

*Draft pending School Board approval*

# **NORTH ALLEGHENY SCHOOL DISTRICT**



*Preparing All Students For Success In A Changing World*



## **2022-2029 STRATEGIC & COMPREHENSIVE PLAN**

*northallegheny.org/StrategicPlan*



## **TABLE OF CONTENTS**

---

**03**

**INTRODUCTION,  
PROCESS, & GOALS**

**07**

**THE  
NORTH ALLEGHENY  
EXPERIENCE**

**09**

**ENGAGEMENT**

**11**

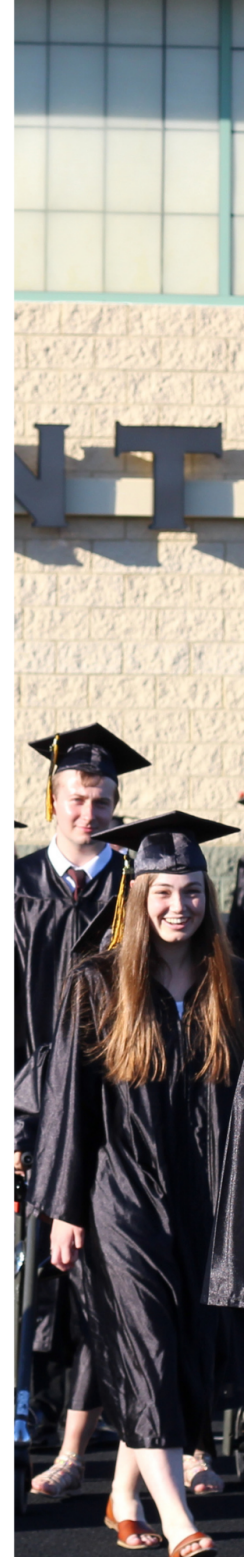
**SUPPORT SERVICES**

**13**

**WELCOMING  
ENVIRONMENT**

**15**

**OUR  
MISSION, VISION,  
AND CORE VALUES**





## North Allegheny 2022-2029 Strategic Plan

There is no better time than now to focus our direction on the future. The North Allegheny School District 2022-2029 Strategic and Comprehensive Plan will serve as a roadmap for the District’s educational and operational priorities for the next decade.

### Our Approach

Throughout the 2021-2022 school year, staff, students, and members of the North Allegheny School District community collaborated together to create the Strategic and Comprehensive Plan.

Through the strategic planning process, we surveyed students, staff, parents/guardians, and the community to gain insights into how our students learn and what those learning experiences can and should include. Key focus areas, goals, and an action plan for achieving our mission were developed.





### A Collaborative Process

The NASD community encompasses many different people and perspectives. When we come together with a shared goal for our students, we become a more powerful District.

Throughout the 2021-2022 school year, staff, students (grades 7-12) families, and community members were invited to participate in the strategic and comprehensive planning process.

### Focus Groups

For more information about the focus groups, questions, methodology, and data visit our website: [www.northalleghey.org/strategicplan](http://www.northalleghey.org/strategicplan)

**3,083**  
SURVEYS

**30**  
FOCUS GROUPS

**FOCUS GROUP HOSTS**  
Citizens Advisory Committee (CAC)  
Super/ Parent Liaison Committee (SPLC)  
Parent Networking Group  
Elementary Advisory Committee (EAC)  
PA Association of Gifted Education (PAGE)  
Secondary Advisory Committee (SAC)  
Unified Boosters Organization (UBO)



**FOCUS GROUP FACTS**

- **Participants:** Parents, Board, Community, Staff (via form responses)
- **Facilitators:** Parent Group & Board Member Host; Staff facilitator & note taker
- **Size:** 3-5 participants per session
- **Grouping:**
  - 6 distinct sessions, March 9th - March 22nd
  - 4-6 groups per session (30 groups total)
- **Approximate Volume:**
  - **Parents:** 150 participants → 1,300 comments
  - **Staff:** 360 respondents → 2,700 comments (item responses)



## **2022-2029 Strategic & Comprehensive Plan**

This plan includes our strategic direction, focus areas, and strategic initiatives. Each initiative is defined by key objectives, as well as how they will be executed.

Just like a compass provides direction, our plan is guided by four key principles: The North Allegheny Experience, Engagement, Support Services, and a Welcoming Environment. These areas are defined further in this plan; however, it is our hope that by following the direction of a compass our staff, students, and community will remember our guiding principles.





## 2022-2029 Strategic & Comprehensive Plan

### GOALS

**The North Allegheny Experience**

Expose all students to a comprehensive education that includes a modernized instruction model, post-secondary opportunities, and encourages all students to take full advantage of the breadth of our award-winning extracurricular opportunities to enrich their overall NA experience.

**Engagement**

Create opportunities for collaboration between key stakeholders to solve problems and improve the NA Experience for our students.

**Support Services**

Foster an environment for teaching and learning that provides support services for students, staff, and the community while maintaining fiscal responsibility.

**Welcoming Environment**

Create a culture and environment for teaching and learning where all students, staff, families, and community members feel safe, welcome, and included.

## THE NORTH ALLEGHENY EXPERIENCE

Through excellence in academics, activities, arts, and athletics, North Allegheny School District strives to prepare all students for success in a changing world. This commitment requires continual reflection to support growth and improvement, constant innovation in teaching and learning, and encouragement of students to discover and pursue their interests.



**GOAL:** Expose all students to a well-rounded education that includes a modernized instructional model, encourages authentic and relevant post-secondary opportunities, and encourages all students to take full advantage of the breadth of our extracurricular and co-curricular opportunities to enrich their overall NA experience.

## KEY INSIGHTS

- A 2022 survey of NASD parents/guardians, students, and staff revealed that a comprehensive education is highly important, followed by incorporating STEM (science, technology, engineering, math) into course and program offerings (or program of studies). Rigorous curricula, career exploration opportunities, and extensive elective offerings are also important to all stakeholder groups, along with academic support systems.
  - Ninety percent (90%) of respondents said that they want broad options for students to explore their interests, and eighty-six percent (86%) indicate that opportunities for students to be deeply involved are very or extremely important.
  - Related to extracurricular and co-curricular programming, seventy-six percent (76%) of survey respondents said that NASD should prioritize broad options for students to explore their interests.
-

## THE NORTH ALLEGHENY EXPERIENCE



**GOAL:** Expose all students to a well-rounded education that includes a modernized instructional model, encourages authentic and relevant post-secondary opportunities, and encourages all students to take full advantage of the breadth of our extracurricular and co-curricular opportunities to enrich their overall NA experience.

---

### Teaching & Learning

- Implement an Instructional Model that provides professional learning and development for staff as we modernize instruction, the learning experience, and environment for all students.
- Develop a consistent process for the analysis of data to make informed decisions that positively impact student social, emotional, and academic growth.
- Ensure students and their families at all grade levels are informed about available instructional programming and understand how to access it.

---

### Post-Secondary Preparation

- Establish a post-secondary preparation program for students and their families in grades K-12.
- Create a plan for exposing and engaging students with college and career opportunities.

---

### Extracurricular Opportunities

- Determine what extracurricular opportunities no longer meet the needs of the students we serve and research new opportunities available to students and their families.
  - Ensure students and their families at all grade levels are informed about available extracurricular and co-curricular activities and understand how to access them.
-



## ENGAGEMENT

The NASD community encompasses many different people and perspectives. When we come together with a shared goal of a student-centered school District, we will meet the needs of all students and their families.



**GOAL:** Create opportunities for collaboration between key stakeholders to solve problems and improve the NA Experience for our students.

## KEY INSIGHTS

- Focus group findings revealed the desire to create more opportunities for students to get involved in the community.
- While more than eighty percent (80%) of respondents report positive satisfaction with the overall quality of the District, respondents felt that the District could improve its partnerships with the wider community.
- Three-fourths of survey respondents feel that the District communicates effectively with them, with nearly the same amount, seventy-three percent (73%), agreeing that they have a reliable source when they need information from the District.
- Slightly more than half, sixty percent (60%), feel that communication programming for parents is relevant to their needs.

## ENGAGEMENT



**GOAL:** Create opportunities for collaboration between key stakeholders to solve problems and improve the NA Experience for our students.

---

### **Student & Staff Engagement**

- Establish a model for increasing student engagement at the school and in the community.
- Establish a model for increasing staff engagement with students, peers, families, and the District.
- Develop a program for retaining highly qualified staff.

---

### **Family and Community Engagement**

- Evaluate and implement a family and community engagement model to increase family and community participation in school and District events.

---

### **Communications**

- Develop a multi-year strategic communications plan to build and maintain the reputation of the North Allegheny School District. Build upon the foundation of internal and external communications, explore new ways to engage with the community, and make NASD synonymous with excellence on a local, regional, and national level.
  - Share information about the District to our broad community that includes students, staff, alumni, media, and other stakeholders, and highlight the District's excellence in academics, activities, arts, and athletics.
-

## SUPPORT SERVICES

To help our students and staff achieve their greatest potential, we must create and foster a positive, supportive environment. Each one of our students is unique and will be successful with the appropriate support. North Allegheny is committed to offering personalized support to help our students meet academic and personal goals. Our greatest asset at North Allegheny is our people and we are committed to helping our staff reach their full potential by supporting and developing our employees. Fiscal responsibility, transparency, and accountability are important to ensure our community is aware of how public dollars are spent to meet the needs of our students and staff, while investing in their growth.



**GOAL:** Foster an environment for teaching and learning that provides support services for students, staff, and the community while maintaining fiscal responsibility.

## KEY INSIGHTS

- All areas of social and emotional learning and health are rated to be highly important. Specifically, more than eighty percent (80%) of respondents say that each of the items related to social and emotional learning and health is very or extremely important.
  - Focus group results showed a consensus around supporting students' social and emotional wellness and investment in the attraction and retention of talented staff.
  - Sixteen percent (16%) of respondents prioritized maintaining an efficient and balanced budget.
-

## SUPPORT SERVICES



**GOAL:** Foster an environment for teaching and learning that provides support services for students, staff, and the community while maintaining fiscal responsibility.

---

### **Student Support**

- Implement a Multi-Tiered System of Support for social, emotional, and academic learning that focuses on Social and Emotional Learning, Academics, Student Assistance Programs, and College/Career Readiness.
- Provide services that positively impact the academic, social, and emotional needs of our students.

---

### **Recruiting, Supporting, and Developing Staff**

- Analyze the current recruiting practices and develop a streamlined process for the recruitment and retention of diverse top talent.
- Develop a long-term plan for professional learning and development of all staff members.

---

### **Fiscal Responsibility**

- Ensure that resources are responsibly allocated to support the needs of our students and staff.
  - Develop long-term plans for budget, capital funds, facilities, and asset management.
  - Through operational assessment and long-term planning, continue to streamline processes to create efficiencies and reduce day-to-day operational costs.
-

## WELCOMING ENVIRONMENT

All stakeholders play an essential role in creating a welcoming environment at North Allegheny. The District will empower our students, staff, and community to create a more inclusive community that recognizes, honors, and celebrates our differences.



**GOAL:** Create a culture and environment for teaching and learning where all students, staff, families, and community members feel safe, welcome, and included.

## KEY INSIGHT

- Respondents consider physical and emotional safety to be of primary importance. Specifically, over ninety-three percent (93%) of respondents indicated that building security and physical safety are very or extremely important. Additionally, having an emotionally safe and respectful environment is very or extremely important to ninety-two percent (92%).
-

## WELCOMING ENVIRONMENT



**GOAL:** Create a culture and environment for teaching and learning where all students, staff, families, and community members feel safe, welcome, and included.

---

### **School Safety**

- Establish and communicate clear, consistent, explicit expectations regarding safety for all students, staff, and families across all schools.
- Evaluate all current safety procedures, protocols, and expectations, and implement updated strategies based on local, state, and federal guidelines regarding school safety.

---

### **Respectful Environment**

- Establish procedures to ensure a positive, supportive, and inclusive school culture for students, staff, and families.
- Implement an onboarding process for all new students, staff, and families.

---

### **Facilities and Maintenance**

- Provide a safe, reliable, and aesthetically pleasing environment and atmosphere for all students, staff, and visitors.
  - Establish and implement expectations for interior and exterior maintenance of facilities and mechanical systems.
-



## **The mission of the North Allegheny School District is to prepare all students for success in a changing world**

The vision of the North Allegheny School District is to be an exemplary school district that inspires excellence in academics, athletics, arts, and activities for every student every day.

### **Shared Values**

We will exceed the expectations of those we serve.

We believe:

- All individuals can learn.
- Learning is a life-long process that occurs inside and outside of the classroom.
- Learning occurs best in a safe, nurturing, and respectful environment.
- Effective teaching is both an art and a science that results in increased levels of critical thinking, achievement, and growth.
- Embracing, valuing, and promoting diversity enriches our community and learning experiences.
- Integrity, trust, compassion, and open communication are hallmarks of an excellent educational community.
- Educational excellence requires effective leadership, high expectations, teamwork, and the responsible utilization of resources.
- Collaboration among students, parents, staff, and community enriches our ownership of the educational process.

