



Neshaminy School District

Administrative Offices • 2250 Langhorne-Yardley Road • Langhorne, PA 19047

We Build Futures

October 20, 2021

Good Afternoon Neshaminy,

Every 3 years, each School District in the Commonwealth must submit a multi-year Comprehensive Plan for continuous improvement to the Pennsylvania Department of Education.

What is Comprehensive Planning?

<https://www.education.pa.gov/Teachers%20-%20Administrators/Comprehensive%20Planning/Pages/default.aspx>

Comprehensive Planning Process

<https://www.education.pa.gov/Teachers%20-%20Administrators/Comprehensive%20Planning/Pages/ProcessOverview.aspx>

The plan lays a course for the coming years for District Priorities and Initiatives in the continuous cycle of improvements.

Neshaminy's multi-year plan was due in the Fall of 2020 but we were granted a one-year waiver until Fall of 2021. That said, we have been crafting the plan since the 2018/2019 school year with a group of Administrators, Teachers and Support Staff. Given the circumstances, the plan is designed to be broad and adaptive to the ever-changing conditions in public education.

The Neshaminy Board of School Directors will consider adopting the following draft of the 2021-2024 Strategic Plan at the November 23, 2021 Public School Board Meeting.

Community Members are welcome to provide comment on the proposed plan at any scheduled School Board Meeting through November 23. Additionally, comments emailed to questions@neshaminy.org will be compiled and forwarded to Board Members for their review in advance of the November 23, 2021 meeting.

"The time to repair the roof is when the sun is shining." – John F. Kennedy

With Neshaminy Pride

Rob

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Superintendent

Neshaminy School District

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Neshaminy School District

Strategic Planning

2021 – 2024

“We Build Futures”



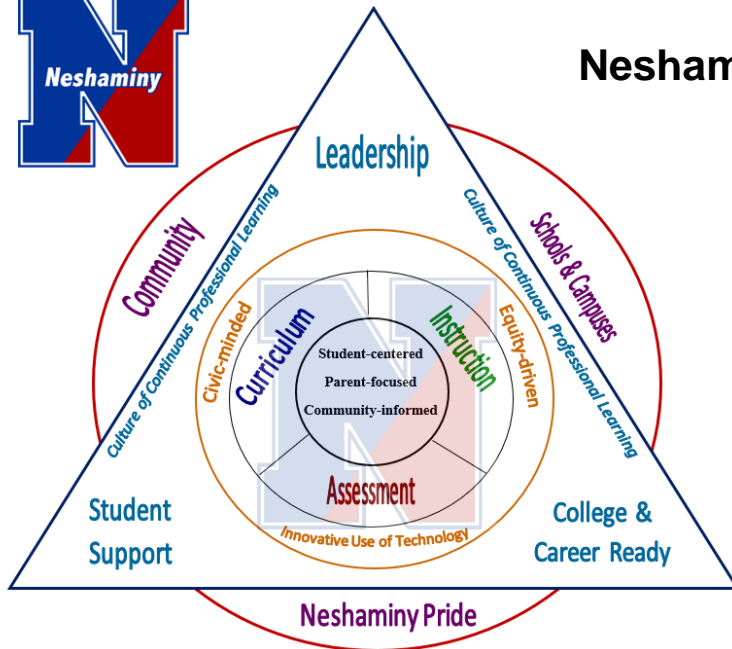
Neshaminy Pride

... over a century of
... school and community
... history
...excellence
... pride
... and tradition.



Neshaminy Comprehensive Planning 2021

Big Picture Overview



Big Picture Overview

The goal of Strategic Planning is to step back from day-to-day operations and prioritize long-term goals for the organization. In theory, it is this plan leaders should use as a guide and decision-making tool for programmatic and resource decisions. The concept came from corporate America in the 1960's and has been part of the Pennsylvania educational system for many decades.

Unfortunately, as with so many good ideas, over the years, strategic planning and the resulting Strategic Plans have documents filled with big ideas and plans that end up on a shelf because the design was not flexible, agile or fluid enough to survive today's ever-changing, complex educational environment.

Moreover, all too often, such Strategic Plans are filled with the "vogue" educational ideas at the time of the design. The group of 30+ Neshaminy Staff who gathered to craft the draft of Neshaminy's next Strategic Plan sought instead to create a broad plan with sound, enduring educational practices. These practices can be prioritized annually to adapt to the needs of students, parents, staff and the Neshaminy community over time. As such, you will not find trending ideas specifically articulated in the proposed plan below. Instead, you will find long-term, research-based strategies when implemented with fidelity, will incrementally improve students' success and supports. These strategies have, at their core, the foundational goals of equity, technology, STEM, career readiness and systems of student support.

The next steps are to get input from students, parents and community to assist in the prioritization of the Actionable Items numerated in the below plan. Such as prioritization with focus on the early years of the Strategic Plan in terms of funding and roll-out.

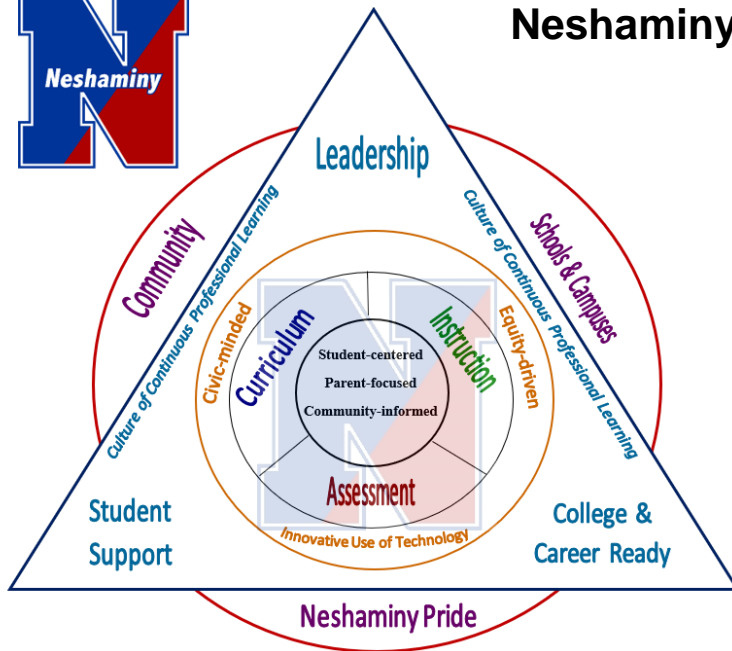
Our Mission:

"The Neshaminy community builds futures by empowering each child to become a productive citizen and a lifelong learner."



Neshaminy Comprehensive Planning 2021

Overview of Targeted Goal Areas



Four Targeted Goal Areas

1. Modern, Safe School/Campus Environments

Many Neshaminy Schools were built in the 1950/1960's. Over a decade ago, Neshaminy developed a long-range Facilities Plan which incrementally reduced the existing 15-school system to the present 10-school system. The plan included the renovated Neshaminy High School and the New Tawanka Elementary School. In the process, the remaining schools received renovations bringing most schools up to twenty-first century standards in terms of Ventilation, Technology Infrastructure, Heating & Cooling and Insulation.

This Strategic Goal aims to continue this process both inside and outside, evaluating our older facilities then determining whether to renovate or build new. Moreover, the goal is to add teams of people to ensure the human elements function optimally to complement the "Modern Safe" physical plants.

2. Guaranteed, Viable Curriculum & Instruction

Student Academic Success is a function of "What is taught?," "How is it taught?," and "How is it measured?" Student Social/Emotional Success is a function of the same; a twenty-first century education goes well beyond Reading, Writing and Arithmetic. Guaranteeing that all students have access to a high-quality curriculum and instruction beyond academic content is at the center of equity. Quality Instruction is both an Art and a Science. The continuous renewal of content and research-based instruction is necessary in the rapidly changing World which Neshaminy will lead in the very near future.

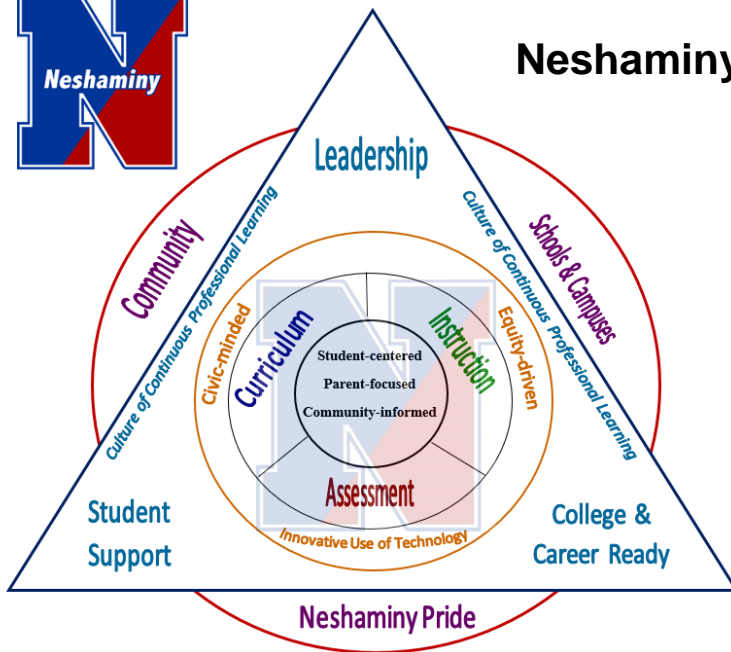
This Strategic Goal aims to evaluate curriculum and assessment, K-12, and establish common language for instruction as the foundation of Goal 4: Sustainable Culture of Professional Learning & Leadership.



Neshaminy Comprehensive Planning 2021

Overview of Targeted Goal Areas

(Continued)



3. Student-centered, Parent-focused, Community-informed

School Systems are service organizations in our constantly changing World of human needs. Their clients are the students, parents and the larger community. Decision-making and programs should be viewed through that lens. As such, beginning with the end in mind, post-high school College and Career Pathways should be the theme K-12. Moreover, the pathway to success is rarely straight and direct. Neshaminy Families deserve systemic supports, interventions, options and timely communication. Again, ensuring all students and families have access to such systems is at the center of equity.

This Strategic Goal aims to focus a common purpose of the organization in supporting students, parents and the Neshaminy community.

4. Sustainable Culture of Professional Learning & Leadership

An organization that learns is an organization that succeeds. Learning Organizations utilizing job-embedded, apprenticeship and expert training/coaching models to continuously improve their staff's ability to meet the needs of those they serve. Veteran pilots learn new skills in the cockpit; doctors in the operating & emergency rooms; carpenters on the jobsite, as educators should learn in the classrooms guided by the expert support of their colleagues. Such learning to improve should involve all staff aligning their job responsibilities to the Mission and Strategic Goals of this plan.

Secondly, an organization is only as good as its people. Given the complexity of the job-market and forecasted shortage of the education worker in the coming years, meaningful systems will need to be in place to promote staff recruitment, staff retention and staff transition.

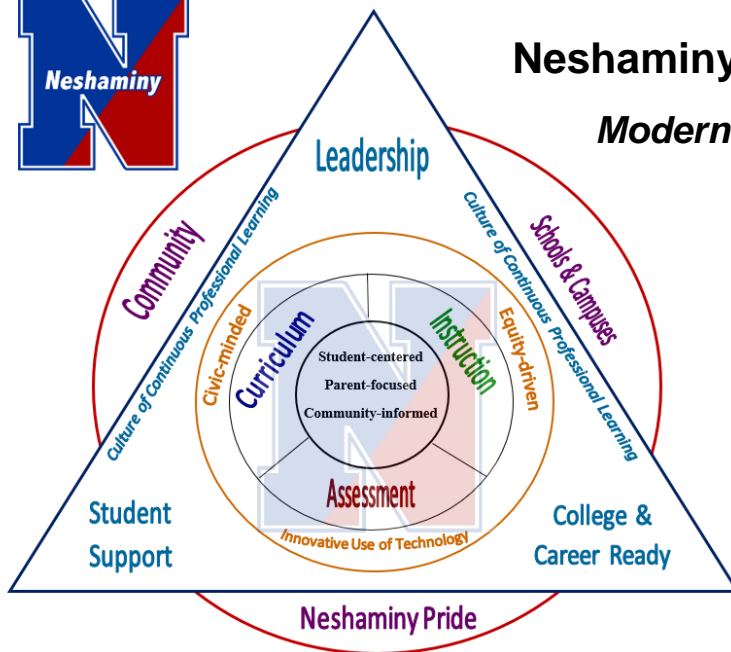
This Strategic Goal aims to further advance Neshaminy as an adult learning organization to better support students, parents and the Neshaminy Community.



Neshaminy Comprehensive Planning 2021

Modern Safe School/Campus Environments

Goal 1: Actionable Elements



Goal: Modern Safe School/Campus Environments

This Strategic Goal aims to continue this process both inside and outside, evaluating our older facilities then determining whether to renovate or build new. Moreover, the goal is to add teams of people to ensure the human elements function optimally to complement the “Modern Safe” physical plants.

The Strategies and Actionable Elements below will foster the goal of Modern Safe School/Campus Environments:

1. Long-term Facilities and Grounds

Actionable Elements:

- a. 360-degree Campus Focus
- b. Building a Langhorne Elementary School
- c. Assess need for New Levittown Elementary School

2. Seamless Technology Integration

Actionable Elements:

- a. One-to-One Student Device Renewal
- b. Hybrid Bring-your-own Device Option
- c. Purposeful Technology Integration

3. Safe & Secure Campuses

Actionable Elements:

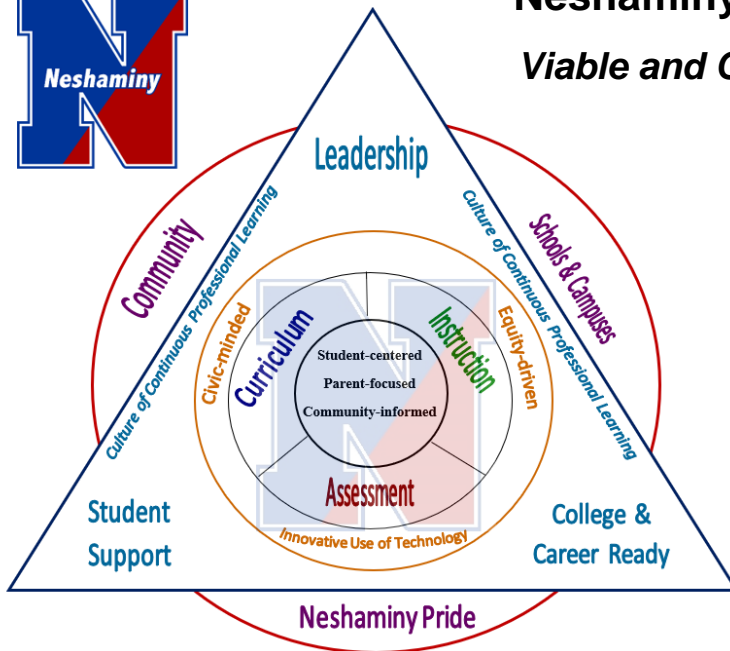
- a. Campus Physical Safety/Security Team
- b. Renew & Expand SRO Initiative
- c. School Emotional Safety Team
- d. District Environment Health Wellness Team



Neshaminy Comprehensive Planning 2021

Viable and Guaranteed Curriculum & Instruction

Goal 2 - Actionable Elements



Goal: Viable and Guaranteed Curriculum & Instruction

This Strategic Goal aims to evaluate curriculum and assessment, K-12, and establish common language for instruction as the foundation of Goal 4: Sustainable Culture of Professional Learning & Leadership.

The Strategies and Actionable Elements below will foster the goal of Viable and Guaranteed Curriculum & Instruction:

1. Curriculum Renewal

Actionable Elements:

- a. Develop renewal cycle
- b. Expand Integration of STEM & Engineering Design Thinking
- c. Embed "Civic-minded" Thread K-12

2. Research-based Core Models

Actionable Elements:

- a. Instructional
- b. Social Emotional
- c. Cultural Responsiveness

3. Meaningful Program Assessment & Data

Actionable Elements:

- a. Develop an Assessment Map K-12
- b. Add qualitative data systems
- c. Invest in Data Systems Infrastructure

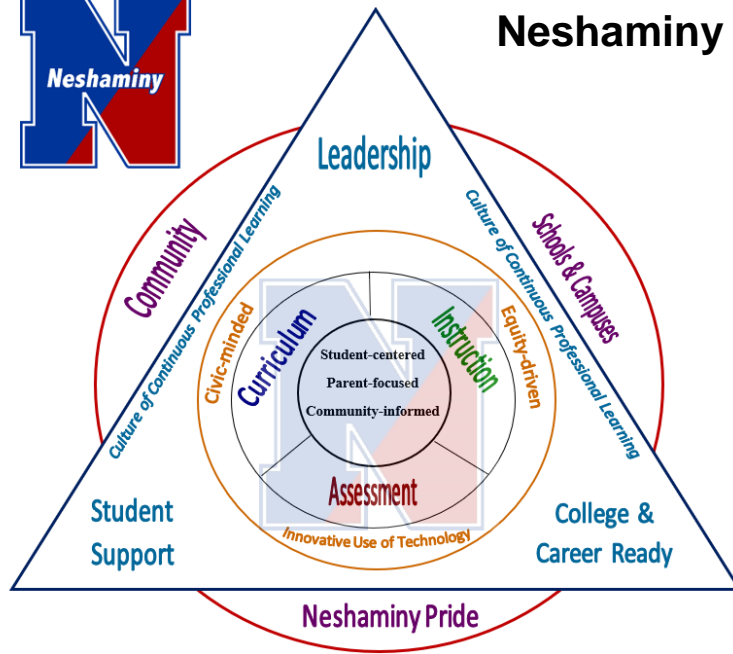


Neshaminy Comprehensive Planning 2021

Student-centered, Parent-focused

& Community-informed

Goal 3 - Actionable Elements



Goal: Student-centered, Parent-focused, Community-informed

This Strategic Goal aims to focus a common purpose of the organization in supporting students, parents and the Neshaminy community.

The Strategies and Actionable Elements below will foster the goal of Student-centered, Parent-focused, Community-informed:

1. Academic and Behavioral Interventions/Supports

Actionable Elements:

- a. Trauma informed Practices
- b. Multi-tiered System of Supports
- c. 12-month learning opportunities

2. College & Career Pathways

Actionable Elements:

- a. Expand AVID Mentorship Electives
- b. Common Language Career Themes, Clusters & Pathways
- c. Articulation of Post-graduation Plans

3. System Responsiveness to Stakeholders' needs

Actionable Elements:

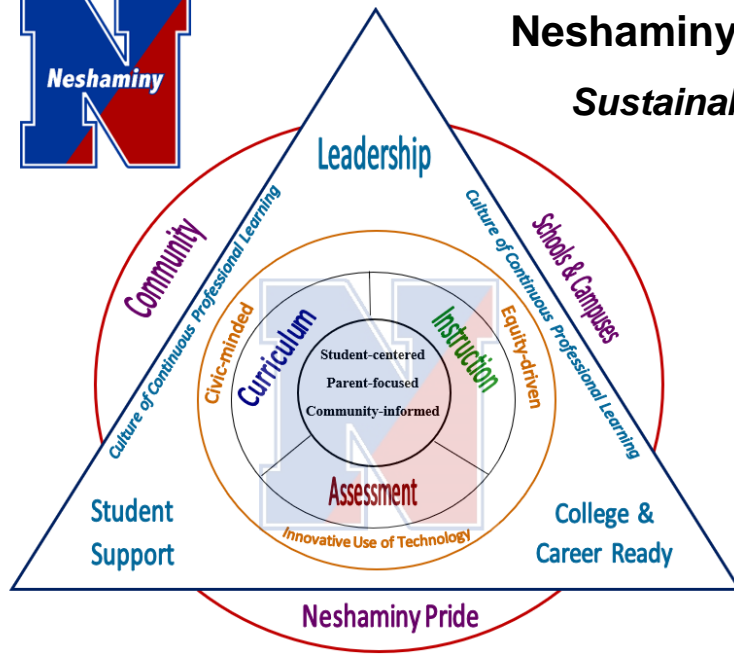
- a. Thorough, timely communication
- b. One-stop Q&A Solution Plan
- c. Articulate Community Partnership



Neshaminy Comprehensive Planning 2021

Sustainable Culture of Professional Learning & Leadership

Goal 4 - Actionable Elements



Goal: Sustainable Culture of Professional Learning & Leadership

This Strategic Goal aims to further advance Neshaminy as an adult learning organization to better support students, parents and the Neshaminy Community.

The Strategies and Actionable Elements below will foster the goal of a Sustainable Culture of Professional Learning & Leadership:

1. Leadership Development/Sustainability

Actionable Elements:

- a. Distributed/Expert Leadership Model
- b. Leadership Core Language Development
- c. Grow “the Bench”

2. Staff Recruitment & Retention

Actionable Elements:

- a. Add meaning to “Neshaminy Pride”
- b. Actively Recruit in all staff classifications

3. Culture of Collaborative Professional Learning

Actionable Elements:

- a. Instructional Coaching/Leadership Mentoring Model
- b. Daily Job-embedded Professional Learning Model
- c. Develop Annual Priorities for Professional Development
- d. New Staff Induction Model