

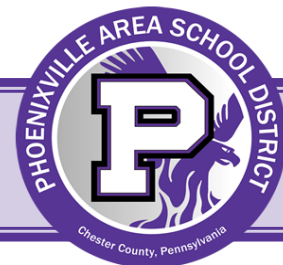
PHOENIXVILLE AREA SCHOOL DISTRICT

2023-2024 STRATEGIC PLAN

&

SUPERINTENDENT GOALS

October 2023



PASD STRATEGIC PLAN

Goal 1 – Provide High Quality Education

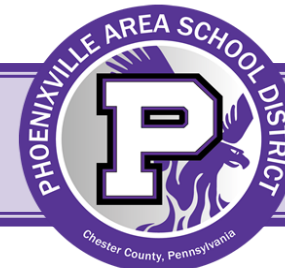
The Phoenixville Area School District strives to provide an equitable high-quality education that meets the learning needs of all students.

ENSURE ALL STUDENTS MEET ACADEMIC GOALS

- Evaluate and make appropriate changes to the programs with the goal of increasing student academic progress and engagement.
- Ensure adequate funding for student academic progress and engagement at all levels.
- Monitor student progress to strategically target interventions and supports to ensure all students make significant educational growth.

DISTRICT GOALS

- 96% of the graduating class will meet state requirements using one of the available pathways to graduation. Obstacles to graduation will be identified. Students who drop out or do not meet the graduation requirements will be provided with additional time, option for a GED, or other measures to encourage graduation/diploma.
- Increase the graduation rate of the District by 2% with a breakout of the District's EL (English Learner) population. Details will be provided to the Board regarding all EL graduates and non-graduates: supports in place, barriers to graduation, and final outcomes – graduation, GED, work, armed services, trade, 2-year or 4-year colleges.
- Keystone exam – 80% of the 11th grade cohort will receive a Keystone score of "proficient" or better on the exam score release date.
- At the conclusion of the 2023-2024 school year, 90% of all students in grades 3-6 will perform in the basic or above category (2nd, 3rd & 4th quartile) as measured by the District standardized measures in mathematics. The District will provide the Board with a midyear update.



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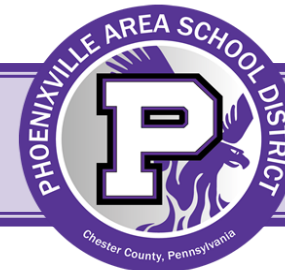
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DISTRICT GOALS

- At the conclusion of the 2023-2024 school year, the 85% of students in grades 2-6 will be reading no more than one year below grade level. The District will provide a midyear update to the Board.
- Identify the needs and resources to be allocated for the redistricting transition, specifically examining the 6th grade students and those who are changing home schools. Report these needs and resources to the Board by June 2024.
- Identify a detailed plan for curriculum review and changes by June 2024. Develop a communication plan to provide transparency regarding findings to guardians, and constituency.



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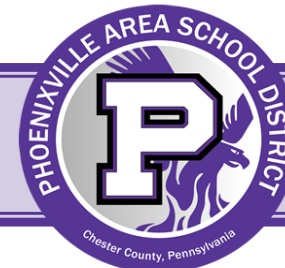
The Phoenixville Area School District strives to provide an equitable high-quality education that meets the learning needs of all students.

ENSURE ALL STUDENTS MEET ACADEMIC GOALS

- Continue to expand the High School Career Study program and seek new business partnerships that focus on life skills, technology entrepreneurship, and STEAM exposure.
- Increase student engagement in post-secondary opportunities.

DISTRICT GOALS

- Review special education evaluation process to make it more family friendly. Provide report to the Board by February 2024.
- Provide the Board with a report on new business partnerships and other institutions for post-secondary opportunities, focusing on life skills, technology entrepreneurship, and STEAM exposure in June 2024.



PASD STRATEGIC PLAN

Goal 2 – Promote Employee Growth and Effectiveness

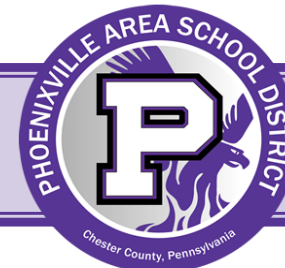
The Phoenixville Area School District will encourage employees to have a growth mindset, recognize the work done by the staff to increase retention, and make the district a sought-after destination for career seekers.

INCREASE EMPLOYEE ENGAGEMENT & SATISFACTION

- Conduct annual engagement and satisfaction staff survey
- Implement a plan to address a minimum of three (3) areas of improvement according to the employee engagement and satisfaction survey results

DISTRICT GOALS

- Increase the participation rate to 70% or higher in annual engagement and satisfaction staff survey.
- Increase scores in areas identified for improvement on employee engagement and satisfaction staff survey to the 80% level of satisfaction.
 - I am fairly compensated for my work
 - Trust exists between employees and supervisors in my work group
 - My job expectations allow me to have a good work/life balance
 - I can advance as a PASD employee into new and challenging roles/responsibilities
- Develop an action plan addressing the areas above and report to the Board in January 2024.

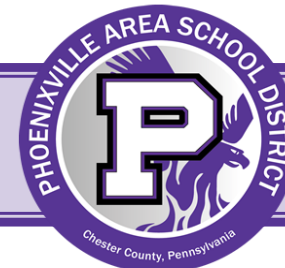


PASD STRATEGIC PLAN

Goal 2 – Promote Employee Growth and Effectiveness

The Phoenixville Area School District will encourage employees to have a growth mindset, recognize the work done by the staff to increase retention, and make the district a sought-after destination for career seekers.

INCREASE EMPLOYEE ENGAGEMENT & SATISFACTION	DISTRICT GOALS
<ul style="list-style-type: none">• Work to improve employee satisfaction in all areas.• Increase employee retention and satisfaction, starting with a robust induction program for all employees.	<ul style="list-style-type: none">• 80% of recent hires, (less than or equal to 5 years) employees who have a positive evaluation will be retained within the district.• Revise the current comprehensive employee induction plan for all work groups to improve retention and preparation. 90% of all new employees will rate their induction as very good or excellent.• Each of the above areas will be reported to the Board in June 2024

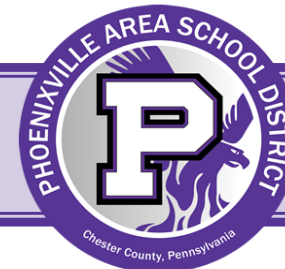


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INCREASE EMPLOYEE ENGAGEMENT & SATISFACTION	DISTRICT GOALS
<ul style="list-style-type: none">Promote employee growth and effectiveness by empowering and providing opportunities for continuing education.	<ul style="list-style-type: none">Identify district-wide professional development plan, specifically focusing on employee growth.Train leaders on meaningful feedback, empowering staff, encouraging personal growth and skill enhancement to foster a sense of belonging.Analyze staffing needs to develop and present a plan to fully staff the Hares Hill building by March 2024.The district will implement practices to diversify the race and ethnicity of qualified candidates who submit applications



PASD STRATEGIC PLAN

Goal 3 – Communicate Effectively

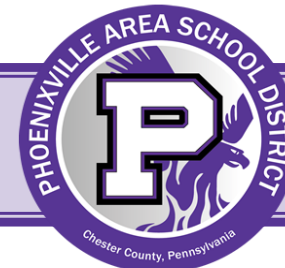
The Phoenixville Area School District will provide clear, timely, and relevant communications to all students, families, employees, and the PASD community.

IMPLEMENT DISTRICT-WIDE COMMUNICATIONS PLAN AND PROTOCOL

DISTRICT GOALS

- Annual review of communication plan and protocol, to revise on an ongoing basis throughout the academic year.

- Report of any changes in the district-wide communication plan and updated analytics involving communications with all students, families, employees, and PASD community annually.
- Review analytics across communication platforms to develop a plan to streamline effective and efficient communication with stakeholders.



PASD STRATEGIC PLAN

Goal 4 – Responsible, Efficient, and Transparent Resource Allocation

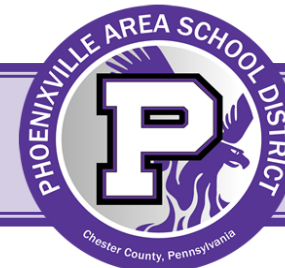
The Phoenixville Area School District will use all capitol and other resources in an efficient and effective manner. Resources should be allocated to provide the highest possible return on investment for student learning outcomes.

MAINTAIN AND DEVELOP PASD FACILITIES

DISTRICT GOALS

- Maintain the physical plant in an efficient and effective manner.
- Execute plans to complete construction on the Hares Hill building project.
- Collaborate with appropriate agencies to ensure that the district infrastructure and procedures align with school safety recommendations.

- The Director of Operations and Technology, as part of annual review of the Service Life Extension Plan and in coordination with the Director of Finance, will prioritize projects to be completed in the 2023-2024 school year that will positively impact District facilities. Recommendations will be given to the Board by the January 2024 Committee Meeting..
- Manage the new school building efforts, including budget, permitting, on-site work, off-site work, construction to maintain the project timeline.
- Administration will report to the Board, in executive session, three times per year regarding school safety measures.



PASD STRATEGIC PLAN

Goal 4 – Responsible, Efficient, and Transparent Resource Allocation

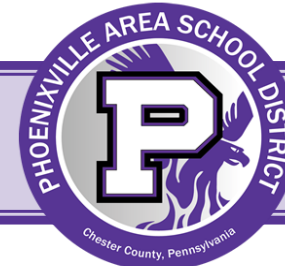
The Phoenixville Area School District will use all capital and other resources in an efficient and effective manner. Resources should be allocated to provide the highest possible return on investment for student learning outcomes.

MAINTAIN AND DEVELOP PASD FACILITIES

- Develop a budget inclusive of the varied needs of the district.
- Apply for grants to help cover costs of infrastructure improvements.

DISTRICT GOALS

- Administration will manage the costs for building of the new school within the approved budget.
- Manage the 2023-2024 budget to less than 1% over the final Board approved budget.
- The 2024-25 draft preliminary budget presented to the Board in January 2024 and will be within the Act 1 Index plus estimated applicable exemptions.



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Goal 4 – Responsible, Efficient, and Transparent Resource Allocation

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IMPLEMENT FISCALLY RESPONSIBLE PROCEDURES	DISTRICT GOALS
<ul style="list-style-type: none">• Develop a budget inclusive of the varied needs of the district.• Apply for grants to help cover costs of infrastructure improvements.	<ul style="list-style-type: none">• Identify and cultivate alternative revenue sources, including but not limited to, grants and community partnerships, and report to the Board semi-annually.• Continue to conform to the General Accounting Office Standards for Internal Control and provide updates on the internal control to the Board annually.