

Strategic Planning Working Group Feedback

South Philadelphia Community Meeting (Marh 19, 2009)					
Strategic Goal Areas			Changes/Additions	Prioritization	Additional Comments/Questions
Student Success	Quality Instruction at All Levels	Early Childhood	<ul style="list-style-type: none"> • More school-based early childhood tutor programs 		<ul style="list-style-type: none"> • What are the criteria for early childhood centers? Will it be income or guideline driven?
		Elementary Schools			<ul style="list-style-type: none"> • Art/Music classes in elementary schools are a positive addition.
		Middle Schools			
		High Schools	<ul style="list-style-type: none"> • Can more support be given to Comprehensive High schools for Special Ed. ESOL? • All high schools should offer college preparatory courses • Where will the skills for post-high school education success be in the high school curriculum? <ul style="list-style-type: none"> • i.e. Reading, writing, and math 		

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Student Success	Quality Instruction at All Levels	Core Curriculum	<ul style="list-style-type: none"> • Explain to students the danger of dropping out and importance of studying in class. • Several disciplinary actions need to be taken for students <ul style="list-style-type: none"> • i.e. CSAP's, increase the number of counselors, parents ombudsmen and student advisors must be in all schools • Core curriculum across schools is inconsistent • Students shouldn't have to be taken out of district to get a good education • We need to better engage and motivate students to stay in schools. • Extend art, music, dance, and theater classes across all grade levels. • Curriculum should include ideas of saving the environment. • Bring back grammar to curriculum 		<ul style="list-style-type: none"> • How many courses can be taken online? Will AP classes also be offered? • Is there a team that will work to develop the expanded core curriculum? • Glad to see inclusion of electives • It's good to go back to the basics

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Student Success	Specialized Services and Programs	English Language Learners	<ul style="list-style-type: none"> • There are concerns from Khmer parents <ul style="list-style-type: none"> • i.e. School safety, school uniforms, basic needs at homes, identifying the needs of students at school, etc. • The lack of materials to explain our curriculum in different languages has created concerns of the reading levels of students. • Home and school councils should expand their reach to include more parents. (Especially ELL Parents) 		<ul style="list-style-type: none"> • What is the achievement gap between White and Asian students? • Foreign Language Acquisition education starting in early years. • How do we engage more parents of ELL students? • There is a need for additional bilingual counselors • There are a lot of communication problems between the school leadership and parents. This is especially so for families who speak other languages.
		Special Education Learners	<ul style="list-style-type: none"> • Full-time Special Education classes for students who need it • We need more Special Education/Emotional Support Specialized Instruction • Develop Implementation of Autistic Support Curriculum (Especially in high schools) • Children with disabilities should be entitled to the same level of academic and emotional support as Regular Education students. 		
		Gifted and Talented Learners			

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Student Success	Comprehensive Supports and Programs for All Students	Guidance and Counseling	<ul style="list-style-type: none"> • Include students as mentors and advisors in middle school • Instead of out of school suspensions, alternative programs could be more effective in changing behavior. <ul style="list-style-type: none"> • i.e. The use of parent ombudsmen, student advisors, city partnerships, and other non-profit community organizations. • Creating a program to attract School District of Philadelphia graduates who are on a positive educational track. 		<ul style="list-style-type: none"> • How will advisors/ mentors be selected for middle schools? • New teacher mentoring program is good.
		Athletics			
		Student Leadership			
		Remediation and Enrichment			<ul style="list-style-type: none"> • Will students be given support or repeat areas they are not proficient in?
		Extra-Curricular and Co-Curricular Opportunities	<ul style="list-style-type: none"> • Increase the number of after school programs in school 		

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Student Success	Comprehensive Supports and Programs for All Students	Work-Based Experiences			
		Re-Engagement Programs	<ul style="list-style-type: none"> • Revisit the policies that allow students to recover credits and pass school without coming to school (Saturday, Credit Recovery, etc.) • Students who dropout should have an opportunity to re-enter; a second chance for students means everything 		<ul style="list-style-type: none"> • Students will graduate and have no place to go.
		Health Education	<ul style="list-style-type: none"> • We need organization in regards to nutrition • Music therapy will be implemented into 35 schools because research has shown music heals the mind, body, and soul. 		
		Early Warning Indicator System	<ul style="list-style-type: none"> • There should be more early intervention classes • The future is now so we must have more warning systems. • Children will be in limbo as of June 		

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Student Success	Transition Services	Pre-K to K, Elementary to Middle School, Middle to High School	<ul style="list-style-type: none"> • Re-introduction of Regional Transition Coordinators for both special education and regular education 		
		Alternative Education	<ul style="list-style-type: none"> • What are some interventions for students who dropped out? 		<ul style="list-style-type: none"> • What are the best practices for re-engagement of over-aged students?
	Safe Learning Environment	Positive School Climates	<ul style="list-style-type: none"> • The buildings must be attractive to young people. • School leadership, climate managers, and others need to work together to improve the learning environment. • Something needs to be added into the plan about what can be done for kids who are victims of violence. The apparent code of conduct does not seem to be addressed. 		<ul style="list-style-type: none"> • Are there plans in place regarding the lack of safety at schools? • There are concerns about bullying. What are kids to do in order to defend themselves from bullies, especially if adults in the school have not stopped the behavior? • What can be done about the cleanliness of facilities?
		Clear Behavioral Expectations			
		Supports, Rewards, and Consequences			

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Student Success	Parent and Family Engagement	Clear, On-Going, Relevant Engagement	<ul style="list-style-type: none"> • Publicize pre-school registration • Better communication between schools and parents • Parent Ombudsman/ Student Advisor/ Social Liaison are good supports. • Parents need education on how to academically help their children. 		<ul style="list-style-type: none"> • School District of Philadelphia has a variety of programs that offer support, but the families are not aware of them. <ul style="list-style-type: none"> • i.e. Newcomer centers, sufficient BCA's within schools, etc.
		Excellent Customer Service			
		Empowerment through Education			
		Respectful of Culture and Language			<ul style="list-style-type: none"> • What is the statistical breakdown for Khmer, Vietnamese, and Laotians within the district?

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Student Success	Strategic Partnerships	Philanthropic Institutions and Foundations			
		City, State, and Federal Agencies			
		Businesses			
		Colleges and Universities	<ul style="list-style-type: none"> • We need a Success Center at every high school extended to increase university partnerships. • Expand partnerships with external arts programs. • Stream line clearances process for strategic partnerships with universities. 		
		Alumni and Community Coalitions	<ul style="list-style-type: none"> • Build on relations and partnerships with community organizations 		

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Quality Choices	A New Model of School Choice	Vanguard Schools			
		Empowerment Schools			
		Renaissance Schools			
	Uniform High Standards for All Schools		<ul style="list-style-type: none"> • Every school must be a high quality school. 		<ul style="list-style-type: none"> • Why don't students at all grade levels have textbooks to take home? • Should students who are not at grade level advance? (2 times) • Some students feel that their neighborhood schools could not educate them • 80's programs appeared to have gone away • Reducing Kindergarten to 3rd grade class size was a good decision. • Cyber libraries are positive additions to schools. • Will libraries include necessary resources such as certified librarians, books, and materials? • Teachers would like the "zero tolerance" policy to be enforced. There are concerns that there is nothing that can be done.
	Schools of the Future				

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Great Staff	Recruiting the Best		<ul style="list-style-type: none"> • Training for teachers should include learning how to embrace challenging students and work effectively with specific student needs • The new teachers orientation was a positive addition to the district. • Teachers should have education and awareness of ADHD/ODD. • Ongoing recruitment of highly qualified teachers; especially 		<ul style="list-style-type: none"> • What can be done about language issues between teachers and students? Students are not understanding their instructors. • How will we entice high quality teachers?
	Retaining Highly Effective Staff		<ul style="list-style-type: none"> • An induction would be helpful if it was required prior to the beginning of teaching in the schools • Human Resources needs to screen incoming staff to be sure teachers and students match • Continue training for teachers • We must improve instructional practices • Inquiry-based instruction, intellectual curiosity, and creativity are the goals. • Bring back teacher coaches for new teaching staff. 		<ul style="list-style-type: none"> • How will an effective staff be identified? Will parents be included? (2 times) • Applicant tracking system needs clarification • What happens in the classroom?
	Incentives for High Performance		<ul style="list-style-type: none"> • School budget should include allotment for teacher incentives. If you are a great teacher you should be rewarded. 		<ul style="list-style-type: none"> • How do you identify great teachers?
	Extraordinary Customer Service		<ul style="list-style-type: none"> • Customer service toward one another during the hiring process should be better. • Additions include training and face-to-face interviews • Employees Help Desk should be more helpful. • Improve district customer service when dealing with schools. 		<ul style="list-style-type: none"> • Where do employees that are non-rep's go for assistance?

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Accountable Adults	Performance Measurements for All Schools and Departments				
	System-Wide Evaluations Tied to Performance Goals				<ul style="list-style-type: none"> • Can a child remain in a school if his/her parent moves out of the boundary?
	Annual Progress Reports				
	Common Standards of Professionalism				
			Improve customer service to schools		

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World-Class Operations	Facilities Master Plan		<ul style="list-style-type: none"> • Certain parts of the plan need to be more specific. <ul style="list-style-type: none"> • i.e. Technology, regular updates of resources, etc. • The buildings must be attractive to young people • Teachers safety should be insured 		<ul style="list-style-type: none"> • Will libraries include certified librarians as well as resources/books/materials?
	Streamlined and Effective Operations		<ul style="list-style-type: none"> • The district should look at the technology policy in a less “policing” way and a more progressive and empowering way • Change SRA Decoding strategies • Students can't go to the school they are qualified for because they have reached capacity. This shouldn't be happening. • We need streamline bureacracy so that processes are made more efficient. • Identify neighborhoods at high concentration of Hispanic citizens in order to hire more BCE's. • The training of security personnel has created concerns that many aren't doing their job. This is evident in cases of favoritism. 		<ul style="list-style-type: none"> • Consider the "best practices." • Why is Barrat physically falling apart? • Will some schools be perceived as doing well be penalized? • Will assessments be in depth?
	Balanced Budgets Aligned with District Goals		<ul style="list-style-type: none"> • Implement free college educations for students committing to a contract with the district. • We must invest money in technology that empowers students and the community. • Allow tax payers (teachers, parents, principals) to develop the individual school budgets • Purchasing at market price at school level rather than using existing district vendors • Teachers' safety should be insured 		<ul style="list-style-type: none"> • Is it possible to provide computers to every home? • Where does investment in technology fit within the core curriculum? • Has the amount of resources paid for by staff been taken into account with respect to budget/costs of adequate materials? • What will be the determining factors to insure equity across all areas? • What areas of the plan are priorities? • Will schools be able to prioritize their own needs and get funding for these things?
	Weighted Student Funding Formula				