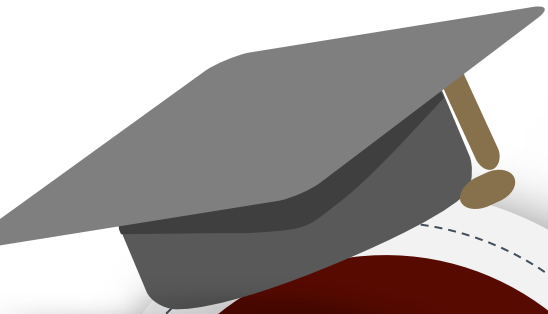


West York Area School District

Superintendent's Entry Plan

February 13, 2018



1

2

3

3 Focal
Points

&

A Commitment to
Communicate



Interviews/Focus Groups



Principals & Administrators



Teachers

- High School
- Middle School
- Trimmer
- Lincolnway
- Wallace



School Board



Support Staff



Confidentials



Students



Community Stakeholders

Questions Asked

What should we do more of, differently, or better?

Do you have any questions for me?

What makes West York great?

Going forward, what would you like me to do differently?

What leadership had the Superintendent provided you in the past?

How are decisions made?

How should decisions be made?

What else should we be discussing?

What is your most important responsibility and why?

Are you dealing with any important issues that need immediate attention?

If you were to leave WY for a similar position in another district, what would be your reason for leaving?



Findings:

Strengths

Collaborative

Student-Centered

Passionate

Dedicated



TEAMWORK

LEGACY

TIGHT-KNIT

DEVOTE

PRIDE

D



PEOPLE



OPTIMISM



DIVERSE



Findings:

Opportunities



Programs



Jeans Day

Community Connections

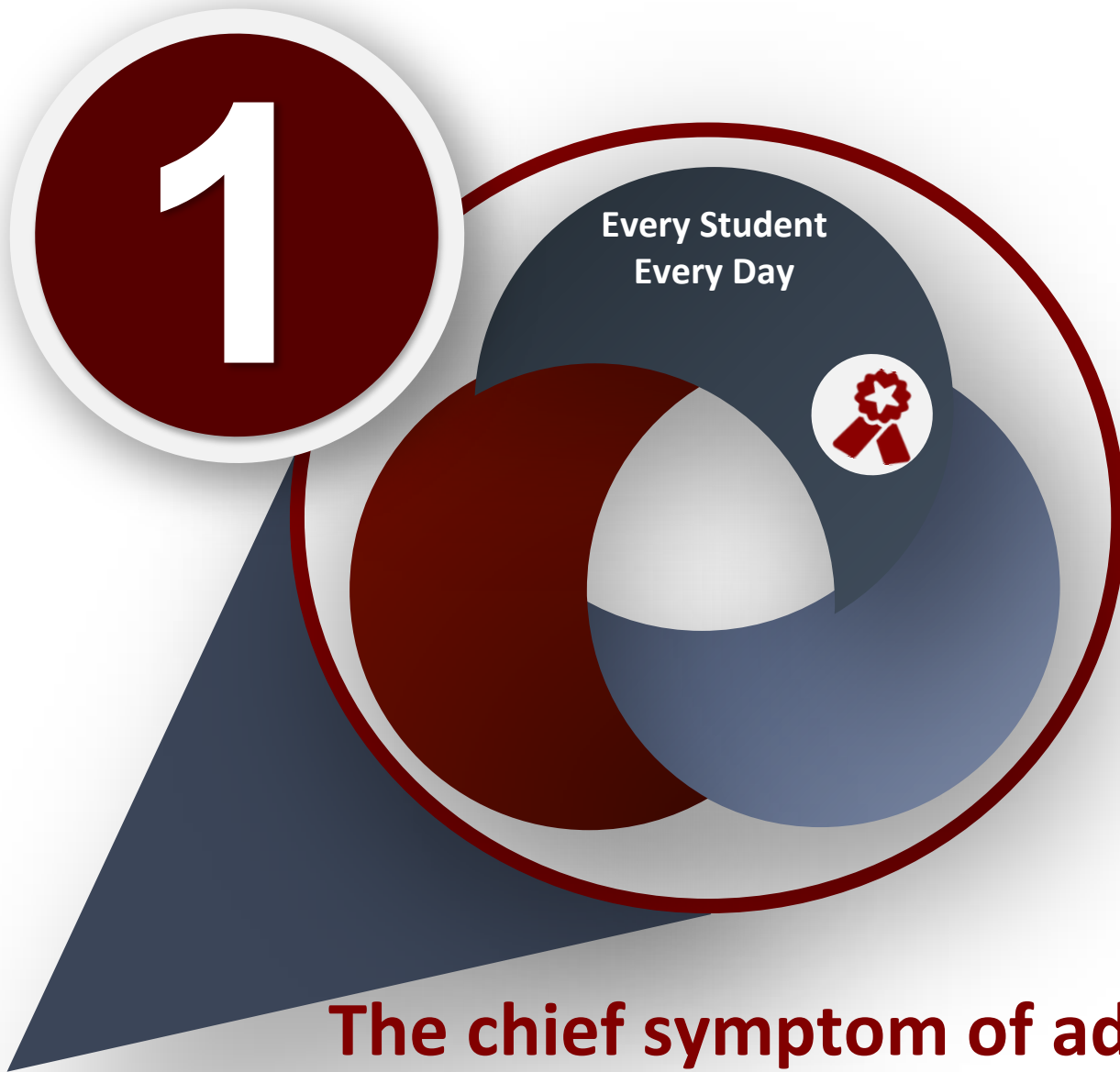


**Changing
Demographics**



Morale





Our Mission: Every Student Every Day

Personalized

- *Our approach will be as personal as our students' backgrounds, styles, and interests.*

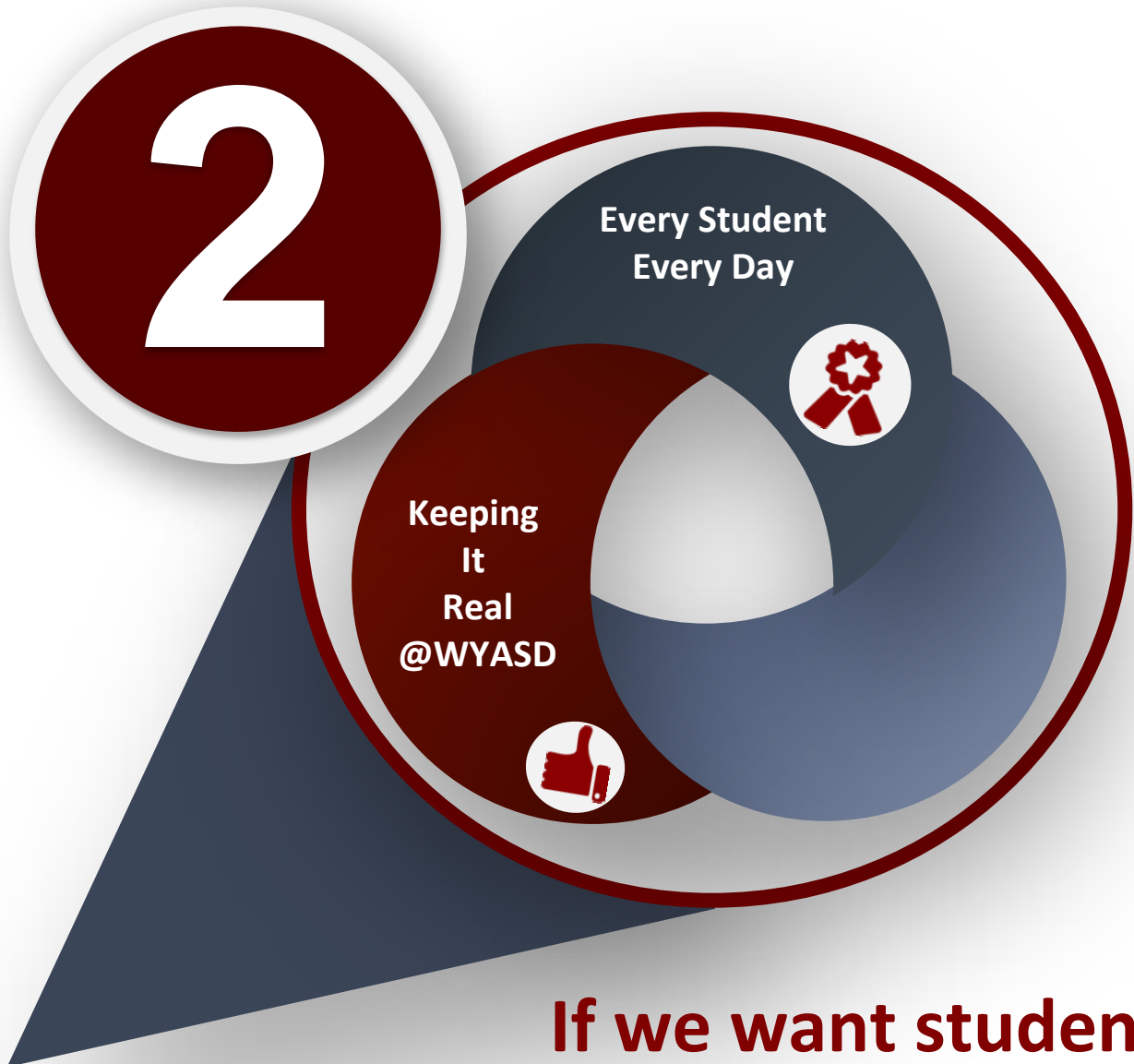
Consistent

- *Our expectations for all students will remain consistently high.*

The chief symptom of adolescence is a state of expectation, a tendency towards creative work, and a need for the strengthening of self-confidence.

Maria Montessori





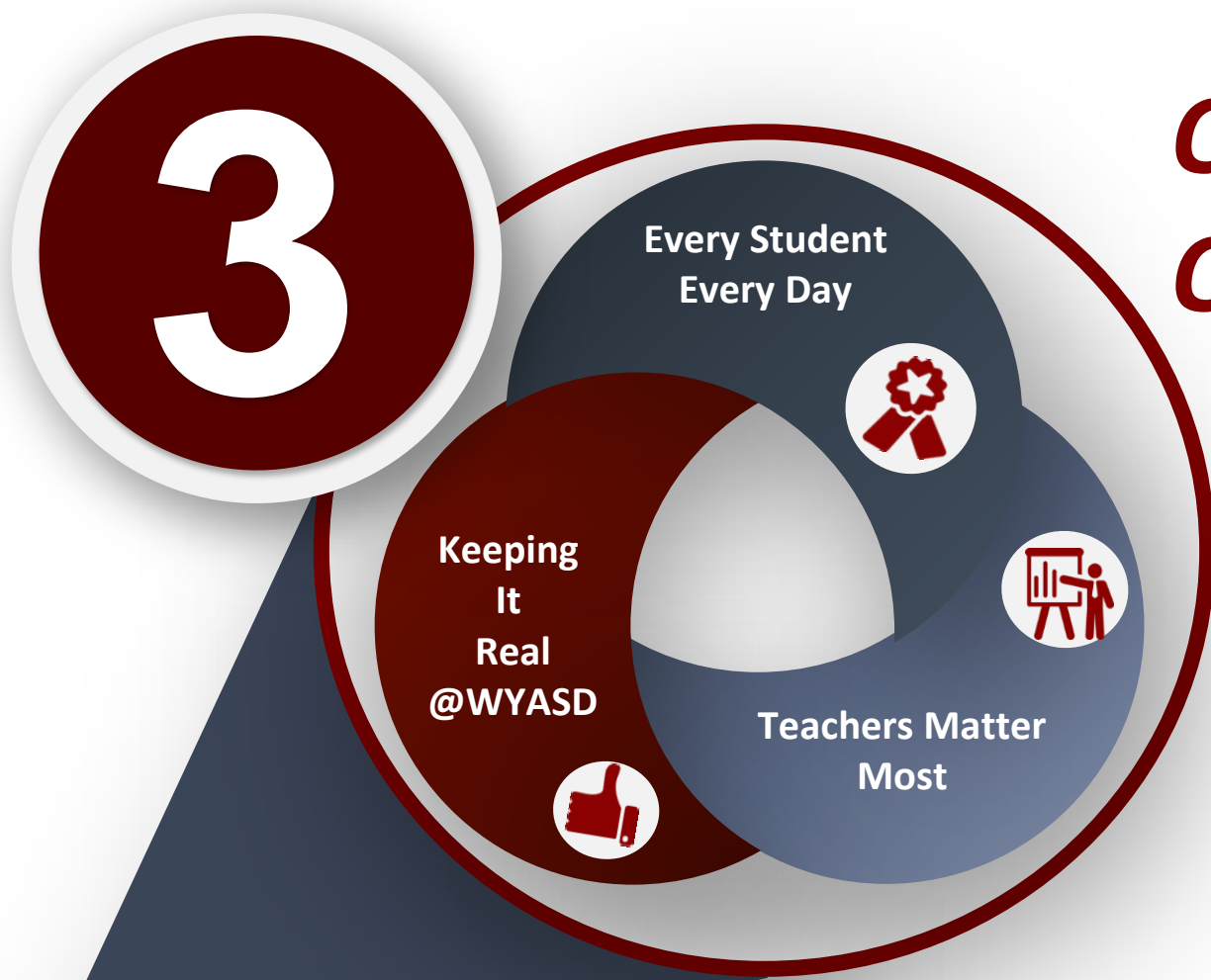
Our Vision: Keeping it Real @WYASD

- Real Leadership
- Real Schedules
- Real Programs
- Real Work
- Real Results

If we want students to change the world, we'll have to first take a good look at how we can change our schools and classrooms.

A.J. Juliani





One Factor: Our Teachers Matter Most

Quality:

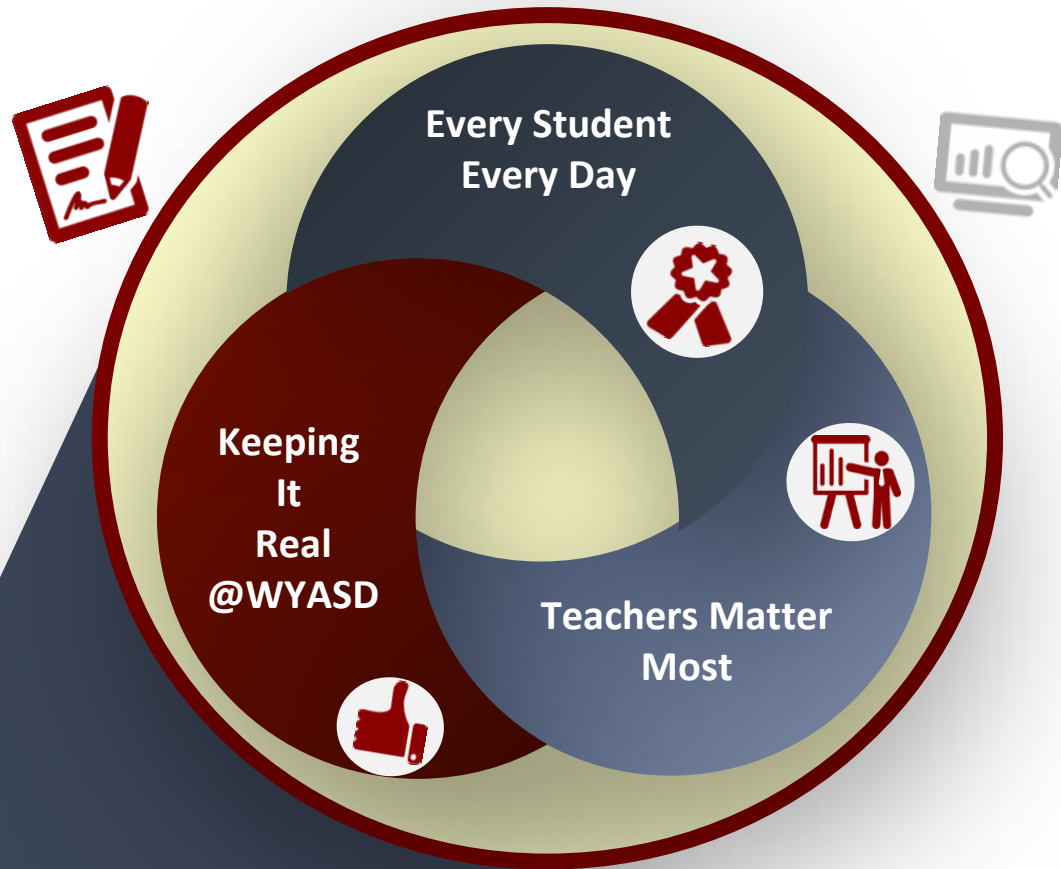
- Hiring
- Developing
- Retaining

Many factors contribute to a student's academic performance, including individual characteristics and family and neighborhood experiences. But research suggests that, among school-related factors, **TEACHERS MATTER MOST.**



Our Commitment to Ongoing Communication

Always WHY before WHAT



It's about communication. It's about honesty. It's about treating people in the organization as deserving to know the facts. You don't try to give them half the story. You don't try to hide the story. You treat them as - as true equals, and you communicate and you communicate and **COMMUNICATE.**

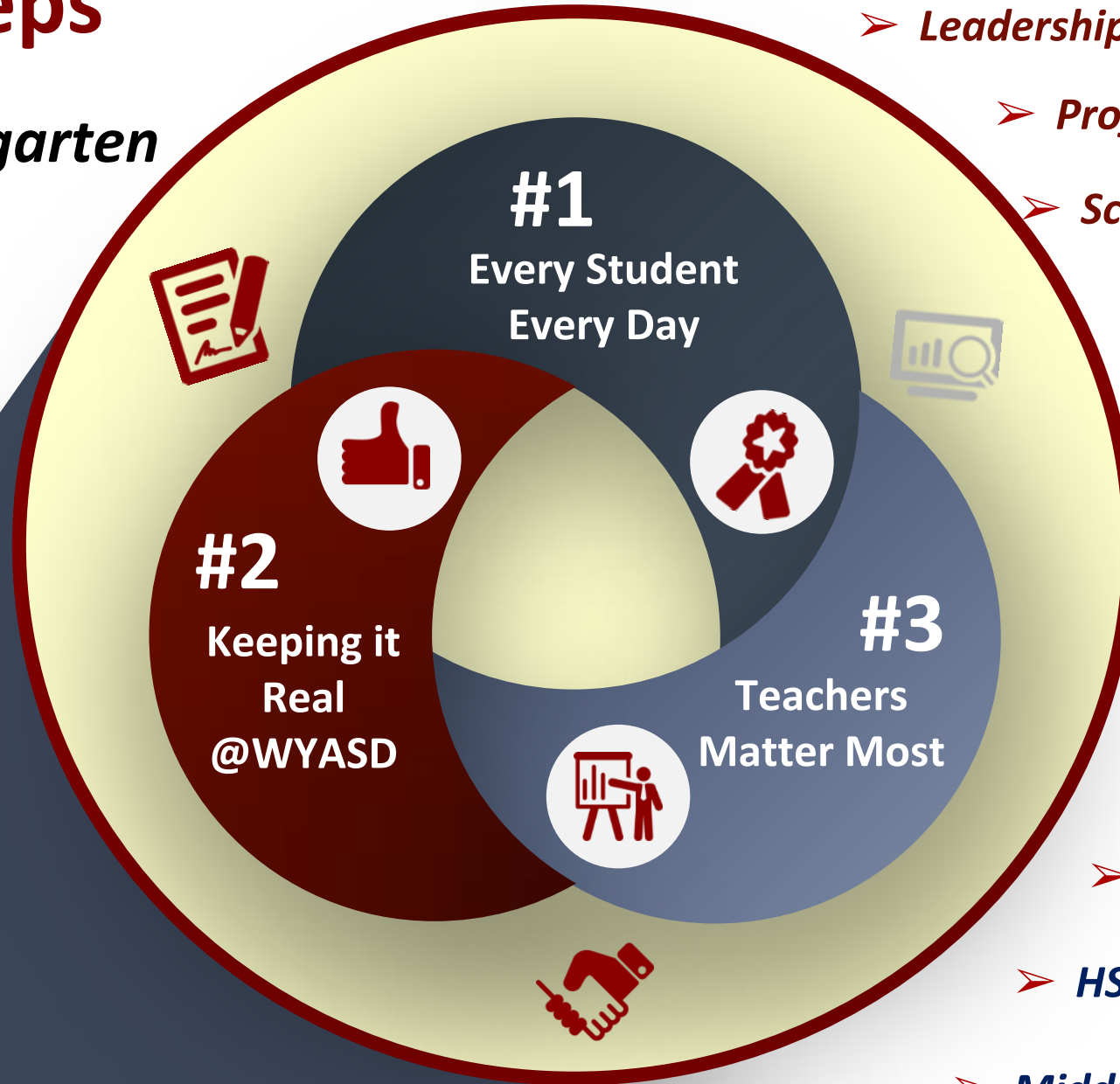
Louis Gerstner, Jr.



Our Next Steps

➤ Full-day Kindergarten

- Comprehensive Plan
- District-wide Safety
- Scheduling K-12
- Co-curriculars



➤ Leadership Development (at all levels)

➤ Professional Development Plan

➤ School Resource Officers (SROs)

➤ Communication Plan

➤ STEM Programs

➤ School Board Involvement

➤ Community Partnerships

➤ Human Resources Plan

➤ JROTC

➤ Middle School Teaming

➤ HS to Workforce Readiness

➤ Middle School Exploratories



Full-day Kindergarten

Mr. Jonathan Hoffman
Principal
Wallace Elementary K-1



Planning for Full-day Kindergarten

- **Presentation to School Board (September 2017)**
- **Administrative Meetings (December - present)**
- **Steering Committee Meeting (February 5, 2018)**



A Day in "K"

CURRENT KINDERGARTEN

10 min Calendar

20 min Writing

40 min Guided Reading

5 min Drink Break/Read Aloud

30 min Foundations

15-30 min Math

10-15 min Recess



FULL-DAY KINDERGARTEN OPTION

20 min Morning Meeting

10 min Read Aloud

60 min Guided Reading

45 min Lunch/Recess

30 min Foundations

45 min Math

45 min Special

30 min Writing

15 min 2nd Recess

30 min Rest/STEAM/Snack

Future Plans

- **Community Engagement Evenings**
- **EPC Meeting (March)**
- **Full-day Committee Meeting (week of February 19)**
- **Registration**
- **Staffing**



Questions / Comments

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717-764-6869

@K1PrincipalWY



Proposed New Elementary Staffing 2018-19

Full-day Kindergarten Teachers (4)
Classroom Aides (4)
Food Services Staff (2)

10

Elementary Specialists (Shared K-5) (5)
ESL Teacher (1)
Permanent Behavior Interventionist (1)

7

Rule of 25 in K-5

Elementary Teachers (Based on Grade Level Enrollment)

3

Elementary Technology Integrator

1

Proposed New Secondary Staffing 2018-19

8th Grade Core Content Teachers

2

School Resource Officers (1 MS / 1 HS)

2

Middle School Technology Integrator

1

Proposed New Administrative Staffing 2018-19

Supervisor of Special Education / Pupil Services

1

Middle School Dean of Students

1

Supervisor of Math & Innovation

1

Communication Coordinator

1

Promote Director of Pupil Services to Assistant Superintendent for Student Services

Funding ~~Our~~ Future Their

| School Year | Increase | Proposed Deficit/surplus | Actual Deficit/surplus | Available Fund Balance |
|----------------------------|----------|--------------------------|------------------------|------------------------|
| 2014/2015 | 5.319% | \$733,460 | \$430,379 | \$12,146,390 |
| 2015/2016 | 2.400% | \$2,277,081 | \$1,236,443 | \$13,382,833 |
| 2016/2017 | 5.281% | \$3,240,406 | \$3,946,352 | \$17,329,185 |
| 2017/2018 | 3.200% | \$2,386,634 | ? | \$14,942,551 |
| 2017/2018 Revenue Received | | | | |
| | BEF | | \$823,932 | |
| | SEF | | \$214,350 | |
| | Plan Con | | \$1,000,000 | |
| | | | \$2,038,282 | |
| 2018/2019 | 0.000% | \$3,743,736 | ? | \$11,198,815 |
| 2019/2020 | 2.000% | \$2,643,030 | ? | \$8,555,785 |
| 2020/2021 | 2.000% | \$1,745,085 | ? | \$6,810,700 |
| 2021/2022 | 2.000% | \$1,225,202 | ? | \$5,585,498 |
| 2022/2023 | 0.000% | \$1,968,204 | ? | \$3,617,294 |

Years Two (2019-20) and Three (2020-21)

Middle School Teachers to Support Teaming

5

Language Arts Coach

1

Math & Innovation Coach

1

JROTC Instructors

2

Other Staffing TBD by Programming

?

Comments
and/or
Questions?

