



Neshaminy School District

We Build Futures

January 2017

Strategic Plan—2017 through 2021 Education Reimagined

Superintendent's Message

Thank you to the more than seventy individuals who participated in one or more of our district strategic planning meetings during 2016. After multiple sessions involving conversation by a wide cross-section of the school community, input by school district administrators, and a month-long community feedback period, the members of our Board of School Directors formally approved the new strategic plan for the district at their January 24, 2017 meeting.

This new strategic plan is entitled *Education Reimagined*. Efforts to implement the plan will begin immediately, and it will be used to guide our decisions and actions over the course of the next three school years. The details of the plan are included inside this document.

We look forward to having this plan propel Neshaminy to greater heights and advance our position as a district that helps to build the future for each of our students. See the back page of this document for a new way to be involved in the work associated with realizing the details of this strategic plan. Please consider becoming a member of one of the Implementation Teams.

Sincerely,

Joseph Jones III

The Board of School Directors would like to recognize those that helped create this new strategic plan:

Derek Albarran	Anthony Devlin	Lorraine Johnson	Kieran Meehan	Steve Rodos
Asaph Alexander	William Dogba	Joseph Jones	Paul Meehan	Emma Saloky
Kathy Alford	Bob Feather	Dawn Kelly	Paul Minotti	Robert Sanna
Mindy Anderson	Chris Gancarz	Ashley Kerrigan	Andre Modica	Andy Sokol
Meghan Ansel	David Geanette	Brian Kern	Peg Monahan	Chris Stanley
Fran Ansel	Kelly Gerber	Shirley Knauth	Bob Mueller	Emma Stewart
Jodi Arnold	David Glennon	Lynn Knotts	Shawn Neely	Clarke Stoneback
Karen Blumenfeld	Kerry Hammon	Tom Magdelinkas	Don Palmer	Joanne Strack
Troy Bodolus	Gloria Hancock	Paul Mahoney	Lisa Pennington	Mary Beth Tecce
Robert Boffa	Don Harm	Barbara Markowitz	JoAnn Perotti	Matt Thompson
Judy Brown	Terry Hinterberger	Anurup Mathur	Amy Petrillo	Colin Trickel
Michael Brown	Joann Holland	Steve McAloon	Marlaena Potts	Connie Welke
Kathy Christie	Tina Hollenbach	Rob McGee	Chris Richardson	Mark Wilson
Mary Cwiklinski	Tara Huber	John McGinley	Catherine Riley	
Marcia Deeny	John Iannacone	Beth McGinty	William Ritchey	

MISSION STATEMENT

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

DISTRICT BELIEFS

The Neshaminy community believes that . . .

Children are the future.

All people can learn.

- ◆ People learn in different ways and at different rates.
- ◆ Achievement is realized through challenge.
- ◆ Trust promotes creative problem solving.

All people have worth.

- ◆ Laughter, joy, and hope are essential for a quality life.
- ◆ Success builds self-esteem.
- ◆ Valuing diversity strengthens our society.
- ◆ People have a responsibility to themselves and others.
- ◆ Family is the cornerstone of society.

A quality education is a right.

- ◆ Excellence in education requires support, sacrifice, and involvement from the total community.
- ◆ All people have the right to a safe and healthy learning environment.

THEORIES OF ACTION

Strand I

Student Achievement/Curriculum & Instruction

ACADEMIC CHOICE • IF we ensure that instruction provides academic choice, THEN Neshaminy students will be more engaged and invested in their own learning.

Example activities include but are not limited to:

- Incorporate different pathways to graduation to meet graduation requirements
- Explore choices for middle school specials
- Expand course offerings of all secondary grade levels
- Focus on students in the 'academic middle'
- Provide for more project-based learning opportunities
- Focus counseling program on career exposure (K-12) (e.g., career investigation fairs)

QUALITY ASSESSMENT • IF we create an assessment and grading system that is consistent and reflective of student achievement and understanding, THEN students will be able to use this formative feedback in order to advance their learning and educators will be able to use the data to adjust instruction to best meet the needs of students.

Example activities include but are not limited to:

- Eliminate scoring that works counter to learning – e.g., giving a '0'
- Provide opportunity for students to demonstrate mastery in a variety of ways
- Ensure that there is balance in the type of assignments
- Incorporate multiple types of assessments – portfolios, projects
- Regularly give students 'second chance learning' opportunities
- Review grading policies and practices (K-12) – including homework – to ensure these are consistent with this theory of action

Strand II

Student-centered and Community-focused

COMMUNITY ACTIVITIES • IF we involve students in authentic, community-based activities, THEN they will build a foundation for further action as productive members of society.

Example activities include but are not limited to:

- Coordinate and add to the variety of service learning/community service opportunities
- Incorporate true internships as a vehicle for learning
- Foster student involvement with community partnerships
- Develop an evening school that brings together staff, students, and others in the community as teachers and participants
- Promote formal mentoring programs – community programs and school-to-school student mentoring

IMPROVED COMMUNICATION • IF we improve the variety and quality of our communication vehicles, THEN we will better connect our students, parents and the broader school community and enrich learning opportunities.

Example activities include but are not limited to:

- Develop a comprehensive community educational resources database
- Provide evening access to resources, academic and social
- Improve and advertise a single access portal to NSD online systems
- Assist families in their efforts to gain computer/internet access in the home

SOCIAL/EMOTIONAL SUPPORT • IF we provide social and emotional support systems for our students, THEN they will meet with greater academic success.

Example activities include but are not limited to:

- Bring in more school-based mental health services for a wider cross-section of the student body
- Develop a variety of student support groups – available day and evening
- Incorporate systemic social/emotional programs (e.g., Habits of Mind curriculum)

Strand III

Financial Responsibility and Fiscal Resiliency

PROGRAM EVALUATION • IF we regularly evaluate the effectiveness of individual programs, THEN we can better channel appropriate resources.

Example activities include but are not limited to:

- Evaluate the efficiency of resources (including contracted services)
- Eliminate redundancy of services
- Conduct Program Quality Reviews (PQRs) to help assess programs
- Evaluate high school elective offerings

ALTERNATIVES • IF we increase or develop alternative methods for the delivery of instruction, THEN we will increase the available resources for all students.

Example activities include but are not limited to:

- Add in-house cyber school/classes
- Evaluate delivery of summer school programming – brick/mortar vs. cyber
- Explore increased opportunities for students to earn college credits (e.g., dual credit programs)
- Partner with businesses or hospitals to establish community service and internship opportunities
- Create a district parent volunteer database for subject experts to support instruction

NEW REVENUE • IF we pursue new revenue, THEN we will be able to create and offer new learning opportunities.

Example activities include but are not limited to:

- Consider hiring or contracting district grant writer(s)
- Partner with corporations and other businesses

What's Next... Implementation Teams

We are seeking individuals to join our Implementation Teams, a new component of our strategic planning process. There will be one Implementation Team for each of the three 'strands' of the new plan:

Strand I: Student Achievement/Curriculum & Instruction
Strand II: Student-centered and Community-focused
Strand III: Financial Responsibility and Fiscal Resiliency

It is expected that these groups may meet as frequently as monthly; the suggested start time for the meetings will be 4:00 p.m. Each team can alter the frequency and time of the meetings with agreement among team members.

Please contact the Director of Administration, Paul Meehan (pmeehan@neshaminy.org, 215-809-6510), if you are interested in participating. Identify the team that you are interested in joining – or indicate that you do not have a preference, and you will be assigned to a team.

The Implementation Teams are scheduled to begin their work in late February. More information will be provided to those interested as soon as it is available.

For more information about the strategic plan process and the development of the strands for implementation, please visit our website at
www.neshaminy.org

Keep up-to-date on the plan implementation by liking us on Facebook ([neshaminy_sd](https://www.facebook.com/neshaminy_sd)) and following us on Twitter ([@neshaminy_sd](https://twitter.com/neshaminy_sd))

Neshaminy Board of School Directors

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