



2021-2024 STRATEGIC PLAN
(PART 1 OF 2)

Dr. Tamara Willis,
Superintendent
Susquehanna Township
School District

OUR FOUNDATION

Vision

World class. Every day. In every way.

Mission

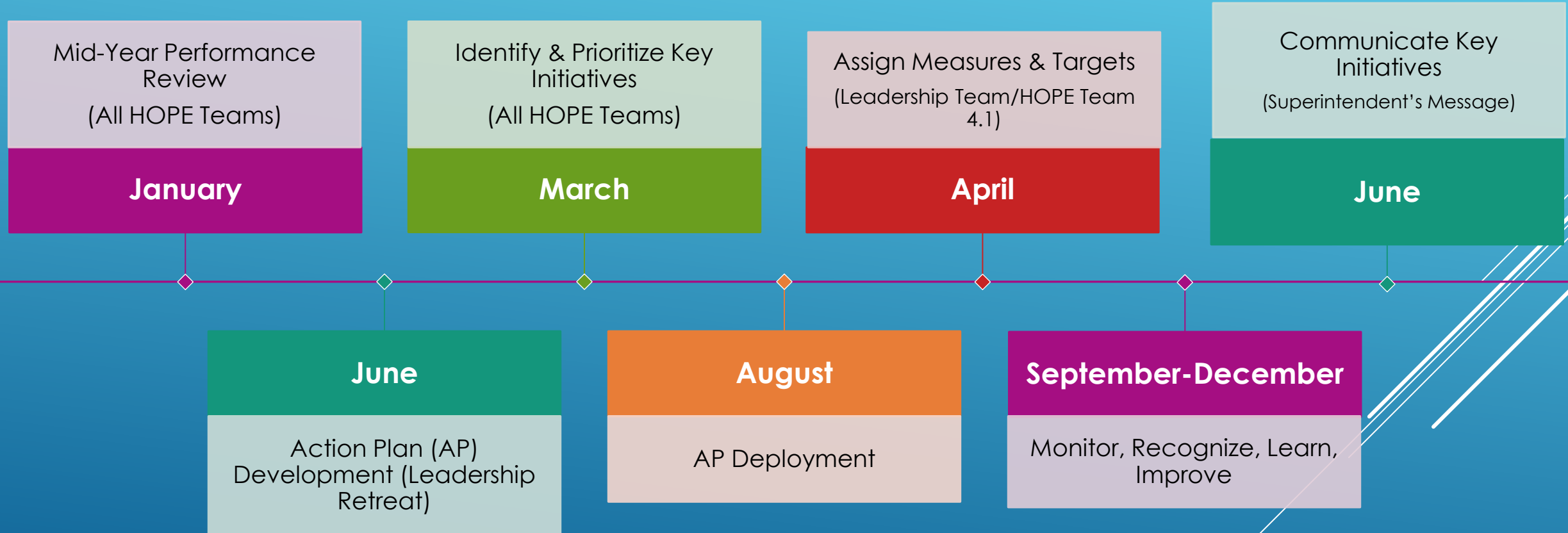
The Success of Every Learner

Core Values

- Every learner has a right to a world class education
- Our learning environments will be safe and supportive
- Our diversity is our strength
- Community partnerships are vital to success
- We will be a leader in innovation and technology
- We will act ethically at all levels of the organization



STRATEGIC PLANNING PROCESS





LEADERSHIP IMPROVEMENT MODEL



Critical Success Factors (CSF)



Leadership



Teaching &
Learning



Team
Member
Engagement
& Retention



Technology



Financial,
Business &
Support
Services



Health,
Safety &
Security

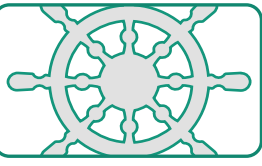
Organizational Sustainability

HANNA'S ORGANIZATIONAL PERFORMANCE EXCELLENCE (HOPE)



BASIC STRUCTURE: STRATEGIC OBJECTIVES





Leadership

Create an environment to accomplish our mission and improve the district



Teaching & Learning

Continuously improve academic performance, and the social and emotional development of all learners



Team Member Engagement & Retention

Improve Team Member Engagement



Health, Safety & Security

Assure the safety of all learners, team members and visitors



Facilities, Business Operations & Support Services

- Continuously improve facilities
- Plan for and manage the district's resources effectively and responsibly



Technology

Provide and support innovative and secure technology to enhance learning and business operations



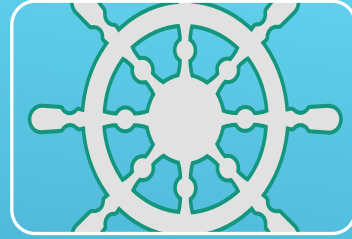
Community Engagement

- Improve interaction and engagement with families and caregivers in the district
- Improve interaction and engagement with the community

STRATEGIC OBJECTIVE BY CSF



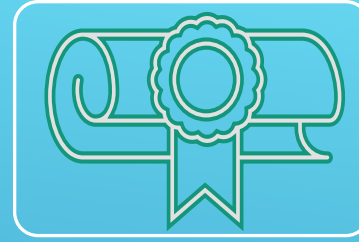
LEADERSHIP



- Team members will know how their work fits into the organization's overall measures of improvement
- Team members report that district leaders share information about the organization
- Key work processes (e.g., online registration, withdrawal process, complain resolution process) will be deployed



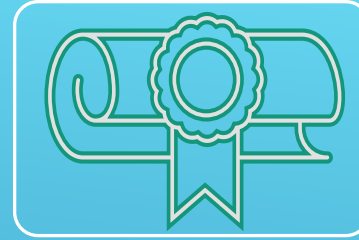
TEACHING & LEARNING



- Learners will report growth Learner Agency tenets of *Mindset*, *Know-how* and *Action*
- Seniors will report that STSD prepared them to pursue their First Choice for post-secondary planning
- Develop in-district, asynchronous learning model
- Meet or exceed the average statewide growth in grades 3-5 and 6-8 in math



TEACHING & LEARNING



- Meet or exceed the average statewide growth in grades 3-5 and 6-8 in English/language arts
- Meet or exceed the average statewide growth in grades 3-5 and 6-8 in science
- Meet or exceed *Expected Growth* from fall to spring of the academic year as measured by the *MAP Assessment*



TEAM MEMBER ENGAGEMENT & RETENTION



- Reduce annual voluntary turnover
- Improve overall team member attendance
- Increase staff recommendations of STSD to others



HEALTH, SAFETY & SECURITY



Learners

- Increase learners, reporting feeling mostly safe or very safe in district facilities (hallways, busses, and bathrooms)

Families

- Increase parents reporting that their child feels safe in school
- Increase families reporting that their child feels mostly safe or very safe in district facilities (hallways, busses, and bathrooms)

Team Members

- Provide annual emergency preparedness training for 100% of team members



FACILITIES, BUSINESS AND SUPPORT OPERATIONS



- Increase number of team members reporting satisfaction with the overall maintenance of district facilities
- Increase number of board members reporting satisfaction with the overall maintenance of district facilities
- Increase number of team members reporting satisfaction with the overall improvement of district facilities
- Increase number of board members reporting satisfaction with the overall improvement of district facilities



TECHNOLOGY



- Develop HANNA Hub
- Increase staff reporting satisfaction with the HANNA Hub



COMMUNITY ENGAGEMENT



- Increase the number of families reporting that they feel included
- Increase the number of families reporting that the district communicates its goals
- Increase the number of families reporting that the school's primary focus is improving student learning
- Increase the number of families reporting that teachers adjust to meet my child's individual learning needs
- Increase the number of Level II volunteers



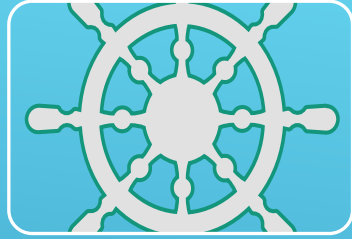
HOW WILL WE MEASURE OUR SUCCESS?

District Report Card- Monthly Meetings; Quarterly Board Updates

Susquehanna Township School District 2021-2024 Strategic Plan District Report Card (DRC)

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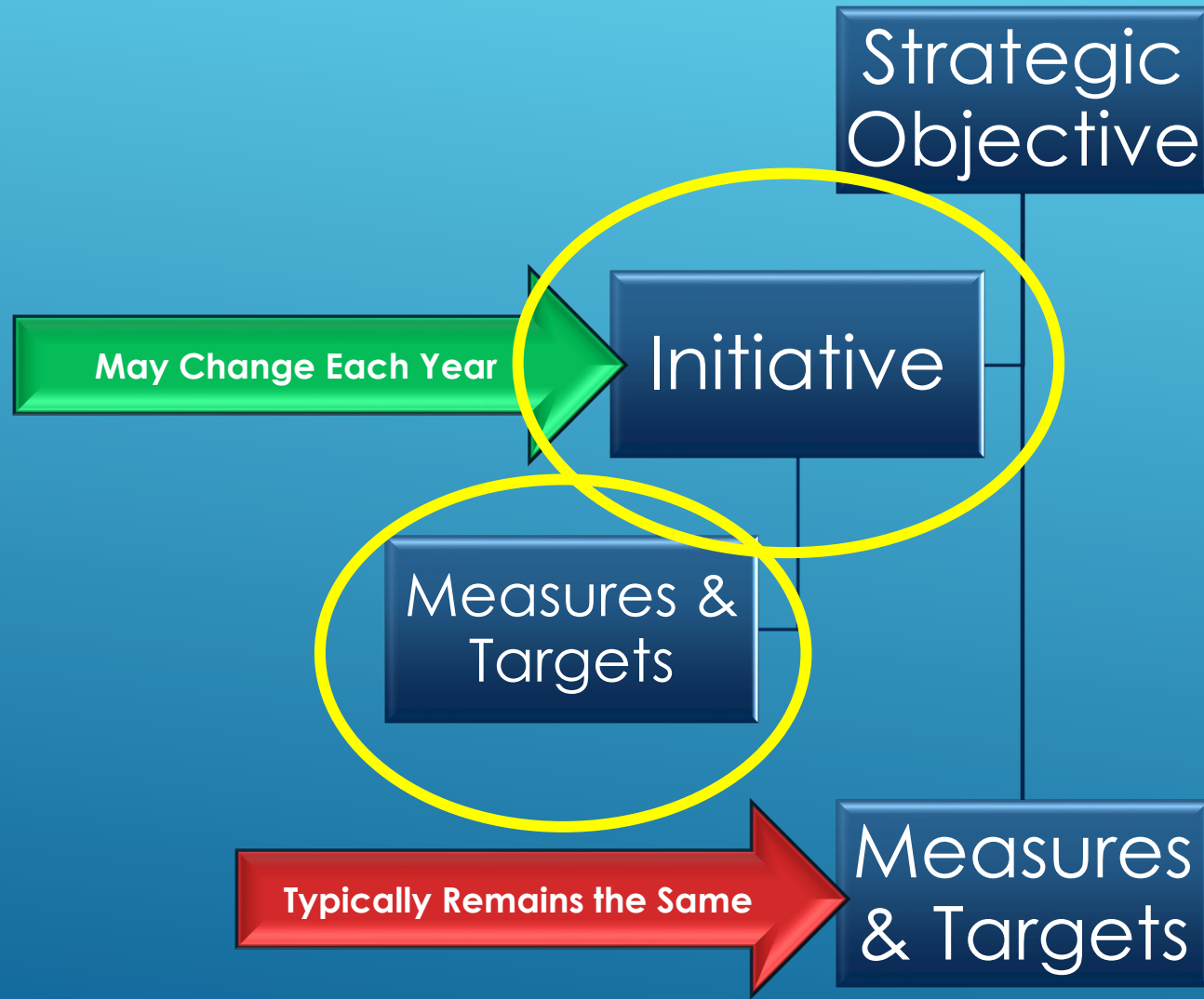
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Critical Success Factor



NEXT BOARD MEETING



QUESTIONS?