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Southern Lehigh School District

2023-2024 Objectives
September 11, 2023



US News Rankings Highlights

- Southern Lehigh Intermediate School #1 Public Middle School in Lehigh Valley
 - #30 of 2154 in Pennsylvania (Top 1.3%)
- Southern Lehigh Middle School #2 Public Middle School in Lehigh Valley
 - #47 of 2154 (Top 2.2%)
- Southern Lehigh High School (#1 Public High School in Lehigh Valley)
 - #70 of 750 in Pennsylvania (Top 9.3%)

Strategic Objectives

- Each year administration presents yearly objectives that are based on our strategic plan.
- Objectives cover all aspects of the district's operation
 - Objective are often divided among planning, implementation, and monitoring

Language Arts Initiative

- Monitor and support prior phases of the initiative including Foundations, Geodes, Readwell, Benchmarking, Scheduling, and Interventions.
- Implement Wit and Wisdom language arts program
 - Daily instructional support
 - Continued professional development
 - Parent and Community Partnership
 - Develop outreach and resources to parents and community to enhance parent/school partnership in teaching students to read and write.

Additional Curricular Initiatives

- English/Language Arts Curriculum Planning 7-11
 - Recommendations to board early 2024
- Social Studies Curriculum Planning 7-12
- Spanish Immersion Curriculum Planning 1-3
 - Review of curriculum and best practices 4-6
- Professional Development of Science Teachers and Principals
 - Implementation of new Science Standards in 2025-2026
- Professional Development and Engagement with Elementary Teachers addressing Math Fact Fluency
- Ongoing updates of textbooks and curricular resources including AP courses

Public Access to Curricular Materials

- Develop and implement plans to make curricular materials publicly available on the district's website.
 - This objective is not intended to be intrusive to the work being done by our professional staff.

Public Reporting of Achievement Data

- Build on the success of prior work to present a comprehensive report of student achievement data to the board in a public meeting (November, 2023).
 - Post the report for public access on the district's website.
 - Utilize data to improve programs and instruction.

Dual Enrollment

- Broadly and repeatedly communicate dual enrollment opportunities to parents and students.
- Develop strategies and resources to facilitate college course registration and similar functions to assist students and families to access dual enrollment opportunities.
- Develop dual enrollment participation tracking systems to assist in future program development and refinement.

CLEP Exams

- Implement CLEP (College Level Exam Program) exam administration utilizing the new mobile computer lab during the 2023-2024 school year.
- SLSD CLEP Testing

Student Services (multi-year)

- Review current interactions among guidance counselors, social workers, school psychologists, and outside resources/agencies in providing services to students and families.
 - Establish roles and responsibilities to integrate service provided to students and families.
 - Utilize internal and external resources to identify and enhance the type, depth and scope of services provided to students and families with a focus on identifying and overcoming barriers to positive student outcomes.
 - Develop expectations and metrics for these functions. (Ex. What specific services are provided to students grades 9-12 regarding the college application process?)

Southern Lehigh Education Foundation (SLEF)

- Develop and implement strategies to enhance the partnership between the Southern Lehigh Education Foundation and Southern Lehigh School District.
 - Partnership possibilities include
 - Dual Enrollment
 - E-gaming
 - Supplemental Science Curriculum
 - Unified Sports

Southern Lehigh HS Library

- Develop plans and alternatives to enhance the utilization and function of the library facility at Southern Lehigh High School.
- Report options to the board in October 2023.

Technology

- Implementation of Internet Infrastructure Upgrade (90% complete)
- Implementation of Server Virtualization (75% complete)
- Implementation of VoIP phone system (65% complete)
- Develop and implement new student authentication procedures to increase security and simplicity for student access to district technology applications.
- Develop and implement multi-factor authentication and related security measures
- Execute necessary actions to complete the data transfer and staff training to ensure the transition to Infinite Campus in Fall 2024.
- Develop preliminary plans for implementation of Infinite Campus in all departments with a focus on improving data quality, streamlining processes, accessing meaningful information, and enhancing internal and external communication.

Human Resources (multi-year)

Policy

- Execute transition by developing familiarity with current practices, roles, and responsibilities.
- Develop and implement processes to review and acquire feedback from staff, administration, legal counsel, and board on proposed policies and administrative regulations.
- Establish and execute a schedule for board review and approval of policies and regulations.
- Develop internal processes and practices that will institutionalize approved policies and regulations.

Human Resources (cont)

Internal Procedures and Processes

- Develop of procedures and guidelines in consultation with staff and legal counsel critical Human Resource Office Functions
 - Title IX including investigations
 - Right to Know
 - Staff Recruitment, Hiring, On-Boarding, and Retention
 - Mandated Reporting
 - Business Office interactions including benefit administration and payroll

Human Resources (cont)

Position Control

- Develop and implement mechanisms to ensure the accurate and timely reporting of current and historical staff data
 - Active and retired employees with all associated demographic information including certifications and employment category
 - Permanent, temporary, vacant, and unfilled positions
 - Verification of proper pay and benefits as aligned with current agreements
 - Verification of the provision of medical and related benefits to those eligible

Facilities

- Stadium
 - Ensure project completion
 - Develop practice, competition, and event schedules in collaboration with coaches and moderators that are fair to all parties
 - Execute a marketing plan that results in new revenue streams including scoreboard advertising
 - Consider educational opportunities associated with scoreboard operation
- JPL Intermediate School Exterior Wall Project
 - Ensure project completion
 - Engage with insurance and legal representatives to pursue unresolved funding issues
- SLHS HVAC Project
 - Ensure project completion

Facilities (cont)

- Plan and prioritize future construction and major maintenance projects
 - *Review of 2018 Facility Study Report*
- Secure and allocate construction project funding as required

Negotiations

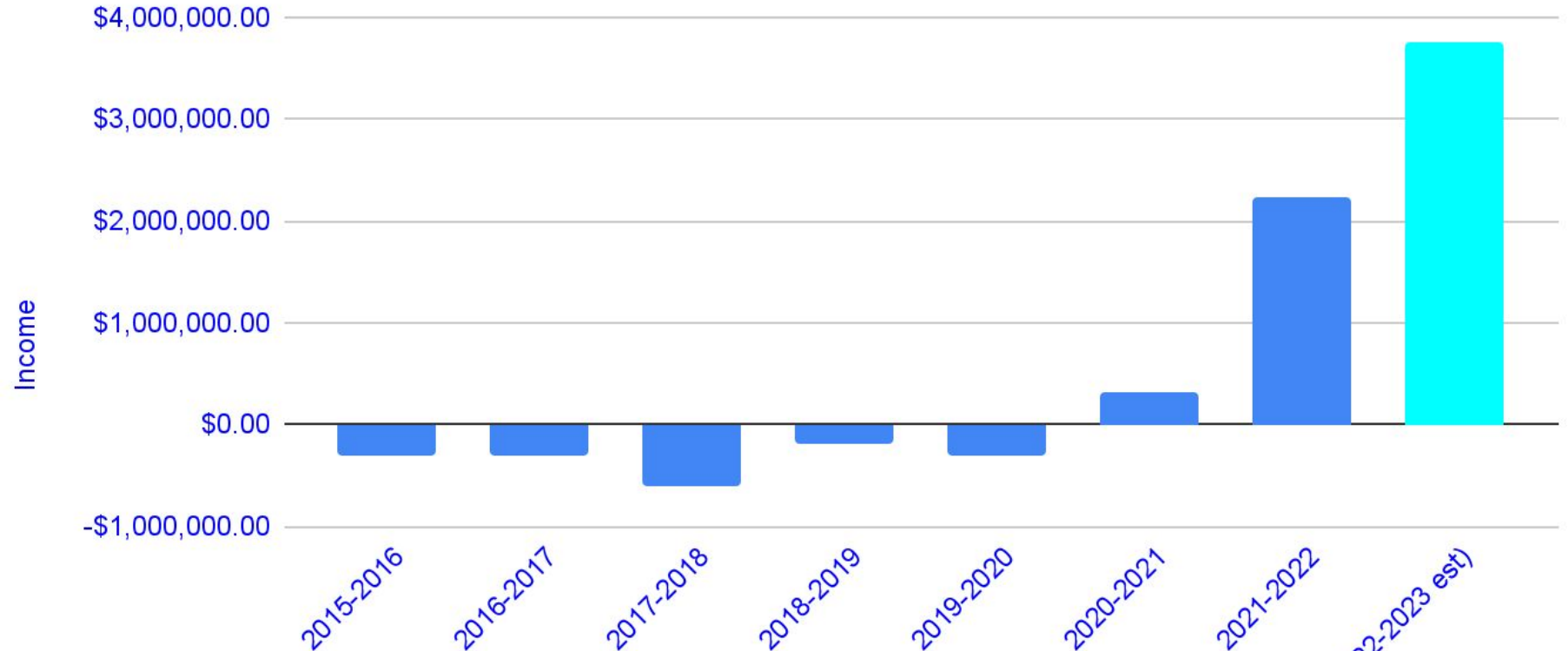
- Provide administrative support to the board and negotiations committee in all aspects of data collection, fiscal planning and related needs.

Internal Controls and Efficiencies

- Identify and implement improved internal controls
 - Identify opportunities to improve systems and reporting by leveraging interactions with the district's new auditing firm.
- Identify and improve efficiencies in district operations
 - Develop action plans to increase efficiencies
 - Medical Access funding streams
 - Underperforming Food Service

Evidence of Progress

SLSD Year End Results



Go Spartans!

Together we will continue to strive to make Southern Lehigh School District the best in Pennsylvania in all aspects of its operation.

Thank You!

Questions and Discussion

For the Board's Consideration and Discussion

Preliminary Discussion of All Day Kindergarten

- Discussion among Board Members
- Questions for Future Meetings

Kindergarten...



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