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North Penn School District

Comprehensive Plan
& Strategies

2019 to 2022

Vision



The North Penn School District seeks to develop students who embody its universal values of achievement, kindness, collaboration, respect, responsibility, resilience, and integrity. Through an education that develops students both academically and emotionally, equitable opportunities, and a respect for human differences, members of the North Penn community will contribute meaningfully to their local and global communities.

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, resilient, life-long learner who uses knowledge to create new understandings;
- achieve at one's highest potential;
- live as a positive, responsible, and contributing citizen of the global society; and
- develop a respect for diversity and appreciation of human differences.

Shared Values

Visionary Leadership

Contributes 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; and are characterized by leadership coaching.

High Expectations for Learning

Cultivates an environment where every student is challenged to reach his or her highest potential, receives equitable access to learning, and where families, community members, and staff demonstrate the confidence to meet the needs of every child by using strategies that ensure high levels of achievement and address student differences.

People-Centered Community

Empowers and equips students, staff, and community members to better serve, providing them with a healthful

environment in which they continuously learn and embrace change, and solicit feedback to effectively understand and address the needs and concerns of students, staff, and the community.

Continuous Improvement

Embraces ongoing efforts to improve services and outcomes resulting in positive change for all members of the school community based upon feedback and program assessment.

Partnerships and Teamwork

Leverages the collective experience and expertise of all members of the school community including students, parents, staff, and citizens to deliver the best for our students.

Strength in Diversity

Recognizes the power in respecting, understanding, and celebrating human differences to build community, inspire ideas, develop shared experiences, and enrich the organization.

Goals

1



Academic Excellence

North Penn School District (NPSD) will improve student achievement, both growth and mastery, by implementing evidence-based instructional practices that address student needs identified for core instruction, enrichment, and intervention.

- ✓ Increase student achievement in the primary grades through the implementation of full-day kindergarten for all students.
- ✓ Implement instructional strategies aligned with student mastery of the PA Core Standards and designed to promote higher order thinking.
- ✓ Increase the implementation of transformational digital learning practices to support student-centered instruction.
- ✓ Better align the three NPSD middle schools in instructional and operational procedures and practices.
- ✓ Make recommendations to the professional development program to advance the growth of staff and learning of students.

2

Equity, Access & Cultural Responsiveness

NPSD will develop district practices that support an inclusive, culturally responsive environment that guarantees equity and access to all students and their families.



- ✓ Measure student engagement through a school climate survey to determine if certain populations of students are less engaged in the school community and develop an action sequence to increase participation in school events.
- ✓ Through culturally responsive instruction and professional development of staff, reduce the achievement gap of Black, Hispanic, and Multiracial students by at least 25% as measured by PSSA and Keystone data.
- ✓ Implement practices that promote an increased pool of diverse applicants for positions across all employee groups.
- ✓ Increase student and family engagement in cultural proficiency efforts.
- ✓ Reduce the number of students who are disproportionately represented in special education programs and suspended from school.
- ✓ Increase inclusive opportunities for special education students at the secondary level.

3



Safe, Efficient & Modern Schools

NPSD will improve the district infrastructure and security measures to provide a safe, orderly, and up-to-date learning environment.

- ✓ Develop and deploy a plan related to facility usage, renovation, and long-range planning.
- ✓ Continue improvements to district and school safety practices.
- ✓ Utilize technology to streamline workplace efficiencies and effectively manage student information.



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Operational Excellence

NPSD will continue to implement organizational efficiencies designed to improve service to the students and community while maintaining fiscal responsibility.



- ✓ Improve communication of district finances so that data is accessible and user-friendly for the Board of School Directors and community.
- ✓ Develop a financing plan for construction and capital improvement projects.
- ✓ Continue to develop and implement organizational efficiencies and cost controls.
- ✓ Review and revise Board Policies and Administrative Regulations as needed to ensure both compliance with the law and current practices.
- ✓ Improve the operational efficiencies in the Support Services Department.
- ✓ Investigate creative ways to decrease costs and explore new ways of increasing revenues to better focus resources on the overall student experience.

5



Social & Emotional Wellness

NPSD will develop and implement a continuum of services to support the social, emotional, and behavioral needs of students.

- ✓ Expand the use of School Wide Positive Behavioral Interventions and Supports (SWPBIS) at the elementary level.
- ✓ Provide training to staff on trauma-informed instruction practices to best meet the needs of students.
- ✓ Implement a social-emotional curriculum at the elementary level and expand mental health services across all levels.

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Future Ready

NPSD will provide students with career exploration and training opportunities that prepare them to be college, career, and work-ready.



- ✓ Provide elementary school students guidance lessons focused on career readiness.
- ✓ Support middle school students to complete a career portfolio with evidence of activities focused on life after graduation.
- ✓ Arrange for high school students to compile a career portfolio and individualized career plan consisting of eight additional pieces of evidence demonstrating career readiness.
- ✓ Improve district communication regarding available career and technical education programs.



North Penn School District

Dream Big. Achieve Greatness.



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