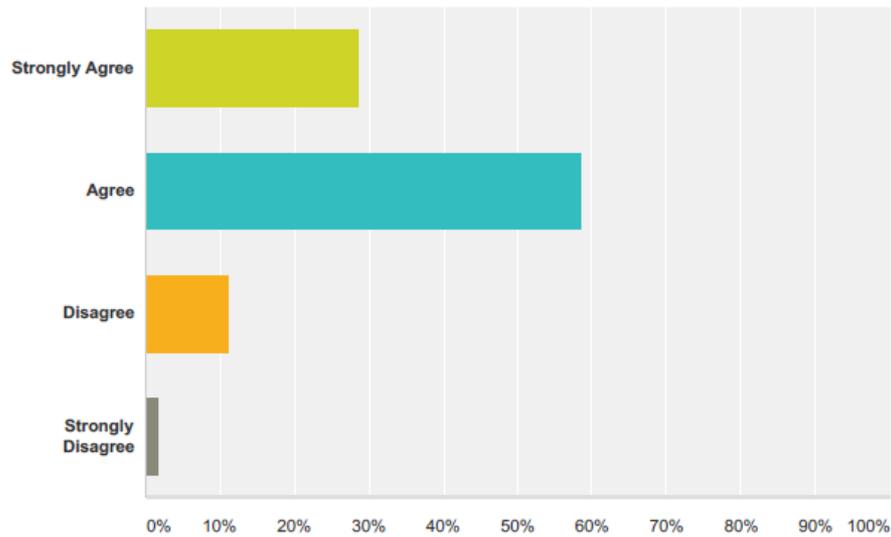


Answer Choices	Responses	
Strongly Agree	31.83%	155
Agree	56.47%	275
Disagree	9.03%	44
Strongly Agree	2.67%	13
<b>Total</b>		<b>487</b>

# Parent Survey Results

**Q4 In general, I am satisfied with the overall academic program of Pine-Richland School District.**

Answered: 486 Skipped: 7

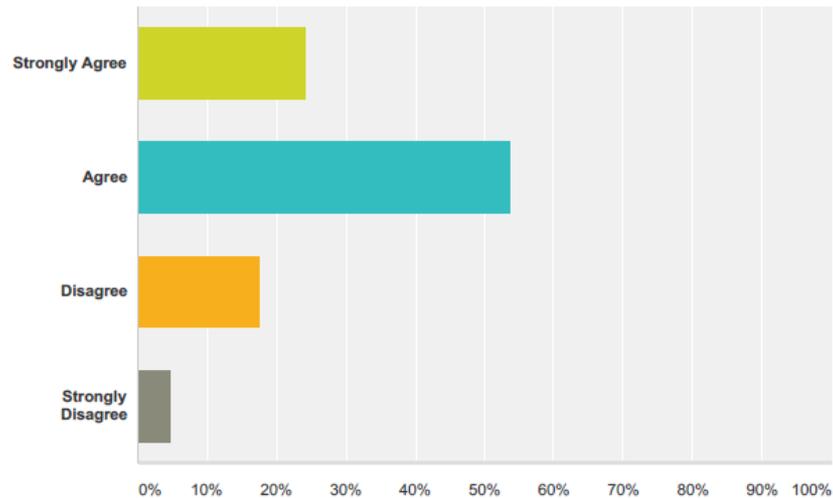


Answer Choices	Responses	
Strongly Agree	28.60%	139
Agree	58.64%	285
Disagree	11.11%	54
Strongly Disagree	1.65%	8
<b>Total</b>		<b>486</b>

# Parent Survey Results

**Q5** In general, I am satisfied with the support services and special programs of Pine-Richland School District (e.g., guidance, psychological services, special education, and gifted education).

Answered: 487 Skipped: 6

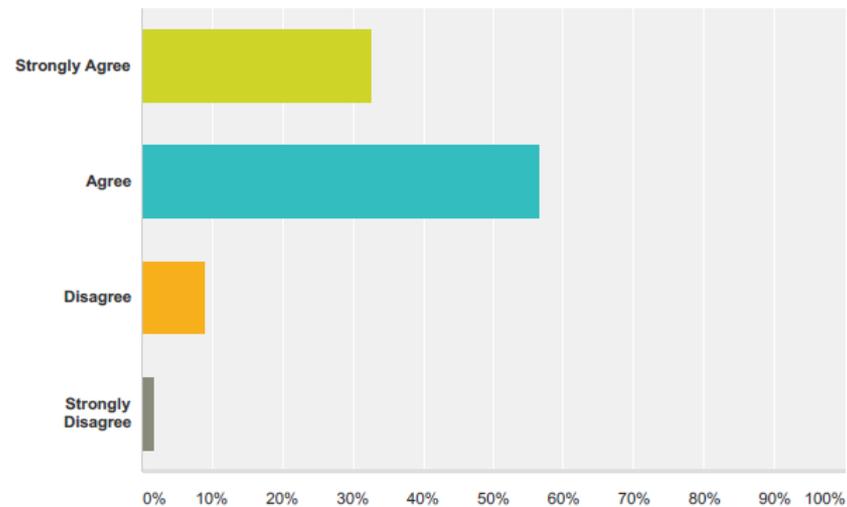


Answer Choices	Responses	
Strongly Agree	24.23%	118
Agree	53.59%	261
Disagree	17.45%	85
Strongly Disagree	4.72%	23
<b>Total</b>		<b>487</b>

# Parent Survey Results

**Q6 In general, I am satisfied with the range of co-curricular and extra-curricular program offerings of Pine-Richland School District (e.g., athletics, clubs, and student organizations).**

Answered: 487 Skipped: 6

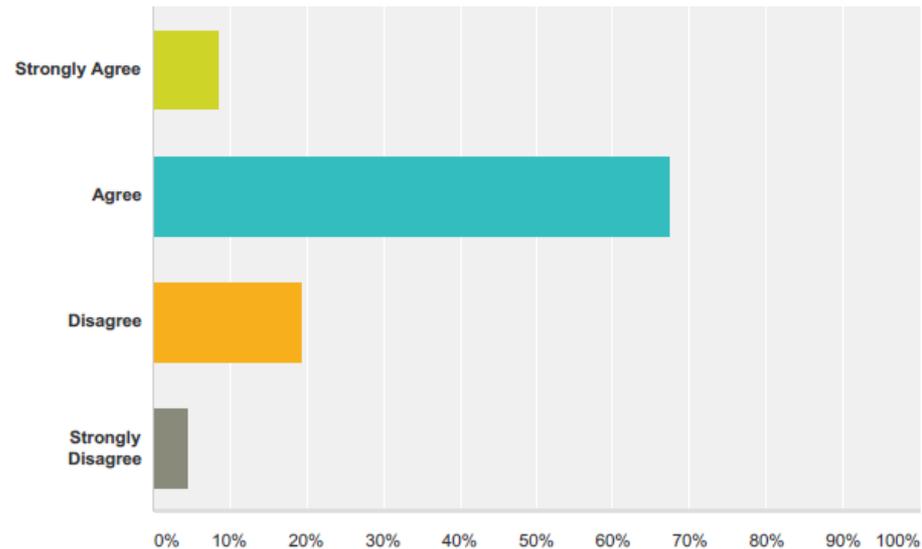


Answer Choices	Responses
Strongly Agree	32.65% 159
Agree	56.67% 276
Disagree	9.03% 44
Strongly Disagree	1.64% 8
<b>Total</b>	<b>487</b>

# Parent Survey Results

**Q7 In general, I am satisfied with the district's budget and use of funds.**

Answered: 487 Skipped: 6

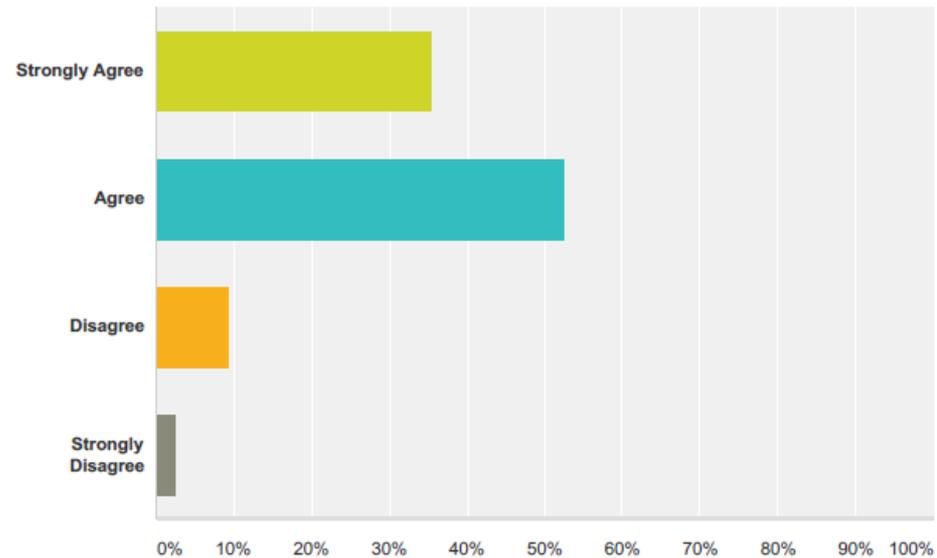


Answer Choices	Responses	
Strongly Agree	8.62%	42
Agree	67.35%	328
Disagree	19.51%	95
Strongly Disagree	4.52%	22
<b>Total</b>		<b>487</b>

# Parent Survey Results

Q8 In general, I am satisfied with the level of communication from the district overall.

Answered: 487 Skipped: 6



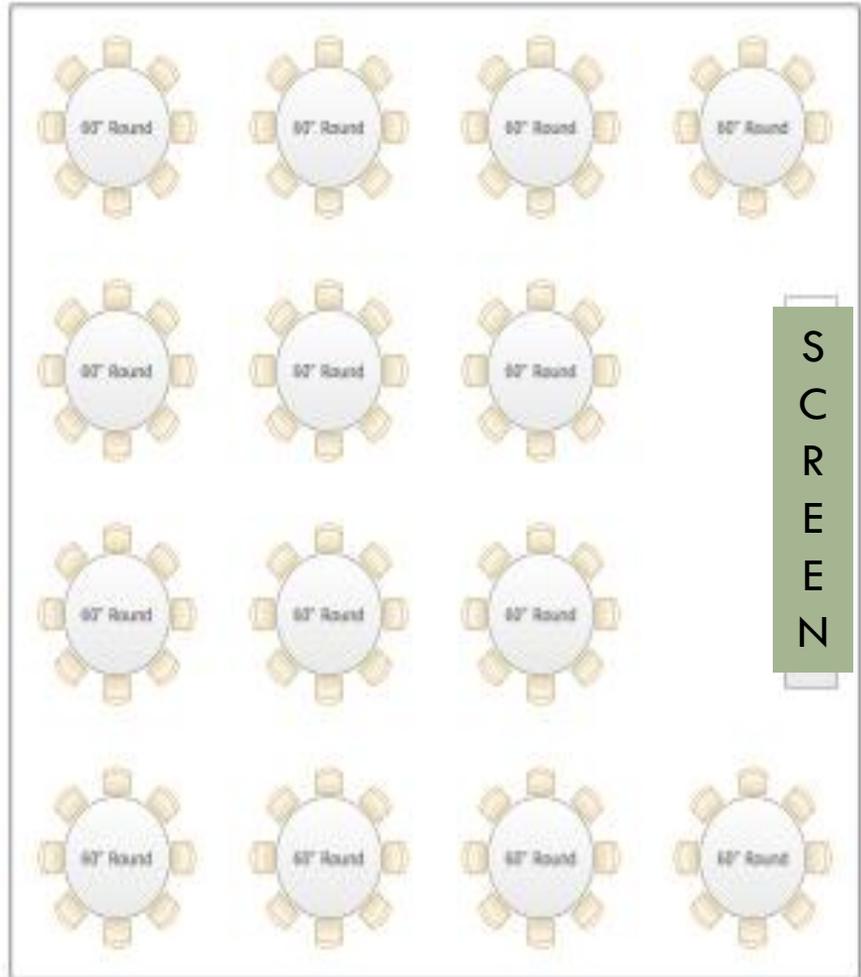
Answer Choices	Responses	
Strongly Agree	35.52%	173
Agree	52.57%	256
Disagree	9.45%	46
Strongly Disagree	2.46%	12
<b>Total</b>		<b>487</b>

# 80 / 20 Rule Strategy for Development

- The senior leadership team believes that much of the direction is clear (1<sup>st</sup> Draft 80%). Inputs to those strategies include: district's past strategic plans (e.g., STEAM); administrative team; academic leadership council; technology leadership council; assessment of strengths/challenges; etc. Many strategies will build on current work.
- However, it is critical to ensure that the thinking is assessed by interested members of the staff and community (1<sup>st</sup> Draft 80%).
- Electronic surveys and face-to-face “town hall” process meetings in a collaborative setting will result in identifying additional areas of focus (Potential areas 15%).
- Some “room” for flexibility and agility in the strategic planning process will be left to handle unforeseen opportunities and threats (5%).

# “Town Hall” Process

- Large group presentation of strategies by category (e.g., Teaching and Learning).
- Discussion and feedback at tables for increased levels of engagement facilitated by SLT, board, principals, chairs, staff, etc.
- This approach ensure an understanding of the “big picture” of the organization and need for “harmony” and integration between strategies.



# Teaching and Learning

## Long-Term Goals:

- Ensure a guaranteed, viable curriculum at all levels and courses for all students
- Identify and implement a research-based instructional strategies model for student learning and differentiation to meet varied needs
- Refine the scope and purpose of standardized and classroom-based assessments to ensure a balanced approach with meaningful results
- Fully implement a consistent continuum of services from grades K to 12+ that meets the needs of all learners across all environments
- Research and pursue innovations in the delivery of curriculum, instruction, and assessment (e.g., STEAM, project-based, problem-based, maker movement, online learning tools, etc.)
- Focus on technology integration that supports curriculum, instruction and assessment

# Student Services and Programs

## **Long-Term Goals:**

- Ensure a sustained focus on the whole child (e.g., academic, social, emotional, and physical)
- Strengthen team approach for supporting students' needs (parents, teachers, support staff, and administrators)
- Clarify the vision for the Special Education and Gifted Education to determine the continuum of services in these areas
- Create a system of data used to monitor and evaluate extra- and co-curricular activities

# Finance and Operations

## Long-Term Goals:

- Establish a clear and repeatable budget development process that balances the perspectives of all stakeholders as a key element of the multi-year budget planning model within the realities of the current legislative/fiscal paradigm
- Determine the annual benchmarks and metrics for routine monitoring by the board and district administration
- Develop a master facilities plan for capital funding plan decisions
- Build a technology infrastructure that provides reliability and security for digital tools in a foundation scalable to meet needs through 2025
- Establish requirements and expectations for key service providers
- Identify realistic expectations for alternate revenue, innovations in revenue stream formation, an enhanced partnership with foundations and other community partners (e.g., PROF)

# Workforce Development

## Long-Term Goals:

- Fully implement an effective evaluation and performance improvement system that considers multiple points of feedback within a differentiated supervision framework
- Expand new employee recruitment with an emphasis on hard-to-fill specialty positions and strategies to increase the pool of available substitutes across workforce groups
- Ensure compliance with mandated certifications, continuing education requirements, and job-embedded knowledge and skills through a comprehensive and systematic professional development plan
- Establish a clear approach to supporting employees throughout the work life cycle with specific emphasis on new hire orientation processes across workforce groups
- Expand awareness of work-related benefits through effective use of the Employee Access Center as a one-stop resource for staff

# Communication and Stakeholder Engagement

## Long-Term Goals:

- Evaluate the efficiency and effectiveness of district communications
- Utilize results from an annual stakeholder engagement/satisfaction surveys
- Enhance long-term partnerships and collaboration with the Township of Pine and Richland Township
- Provide in-depth training for parents and volunteers to support teaching and learning
- Heighten awareness of the strategic planning process/results and maintain engagement throughout the implementation of strategies
- Strengthen partnership and collaboration with workforce groups (PREA, ESPA, Act 93, and Administrative Support)
- Develop complaint management process to increase customer satisfaction, monitor trends and implement proactive strategies in key areas of concern

# Next Steps

- The first round of town hall meetings will be advertised for the following:
  - June 25<sup>th</sup>: 1:00 – 3:00 p.m.
  - June 30<sup>th</sup>: 6:30 – 8:30 p.m.
  
- Refinements to the long-term goals and the addition of tentative short-term action plans will be developed for a board update – and public update – in July.