



NORTH HILLS SCHOOL DISTRICT

Future Ready Comprehensive Plan
2022-2025



pennsylvania
DEPARTMENT OF EDUCATION

Steering Committee

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North Hills School District Profile

The North Hills School District, located in Northern Allegheny County, is a first-tier suburb of the city of Pittsburgh. The district is comprised of Ross Township and West View Borough, a 14.6 square mile area with a population of nearly 40,000. The two municipalities combine the attractiveness of suburban living with the easily accessible cultural and educational opportunities that Pittsburgh has to offer. Ross Township boasts a strong retail corridor on McKnight Road. Shopping malls, restaurants, specialty shops and other commercial establishments are conveniently located and serve a large portion of Allegheny County. In addition, numerous recreational facilities and parks are located in and adjacent to the two communities.

The North Hills School District is comprised of four elementary schools, which serve students from kindergarten through fifth grade. The district completed its long-term facilities plan that resulted in four 21st century elementary schools with enrollments of 450-600 students. The average elementary class-size in the North Hills School District is approximately 21 students. The North Hills Middle School and North Hills High school share a hilltop campus. The district offers 25 Advanced Placement courses, college in high school, an honors program, as well as opportunities at the A.W. Beattie Career Center. Nearly 90 percent of North Hills graduates continue their formal education. The district provides additional learning opportunities outside of the classroom through clubs, activities and athletics. Currently, there are 39 clubs and activities at the high school and 13 at the middle school. Students may choose from among 22 sports at the high school and 12 at the middle school, as well as four club sports.

2021-22 student enrollment exceeds 4,600 students. The district employs approximately 365 teachers and approximately 645 total employees.

Mission and Vision

Mission

To prepare each student to become a responsible global citizen by focusing equally on personal development and intellectual growth.

Vision

Provide a nurturing, inclusive, and academically challenging environment with equitable opportunities for every student.

Educational Value Statements

Students

- Prepare to become future-ready with the potential for lifelong success
- Foster collaboration for continuous improvement in and out of the classroom
- Engage in opportunities in the visual and performing arts
- Embrace the inherent educational value of athletics and activities
- Encourage innovation, risk-taking, and resiliency in the classroom
- Maintain a safe, clean, and inviting educational environment
- Participate in productive relationships through community engagement
- Support the differences and needs of each other in our diverse population
- Foster each individual's social, emotional, and physical wellness

Staff

- Prepare future-ready students for lifelong success
- Foster collaboration for continuous improvement
- Encourage innovation, risk-taking, and resiliency
- Consider the best interest of students first
- Provide equitable education for all
- Embrace the inherent educational value of student athletics and activities
- Support student opportunities in the visual and performing arts
- Ensure quality academics to promote career and college readiness
- Provide safe, clean, and inviting district facilities
- Cultivate productive relationships through community engagement
- Support the educational needs of our diverse population
- Foster each individual's social, emotional, and physical wellness

Administration

- Prepare future-ready students for lifelong success
- Foster collaboration for continuous improvement
- Encourage innovation, risk-taking, and resiliency
- Consider the best interest of students first
- Provide equitable education for all
- Embrace the inherent educational value of student athletics and activities
- Support student opportunities in the visual and performing arts
- Ensure quality academics to promote career and college readiness
- Provide safe, clean, and inviting district facilities
- Cultivate productive relationships through community engagement
- Support the educational needs of our diverse population
- Foster each individual's social, emotional, and physical wellness

Parents

- Foster collaboration for continuous improvement
- Consider the best interest of students first
- Embrace the inherent educational value of student athletics and activities
- Support student opportunities in the visual and performing arts
- Cultivate productive relationships through community engagement
- Support the educational needs of our diverse population
- Foster each individual's social, emotional, and physical wellness

Community

- Consider the best interest of students first
- Embrace the inherent educational value of student athletics and activities
- Support student opportunities in the visual and performing arts
- Cultivate productive relationships through community engagement
- Support the educational needs of our diverse population
- Foster each individual's social, emotional, and physical wellness

Other (Optional)

Pride

- Foster each individual's social, emotional, and physical wellness
- Support the educational needs of our diverse population
- Cultivate productive relationships through community engagement
- Provide safe, clean, and inviting district facilities

Tradition

- Ensure quality academics to promote career and college readiness
- Support student opportunities in the visual and performing arts
- Embrace the inherent educational value of student athletics and activities
- Provide equitable education for all

Excellence

- Consider the best interest of students first
- Encourage innovation, risk-taking, and resiliency
- Foster collaboration for continuous improvement
- Prepare future-ready students for lifelong success

STUDENT PATHWAYS

The North Hills School District will provide students with multiple academic pathways to meet their different academic needs, graduation requirements, and to prepare them for their post-secondary plans.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Post-secondary transition to school, military, or work	Students will have the opportunity to create a flexible schedule and select courses that best meets their needs, interests, and post-secondary plans.	Pathways	-Review Graduation Requirements -Review and revise course offerings	-Review scheduling opportunities with students and parents -Begin flexible scheduling process	Students will have the opportunity to create a flexible schedule and select courses that best meets their needs, interests, and post-secondary plans.
Essential Practices 1: Focus on Continuous Improvement of Instruction	Implement grading scale that focuses on continuous student growth and academic achievement.	Revise Grading Scale	-Explore other school districts' grading scales/policies	-Hold stakeholder discussions regarding proposed changes -Develop procedural guidelines for teachers -Communicate new grading scale/policies to students and parents	Implement grading scale that focuses on continuous student growth and academic achievement.

ACTION PLAN

Measurable Goals		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Pathways 		Flexible options for students for scheduling and graduation		Graduation Rate and Course Demand Tally
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Review graduation requirements and course offerings.	07/01/2022	06/30/2023	Dr. Patrick Mannarino/Superintendent	Program of Studies and Graduation Requirements
Schedule students to appropriately meet their personal and academic goals.	07/01/2022	06/30/2023	Dr. Patrick Mannarino/Superintendent	Program of Studies, Scheduling Software
Amend District Graduation Requirement Policy	07/01/2022		Dr. Patrick Mannarino/Superintendent	Board Action, Student/Parent Handbook, Staff Handbook

Measurable Goals		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Revise Grading Scale 		Revised grading scale		Completed scale and policy
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Collect data from surrounding Districts	07/01/2022	06/30/2023	Dr. Patrick Mannarino/Superintendent	Feedback from surrounding Districts
Amend District Grading Policy	07/01/2022	06/30/2023	Dr. Patrick Mannarino/Superintendent	Board Action, Student/Parent Handbook, Staff Handbook

STUDENT PREPAREDNESS

The North Hills School District will continue to prepare our students to become responsible global citizens by focusing equally on personal development and intellectual growth.					
Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Social emotional learning	Implement culturally responsive teaching practices to ensure students are provided with equitable, inclusive, and diverse learning opportunities.	Culturally Responsive Teaching	-Develop self-assessment tools and learning inventories -Provide teachers with trauma informed classroom training -Explore the alignment between academic and affective needs	-Add culturally responsive teaching strategies to curriculum writing process -Implement trauma informed classroom practices -Differentiate to better meet each individual students' diverse learning needs	Implement culturally responsive teaching practices to ensure students are provided with equitable, inclusive, and diverse learning opportunities.
Social emotional learning	Implement a staff/student mentorship program to support student needs.	Staff/Student Mentorship Program	-Gather information from other school districts regarding staff/student mentorship programs -Explore how and when to implement mentorship meetings -Explore and create student clubs and activities and corresponding schedules at the Middle School	-Professional development for teachers regarding mentorship goals and practices -Schedule mentorship time in each school building	Implement a staff/student mentorship program to support student needs.
Enhance Study Skills	Revise middle school literacy arts curriculum to have a renewed emphasis on study skills that can be transferred into any content area throughout the secondary school years.	Study Skills	-Review and revise literacy arts curriculum	Provide professional development to establish consistent and effective study skills that can be used in all courses for the academic success of the students.	Revise middle school literacy arts curriculum to have a renewed emphasis on study skills that can be transferred into any content area throughout the secondary school years.

ACTION PLAN

Measurable Goals		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Culturally Responsive Teaching 		Students who are prepared to become responsible, global citizens.		Collaboration with staff to determine if there is an increase in student engagement through observation. Observe how teachers are differentiating based upon student learning inventories.
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Develop self-assessment tools and learning inventories	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Samples of learning inventories for staff to select/use
Provide teachers with trauma informed classroom training	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Trainers and resources
Explore the alignment between academic and affective needs	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Best practices research and data related to academic and affective
Add culturally responsive teaching strategies to curriculum writing process	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Culturally responsive teaching resources and curriculum
Implement trauma informed classroom practices	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Trauma Informed Classroom resources and materials
Differentiate to better meet each individual student's diverse learning needs.	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Curriculum

Measurable Goals		Anticipated Output			Monitoring/Evaluation
<ul style="list-style-type: none"> Enhance Study Skills 		Emphasis on study skills that can be transferred into any content area throughout the secondary school years.			Collaboration with staff
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed	
Review and revise literacy arts curriculum	07/01/2022	06/30/2023	Dr. Beth Williams/ Assistant Superintendent	Models from other Districts	
Emphasis on study skills that can be transferred into any content area throughout the secondary school years.	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Professional Development Resources	
Revise middle school literacy arts curriculum to have a renewed emphasis on study skills that can be transferred into any content area throughout the secondary school years.	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	Student Feedback and Middle School Clubs and Activities Directory/Schedule	

SCHOOL ENVIRONMENT

The North Hills School District will provide a nurturing, inclusive, and academically challenging environment with equitable opportunities for every student.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
School climate and culture	Implement procedural changes that will provide and support a nurturing, inclusive, and academically challenging environment that provides equitable opportunities for every student.	Restorative	-Exploration of restorative practices including SWPBIS at the middle school	-Develop matrix for restorative practices - Provide professional development for teachers -Communicate restorative practices via updates to Student/Parent Handbook	Implement procedural changes that will provide and support a nurturing, inclusive, and academically challenging environment that provides equitable opportunities for every student.
Social learning	Explore and create student clubs and activities and corresponding schedules at the Middle School.	Middle School Clubs	Survey students to gauge personal interest in a variety of club offerings appropriate for middle school students in grades 6-8.	Develop club offerings partnered with a faculty club advisor.	Explore and create student clubs and activities and corresponding schedules at the Middle School.
Wellness	Implement student wellness spaces in all schools to support social and emotional needs.	Student Wellness Center	-Explore space availability in each school -Explore budgeting as related to wellness space needs	-Furnish student wellness spaces -Train staff and students on procedures and access to the wellness space	Implement student wellness spaces in all schools to support social and emotional needs.

ACTION PLAN

Measurable Goals		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Restorative 		Improved school culture through a proactive approach regarding self-regulating behaviors.		Collaboration with staff and review of discipline data.
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Exploration of restorative practices including SWPBIS at the Middle School	07/01/2022		Dr. Patrick Mannarino/Superintendent	Restorative practices resources and trainings
Provide professional development for teachers regarding SWPBIS and communicate to students and parents.	07/01/2022	06/30/2023	Dr. Beth Williams/Assistant Superintendent	SWPBIS Resources

Measurable Goals		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Social learning 		Student-based learning programs to support student needs.		Student participation and feedback.
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Explore and create student clubs and activities and corresponding schedules at the Middle School.	07/21/2022	06/30/2023	Dr. Patrick Mannarino/Superintendent	Student interest survey and inventory. Middle School Club offerings guild and corresponding schedule

Measurable Goals		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Establish Student Wellness Centers 		All district buildings will have a wellness center to support student social and emotional needs.		Student use
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Explore building space availability and budgeting.	07/01/2022	06/30/2023	Dr. Nicole Bezila/ Director of Pupil Services	Building Space and Budgeting
Train staff and students on procedures and access to the student wellness room.	07/01/2022	06/30/2023	Dr. Nicole Bezila/Director of Pupil Services	Student wellness center procedures

COMMUNICATION

The North Hills School District will continue to adapt and respond to the communication needs of our community.					
Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Community Engagement	Remain relevant with changing technology and communication tools to respond to the communication needs of our community and ensure news and information is distributed efficiently.	Communication Tools	Obtain feedback from families on their preferred means of communication.	Explore new or underutilized means of communication and tools.	Remain relevant with changing technology and communication tools to respond to the communication needs of our community and ensure news and information is distributed efficiently.
Community Engagement	We will redesign our website to meet the changing communication needs of our community, providing one central location for district news, events and other information.	Website	Evaluate the effectiveness of the current district website and obtain feedback from district staff and community members.	Build sitemap to organize content and adjust website structure accordingly.	We will redesign our website to meet the changing communication needs of our community, providing one central location for district news, events and other information.

ACTION PLAN

Measurable Goal		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Analyze Communication Tools 		Relevant and consistent communication across multiple platforms.		The director of communications will consult with the superintendent and entire administrative team throughout this process.
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Evaluate current means communicating news and information to our students, families, staff and community members.	07/01/2022	06/30/2023	Heather Pelat/Director of Communications	Feedback from students, families and staff on preferred means of communication
Research and explore new or underutilized means of communication and tools. Consult with PR and communications counterparts in neighboring school districts.	07/01/2023	06/30/2024	Heather Pelat/Director of Communications	Websites, blogs and other online resources pertinent to school communications and PR as well as social media and communication trends.
Discontinue outdated means of communication using feedback from the NHSD community.	07/01/2024	06/30/2025	Heather Pelat/Director of Communications	Feedback from the NHSD community and other indicators.

Measurable Goal		Anticipated Output		Monitoring/Evaluation
<ul style="list-style-type: none"> Redesign Website 		A redesigned district website with information that is well-organized and complete to serve as an effective communication tool to our staff, students and families.		The director of communications will consult with the superintendent and entire administrative team throughout this process.
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed
Conduct a website audit to evaluate the effectiveness of the current district website and obtain feedback from district staff and community members.	07/01/2022	06/30/2023	Heather Pelat/Director of Communications	Website development companies. Feedback from NHSD staff and community members
Build a sitemap to organize content and adjust website structure based upon audit findings.	07/01/2023	06/30/2024	Heather Pelat/Director of Communications	Collaboration and development with personnel from website developer/CMS provider