OVERVIEW

- Interview Format:
  - Respondents
  - Administrative Team’s Book Study: “Gung Ho”

- Prevailing Themes:
  - Reasons to Celebrate
  - Opportunities for Growth
  - Challenges to Overcome

- Strategic Plan:
  - “To Do” List
INTERVIEW FORMAT

- **Respondents:** 145-parents, community, teachers, board members, students, graduates, staff.
- **Questions:**
  - What the district does well.
  - What the district can do better.
  - Challenges the district faces.
  - What stakeholders need from their superintendent to be successful.
  - What the district should focus on in the next 3 to 5 years.
ADMINISTRATIVE TEAM BOOK STUDY
“GUNG HO”

- Systems Leadership: increase productivity by fostering a strong morale in the workplace.
  - “The Spirit of the Squirrel”: worthwhile work; goals developed from the bottom up; values guide all decisions and actions.
  - “The Way of the Beaver”: everyone is in control of achieving the goal; everyone is respected and listened to; everyone has access to information.
  - “Gift of the Goose”: cheering each other on; celebrating success; catching people making progress.

SHARED OWNERSHIP TOWARD ACHIEVING THE GOALS
-THE ROAD TO SUCCESS-

“Focus on student achievement, stakeholder engagement, and fiscal responsibility to secure the academic and financial future of the Halifax Area School District.”

-Graduates who can complete the following statement-

“I am going to _________ to learn/study _________ because I plan to work as a/an _________.”
-PREVAILING THEMES-
“REASONS TO CELEBRATE”

- Strong Sense of Community
- Character Education
- Student-Centered Teachers
- Students Believe Teachers/Staff Care About Them
- Strong Partnership with Social Service Agencies
- Respect for History and Culture
- Staff Longevity
- A Desire to Improve
-PREVAILING THEMES-
“OPPORTUNITIES FOR GROWTH”

- Organizational Structure
- Policy-Procedure-Processes
- Consistent Team Work at All Levels:
  - Academic alignment K-12
- Academic Rigor for All Learners:
  - The academic program must be as strong as the character education program.
- Alternative Methods for Generating Revenue
- Focus on the Strategic Plan and the Task List
  - Shared Ownership & Solutions to Secure the District’s Academic & Financial Future
- Open/Honest Communication at All Levels
The district must produce a quality product (college and career ready students).

- The district’s poverty level is a barrier to student achievement.
- The district is currently operating with a deficit budget and without a fiscal plan to address future challenges.
- Pennsylvania does not have an adequate funding formula for public education. The district is held hostage by the state’s arbitrary financial support for public education and cannot depend on federal and state funds to secure its future.
- There are limited opportunities for economic development in the area. The future of economic development in the area is uncertain. Therefore, the district must devote its energies to establishing partnerships to fund the “should haves” and “nice to haves.”
- The entire educational community (board, teachers, students, community, administrators) must work as a team to secure the financial and academic future of the district.
"To Do" list encompasses the next three to five years.

Copies of task list are available for public review this evening.

Team will present shared Annual Performance Goals for 2014-2015 as part of their individual reports this evening.

Prevailing themes and task list will be used to complete the PDE Comprehensive Planning process.
Create an Educational Foundation to support the “should have” and “nice to have” needs of the district.

Implement Zero Based/Site Based Budgeting
MATT CZAPLICKI, SPECIAL EDUCATION COORDINATOR

- Increase Communication and Parental Involvement in Special Education Program
- Educate Parents About Spec Ed Policies, Procedures, and Instructional Practices
- Increase the Number of Special Education Parental Contacts per Quarter
- Update the Special Education Website with Relevant Information
- Examine the District's Role in the Special Education Consortium
Create a technology staff development program for future in-service days.

Develop a technology (hardware-software) strategy for each district building.

Promote the District's Website as Communication Tool

Implement an Electronic Substitute Management System - AESOP
ALLEN WHITTEKER, DIRECTOR OF BUILDING AND GROUNDS

- Create a three year facilities improvement plan for each district building.
- Develop green cleaning practices for future use.
- Design Facility Use and Advertising policies for future revenue generation.
- Create an in service program for our custodial and maintenance staff.
LORI WEBER
FOOD SERVICES DIRECTOR

► Develop the district’s food service program to become more financially stable as a self-operating cafeteria.

► Train all food service staff to be successful team members and to be prepared for the 2014-2015 PDE Administrative Review Process that focuses on new Nutritional Standards established by the Healthy Hunger-Free Kids Act and for 2014 Competitive Food Standards.

► Establish programs within the district that impact student learning, cafeteria production and the Halifax community in a positive way.
DAN BORRELLI, EF PRINCIPAL & CURRICULUM COORDINATOR

- Assess the need and develop professional development resources for implementing a K-5 reading series.
- Begin implementation of a comprehensive K-12 assessment plan.
- Support all principals in curriculum and assessment goals.
DAVE HATFIELD, HS PRINCIPAL

- Assess the rigor the high school’s Science program. Begin a reorganization of the Science Department in grades 7-12 to reflect a science, technology, engineering and math focus.
- Expand career and technical education opportunities for student by revising the high school’s business education program and continuing to grow the high school’s cooperative education/internship program.
- Improve communication with stakeholders: revive principal’s roundtable, maintain content on the website, implement social media strategies, and design a district newsletter strategy.
- Continue student leadership and ownership in and planning and implementing the high school’s Discovery program.
- Increase College Credit & AP Opportunities in the High School
Improve PSSA skills and scores.
- Look at curriculum, standards, eligible content;

Create a middle school world language program.
- Multiple studies show improvement in language AND other scores
- Already polled kids about interest

Develop and implement a “Middle School PSSA Test Report Card” to monitor the skill attainment of students.
- Every school everywhere clamors about student buy-in
- Perhaps part of a larger Discovery Wars style competition
- Sample
CRAIG RAISNER, ELEMENTARY PRINCIPAL

- Improve communication across grade levels in the elementary school.
- Improve PSSA skills and scores.
- Implement new reading series and address alignment issues.