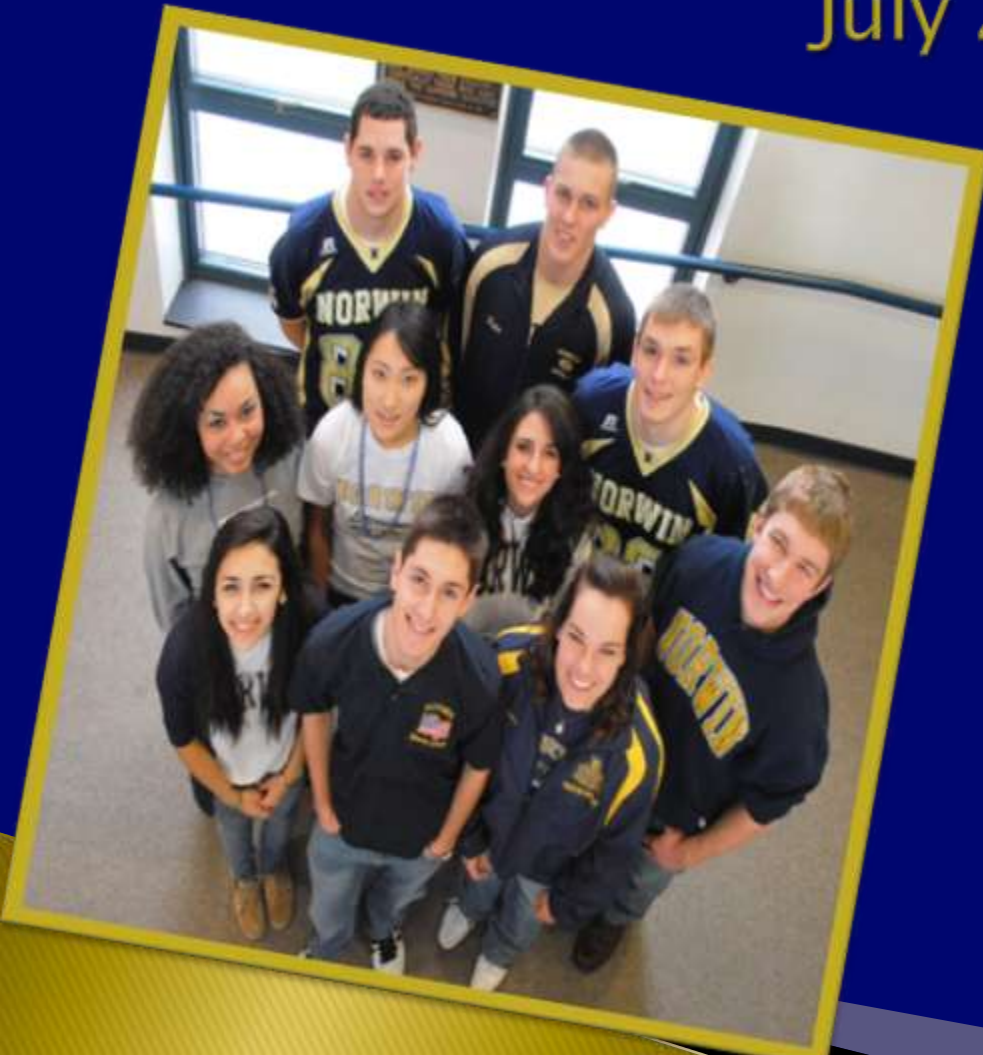


A Mid-Point Review

July 2010 to January 2011

*“Moving Forward
from Great to Extraordinary”*



William H. Kerr, Ed.D.
Superintendent of Schools,
Norwin School District

Mid-Point Review

- District Goal Areas and Focus
- Elementary and Secondary Education
- Special Programs and Services
- Human Resources
- Student Services and Activities
- Budget and Finance
- Facilities and Property Services
- Educational and Information Technology
- Food and Nutrition Services
- Health And Wellness
- School and Community Relations

District Goal Areas

- Advocacy for Children and Youth
- Quality Educational Programs and Services
- Student Achievement and High-Performing Schools
- Effective Teaching and Learning
- Parent Involvement
- Financial and Organizational Management
- School and Community Relations

District Focus

- Strengthening K–12 Governance
- Advocacy for Children and Youth
- Student Achievement and Success
- Educational Leadership and Organizational Management
- Fiscal Responsibility, Operational Efficiency, and Accountability
- Board Policy Development
- Organizational Realignment and Job Description Development
- Business Education Partnerships



Moving Forward from Great to Extraordinary

“I find that the great thing in this world is not so much where we stand as in what direction we are moving.”

-- Oliver Wendell Holmes, Sr.

- ▶ Where are we now?
- ▶ Where are we headed?

Key Communication Links

- Board – Superintendent / Administrative Communications
- Parent Advisory Committee
- Administrative Leadership Development and Training
- Education Roundtable – Certificated Administrators
- Support Services Roundtable – Non-Certificated Administrators
- Elementary and Secondary Principal Meetings
- Elementary, Secondary, and Special Education Advisory Committees
- Business Education Roundtable Quarterly Series

Seven Guiding Principles to Ensure the Future Academic and Financial Success of the School District

- ▶ Make educational and financial investments based on best practices, proven methods, and strategies for long-term success
- ▶ Enhance the quality of educational programs and services for all students
- ▶ Continue to keep the focus on effective teaching and learning, increased student achievement, and high-performing schools
- ▶ Promote an open work environment where all employees experience empowerment, ownership, and accountability to grow professionally
- ▶ Make targeted investments, reallocate resources, and integrate new strategies to meet the changing needs of 21st century learners
- ▶ Strike a balance between what is educationally sound for students and fiscally responsible for taxpayers
- ▶ Streamline operations, maximize human and financial resources, and eliminate unnecessary spending

Elementary Education

- Realignment and review of staffing schedules for special teachers underway
- Exploration of centralized registration underway
- Revision of teacher interview questions underway
- First year of three-year induction program
- Response to Instruction and Intervention



Elementary Education

- Transitioned students from 15 preschools prior to the start of the 2010–2011 school year
- Leveled literacy intervention established to increase effectiveness of reading assistance programs
- Nights with the Young Knights program is underway
- Camp Invention (STEM– science, technology, engineering and mathematics)
- Online DRA2 management system pilot

Elementary Education

- Guided Reading professional development
- Third and fourth-grade students participated in goal setting based on PSSA results
- Writing strategies with mentor text professional development
- Peer visitation implemented
- Developed a professional library for the teaching of writing in each building
- Title 1 progress reports revised to include pertinent assessment data

Secondary Education

- Robotics curriculum and camps
- Two additional Advanced Placement courses added at high school (Physics and Environmental Science)
- Professional development for teachers: Understanding by Design
- Middle School schedule revised: Level I languages, additional music, year-long physical education/health, common planning time



Secondary Education

- “Scheduling Faire” expanded to include students and parents in grades 8–11
- Attendance incentive committee underway
- Independent reading committee underway
- Professional development for teachers and administrators: Formative Assessment
- Back pack project with the Norwin Rotary Club
- STEM Coordinator position defined and assigned
- Peer visitations expanded to Middle School

Health and Wellness

- Partnering with Wilmerding YMCA for staff and community wellness programs
- Partnering with the Foundation for Wellness Professionals, a non-profit organization, to provide educational wellness programs to staff and community
- Joined WeCan! (Ways to Enhance Children's Activity and Nutrition) sponsored by the National Institutes of Health
- Wrote a grant, Schools on the Move, to implement ReCharge, an afterschool wellness program for students in grades 5 and 6
- Implementing a new three-year health and wellness action plan developed by the District Wellness Committee

Educational Technology

- Center for 21st Century Learners
- Voice thread accounts and Academy classes created
- E-Academy Year 3 training underway
- Schoolwires Web site
- New library software
- Skyward lesson plan training /pilot group
- K-12 Technology Committee developing model lessons based on updated technology curricula
- Technology trainers developing professional development in Web 2.0 tools for classroom use



Special Programs and Services

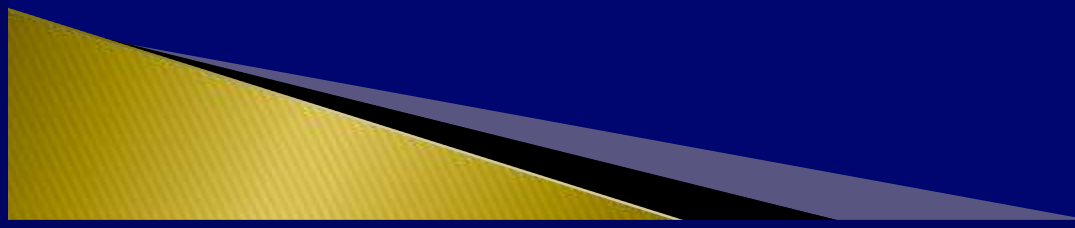
- Opened second classroom for autism spectrum students at Sheridan Terrace
- Brought support classrooms back into the District, an educationally sound change which saved more than \$220,000 in tuition costs during the first year
- Conducted three Non-Violent Crisis Intervention Workshops
- Established a Character Education Study Group
- Review of Guidance Department / Roles and Responsibilities



Special Programs and Services

- Completed the first year of District ESY program for autism spectrum and Life Skills students (a change which saved tuition costs and transportation expenses)
- Offered three Academy Classes on autism spectrum disorders for professional staff development
- Offered Kurzweil training (scan and read software) at the High School
- Parent feedback has been exceptionally positive regarding the establishment of Autism and Life Skills classes in District schools, offering high commendations to classroom teachers
- Concentrated billing efforts have brought the ACCESS funds account to \$225,000, up from just \$15,000 in 2008

Human Resources

- Restructured labor and management meetings
 - Administration of union contracts
 - Completion of collective bargaining with food service employees and educational support professionals
 - Job descriptions revision project
 - Workers' compensation and proactive risk management / transitional duty program
 - Board policy review and revisions
 - Organizational realignment
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Student Services and Activities

- Student athletics and co-curricular activities continue to operate at optimum levels of participation and with successful outcomes
- Student transportation services continue to operate at efficient levels, with safety as the highest priority
- Safe schools training continues to be a high priority for the safety and welfare of students, faculty, and staff
- Safe Schools Coordinator position assigned



School and Community Relations

- *KnightVision* – monthly electronic newsletter to all District parents
- Average of 10 news releases per month dealing with student achievement, teacher innovation or administrative initiatives
- *inNorwin* quarterly magazine mailed to all District households
- Partnerships with Norwin Council of PTAs, Rotary, Chamber of Commerce, the School District Foundation, and the Norwin Community Foundation



School and Community Relations

- Norwin Athletic Hall Of Fame
- Homecoming Festivities
- Business–Education–Community Program highlighted student leaders during American Education Week
- Science Alumni Day



Budget and Finance

- Competitive bidding for insurance products and electricity generation services has resulted in savings (\$27,000 and \$70,000 per year, respectively)
- Continue reviewing the potential refunding of an outstanding bond issue, which could produce \$2.9 million in savings over the next two years



Budget and Finance

- Obtained grants to fund educational projects:
 - \$22,000 from Alcoa Foundation for Robotics
 - \$4,000 from PPG for Elementary
 - \$1,500 from the United Way
- Contracted with Clear Choice Energy on a Demand Response electricity program, which provides for an annual payment of \$67,000
- Re-evaluated a proposed restructuring of support staff, resulting in the cost avoidance of \$52,000

Facilities and Property Services

- Comprehensive review of buildings and grounds staffing
- Introduced new evaluation forms for the custodial staff
- Implemented guidelines for overtime requests at each school
- Beginning an Energy Education conservation program



Information Technology

- Initiated the implementation of virtual servers
- Implemented a District-wide computer shutdown process for after school hours in support of Green Initiatives
- Implemented a more efficient backup system
- Introduced the Windows 7 computer operating system to the network
- 65 percent complete with rollout of Microsoft Office Windows 2007 Suite
- VPN Client Access for Administrators



Food and Nutrition Services

- Began creation of a video for parents and students explaining reimbursable meals served in the High School cafeteria
- Implemented the RevTrak online payment system for depositing funds into student lunch accounts
- Created a Nutrition Council; students, parents and staff members provide input on the lunch menu
- Began using Land O'Lakes low-sodium, trans-fat-free American cheese in the cafeterias
- Introduced "Calorie Counts" nutrition information placards at each cafeteria



21st Century Education Model

Enhance Professional Learning Communities with a continued focus on effective teaching and learning, increased student achievement, and high-performing schools



21st Century Education Model

Develop career and workforce development initiatives by collaborating with regional stakeholders in business, industry, post-secondary education and higher education entities to enhance the understanding and working knowledge of college and career pathways with connections to the high-demand occupations of the future



21st Century Education Model



Embrace STEM
Education and regional
business education
partnerships to ensure
that today's students
are well prepared as
global citizens to enter
the future workforce as
researchers, innovators
and leaders of
entrepreneurship

21st Century Education Model



Develop an in-depth understanding and working knowledge of the connections between and among education, workforce quality and economic development to help expand the local tax base and to grow and sustain the regional economy

21st Century Education Model

Continue collaboration among Westmoreland County public schools, non-profit organizations, government, business and industry, higher education, and the community-at-large to maximize regional resources in support of public education



Priority Goals for Next Six Months

- Develop and approve the 2011–2012 Education Budget
- Finalize and approve the organizational chart and job descriptions
- Eliminate, create and restructure staffing positions to maximize human and financial resources and to meet the changing needs of the School District
- Realign administrative, professional, and support staff assignments and schedules for equity, cost-effectiveness and efficiency
- Control the cost of overtime expenditures
- Begin Demographic School Analysis: Population Projections
- Begin Energy Education: People-based Conservation Program

Guiding Principles to Ensure the Future Academic and Financial Success of the School District



Quality Educational Programs & Services

Employee Empowerment & Accountability

Academic And Financial Success

Fiscal Responsibility & Operational Efficiency