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# Pennsylvania Department of Education

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COMMONWEALTH OF PENNSYLVANIA  
**DEPARTMENT OF EDUCATION**  
333 MARKET STREET  
HARRISBURG, PA 17126-0333

## **Student Services Report** **Tuesday, November 3, 2008**

**Entity:** Northern Lehigh SD  
**Address:** 1201 Shadow Oaks Ln  
Slatington, PA 18080-1237  
**Phone:** (610) 767-9800  
**Contact Name:** Lynne Fedorcha

## Organization Description

Northern Lehigh School District is located on the northern tip of Lehigh County in eastern Pennsylvania, 90 miles north of Philadelphia and bordered by Northampton and Carbon Counties. Our school district is flanked by the neighboring school districts of Parkland, Northampton, Northwestern Lehigh and Palmerton. We are best described as a rural school district comprised of approximately 13,065 citizens from the boroughs of Walnutport (population 2,043) and Slatington (population 4,434), and Washington Township (population 6,588). These most recent figures reflect the year 2000 census with little change according to 2006 estimates. The community is close to post-secondary educational facilities such as Lehigh Carbon Community College in Schnecksville, Muhlenberg College and DeSales University in Allentown, and Moravian College and Lehigh University in Bethlehem. It is also close to cultural offerings, such as the symphony, theatre, and museums in Allentown and Bethlehem.

While this community is free from industrial growth, it originally prospered because of its contribution to the slate industry, which flourished at the turn of the 20th century. The industry declined during World War I, when slate was declared a "nonessential" material. Within the community boundaries are scenic hiking and biking trails, the historic Walnutport Canal and Locktenders house, and local fishing and hunting areas. The community is in close proximity to the Appalachian Trail and Lehigh River, and boasts additional recreational activities such as white water rafting, canoeing, and kayaking. The Lehigh Gap Nature Center, located to the north of the district and at the foot of the Kittatinny Ridge, is a wildlife refuge and habitat and serves as an outdoor classroom to support local educational programs. It covers an area of 750 acres and is one of the largest superfund sites east of the Mississippi River. As such it attracts environmentalists from around the globe.

Northern Lehigh is an area of limited socio-economic means. The median household income in the district ranges from \$28,102 to \$36,093, with an average of 2.53 persons per household. Approximately 8.7% of the citizens are described as being below the poverty level. The median age range is 38.7. Only 4% of the population is not white. When compared to the 63 boroughs and townships in Lehigh and Northampton County, the boroughs of Slatington and Walnutport are in the bottom 25% for average household income. At 14.4%, Slatington has the second highest percentage of persons living below the poverty level. Given these statistics, one of the most pressing challenges facing Northern Lehigh School District is its limited financial resources. Because the community has little industrial growth, homeowners pay the highest millage rate of all boroughs and townships in the area. In fact, NLSD has less than half the property value of all other districts in the Lehigh Valley with the exception of Allentown. This is especially critical since property values make up the largest part of school district revenue. Thus, it is not surprising that Northern Lehigh's local revenue per pupil lags behind that of other Lehigh County schools (Education 2010! Lehigh County). Given these limited resources and the excessive tax burden on home owners, the school district's budget is closely scrutinized.

Northern Lehigh School District enrolls approximately 2,060 students. Enrollment has remained relatively consistent since the 1996-2002 Strategic Plan was developed; however a recent Pennsylvania Economy League study projects a slight decline, then rise in enrollments over the next six years. The district is comprised of four buildings. Three buildings: Slatington Elementary (grades 3-6), Middle School (grades 7-8), and High School (grades 9-12), are located on a campus within the Slatington Borough and one elementary building, serving pre-kindergarten through second grade, is located in Washington Township. Each of our four buildings includes resource room support for students with learning and/or emotional support needs. Fourteen percent of our students are eligible for special education services. One percent of our students are enrolled in ESL. Gifted education is provided to 2% of our students as a pull-out program in the elementary grades and as an integrated program in the secondary grades. Thirty percent of our students receive free or reduced-price lunch. We transport 75% of our students to and from the schools. There are 150 teachers on our teaching staff and 44% are teachers with

16 or more years of experience. Supportive programs for students include Title I reading for eligible students in grades K-3 and tutoring for eligible students in grade 7-9, as well as a variety of program options for all students, such as career and technical education at Lehigh Career and Technical Institute, dual enrollment opportunities, Student Assistance, clubs and organizations, intramural sports, and highly competitive interscholastic athletic programs.

The district places strong emphasis on reading and guarantees that every student will read proficiently prior to graduation. To that end, the Reading Apprenticeship Framework and Response to Intervention are embraced by administration and faculty as structures for ensuring this promise. Northern Lehigh proudly boasts that all AYP targets have been met since 2003 with the only exception being that the eleventh grade math target was not met in 2005. We accredit this success to major initiatives that occurred during the 2002-2008 Strategic Plan. Those initiatives include (1) reconfiguring the elementary grades to create a primary and intermediate building, thus providing continuity in curriculum, instruction, assessment, and professional development and providing a more efficient distribution of resources, (2) partnering with Community Services for Children, Inc. and combining our Accountability Block Grant funds with their Supplemental Assistance funds to provide instruction to 20 low-income three and four year olds in a Head Start early intervention classroom, (3) Using Accountability Block Grant funds to implement a district-wide full day kindergarten program, (4) providing sustained professional development in the Reading Apprenticeship Framework and Response to Intervention initiative to support and challenge our learners, (5) augmenting the availability of technology in both hardware and software to enhance opportunities for student achievement, and (6) increasing opportunities for high school students to earn college credits while attending high school. All core course curricula are fully aligned to the PA Academic Standards.

The Northern Lehigh School District Community is special because of the many citizens and school district staff members who volunteer their time, energy, and expertise to committees and organizations. These volunteers are dedicated to endeavors that support community, education, environment, health, history, patriotism, safety, senior citizens, tourism, and youth. Recent efforts include plans to build a Community Center, replace trees and sidewalks on Main Street in Slatington, and establish a community park on the now vacant site of the former Slatington Junior High School. Churches and dedicated service organizations work together to support, strengthen, and enrich the lives of our residents.

**Northern Lehigh School District Directors:**

Donald Dengler  
Bryan Dorsheimer  
Raymond Follweiler  
Lauren Ganser  
Lori Geronikos  
Mathias Green  
Edward Hartman  
Donna Kulp  
Gregory Williams

**Superintendent of Schools:**

Michael Michaels

**Business Manager:**

Jeremy Melber

**Solicitor:**

Charles Stopp

**Director of Curriculum and Instruction:**

Lynne Fedorcha

**Director of Special Education:**

Laurie Newman-Mankos

**Director of Technology:**

John Hrizuk

**Director of Support Services:**

Greg Derr

**Director of Food Services:**

Diane Ruff

**High School Principal:**

Aileen Yadush

**High School Assistant Principal:**

Donald Allen

**Middle School Principal:**

Jill Chamberlain

**Slatington Elementary Principal:**

Linda Marcincin

**Peters Elementary Principal:**

Karen Nicholas

## **Core Purpose**

### **Mission**

The mission of the Northern Lehigh School District community is to create a challenging and supportive environment dedicated to meeting the diverse educational needs of all learners.

### **Vision**

**Our learners will have:**

- **Creative and critical thinking skills necessary to be successful.**
- **Self-esteem, self-discipline and a sense of responsibility that enables them to meet challenges, be team players and respect others' differences.**
- **Communication, technical, and life skills to gather information, solve problems and adapt to change.**
- **An awareness of physical and psychological well-being.**
- **A vision for success.**
- **An appreciation for the arts and sciences.**

## **Shared Values**

**We believe that ...**

- ***all students can learn and succeed if given sufficient time and appropriate instruction.***
- ***students will master a core of knowledge based on academic standards.***
- ***communication skills are essential to success.***
- ***positive attitude, motivation, self-esteem and responsible behavior are vital to the learning process.***
- ***all students should develop skills and appreciation in areas of interest beyond the core of basic knowledge.***
- ***ongoing staff development is essential to quality learning.***
- ***learning is a life-long process.***
- ***the school, community, family and students all share in the responsibility for learning.***
- ***students must be challenged to think critically, problem solve, and use appropriate decision-making skills.***
- ***students must have a nurturing environment that is physically, emotionally, and spiritually safe.***
- ***the appreciation of diversity is an integral part of a student's educational experiences.***

### Current Student Services

Service	Comment
Curriculum	<p><u>Turtles</u> - anger-management curriculum for kindergarten</p> <p><u>Three Kinds of Touches</u> for kindergarten</p> <p><u>Learning to Care</u>- empathy training for students in K-2</p> <p><u>Second Step</u> - violence prevention program for students in grades 1-5</p> <p><u>Too Good for Drugs II</u> - decision-making/ATOD program for students in grades K-8</p> <p><u>All-Stars</u> curriculum- decision-making/ATOD program for Middle School Students</p> <p><u>Strengthening Families 10-14</u> - communication, decision-making skills, drug and alcohol prevention program offered to families of students in grades 6-8.</p> <p><u>Bullying Prevention Program</u> for Middle School</p> <p><u>Career Counseling</u> through <i>PACES</i> course in Middle School and individual career plans at High School</p> <p><u>Career Focus</u> (HS) — Select students attend LCCC Career Day, Young Women’s Symposium, Career Council, Inc., and Air Products to speak with representatives and learn about a variety of careers, career opportunities, and career requirements.</p>
Diagnostic	<ul style="list-style-type: none"> <li>▪ Center for Humanistic Change: Small focus groups for self esteem, family issues, children of divorce, and smoking cessation</li> <li>▪ Valley Youth House: Small focus groups for students K-12; Individual counseling for students with family or behavioral issues/connecting families with other agencies for support</li> <li>▪ Crime Victims Counsel: Sexual Counseling provided to individuals in grades 7-12; Olweus bullying prevention - counseling to individual students - victim or bully; additional services (classroom instruction as well as small group or individual counseling services) upon request</li> </ul>
Consultation and Coordination Services	<ul style="list-style-type: none"> <li>▪ St. Luke's Visiting Nurse Association: support for pregnant teens (care from early pregnancy through birth and until the child is age 2)</li> <li>▪ Transitions Adolescent Acute Partial Hospitalization Program: Intensive, short-term pRtiL hospitalization programs for students in grades 7-12 who are dealing with Mental Health issues but who do not require</li> </ul>

	<p>hospitalization. Transitions and school counselors collaborate in order to provide participating students</p> <ul style="list-style-type: none"> <li>▪ Adolescent Central Intake Unit: Mental health assessments provided to students who have been referred to the SAP</li> <li>▪ Second Mile Summer Challenge Camp: For students aged 8-14, who are counselor-referred due to family issues or poverty (not for students with behavioral issues)</li> <li>▪ Juvenile Probation: Monitoring of and support for students who are in the legal system and consultation to the professionals who work with these students</li> <li>▪ Lehigh County Children and Youth: consultation to professionals and families of students at-risk for family relationship issues or issues of abuse or neglect</li> </ul>
Student Assistance Program (SAP)	<p>Support for students who are experiencing behavioral and/or academic difficulties, including attendance issues, which pose a barrier to learning and success in school. A complete SAP team is located in Slatington Elementary, Middle School, and High School. SAP Teams make referrals for mental health and drug/alcohol evaluations and make arrangements for small group consultation support.</p>

## Needs Assessment

Northern Lehigh School District has considered data from school safety reports, academic assessment results, principal input, community perceptual surveys, graduation and attendance reports, student assistance program information, and student surveys pertaining to bullying, ATOD use/abuse, and school climate when identifying the needs for enhancing student services. Northern Lehigh is dedicated to promoting high academic achievement in all students. The programs and services offered under our student services plan are designed to reflect current best practices, to increase overall communication with parents, staff members, mental health providers, and outside agencies, to provide an umbrella of diverse supports for students at all grade levels, and to adequately prepare students for post-secondary education, careers, and life-long learning.

## Action Plan - Narratives

### Developmental Services

In the Northern Lehigh School District, developmental services are provided by a combination of student services staff and outside agencies. The services are designed to be preventative in nature by helping remove barriers that could potentially interfere with student achievement. They focus on violence prevention, positive behavior supports, drug and alcohol awareness, and career awareness and planning. Specifically, the Northern Lehigh School District employs two elementary counselors, one middle school counselor, and three high school counselors. In addition, there are two full time nurses and three nurse's assistants who provide vision/hearing screenings, growth screening measurements with BMI reports, and wellness information. There are also two school psychologists who assess students to determine eligibility for special education and serve as key consultants in the response to intervention framework, especially in the area of data analysis. They assist with the formulation of school-wide curriculum and programs in the area of reading, social and emotional skills, and managing student behaviors. In addition, at the Kindergarten level, Peters Elementary school attained a grant entitled "Healthy Farms" which focuses on proper nutrition. With a 36% free and reduced lunch population at the elementary level, the district provides a breakfast program K-6 and is exploring the need for such a program at the Middle School. Career exploration and planning has its formal beginning with the eighth grade PACES course, guest speakers, and a visit to Lehigh Career and Technical Institute, and continues in the high school with the development of individualized career goal plans for each student.

### **Diagnostic, Intervention and Referral Services**

The elementary school counselors collaborate with outside agencies to provide small group counseling to students. In addition, school counselors are trained to serve as members of the SAP teams. Outside agencies provide diverse small groups at the secondary level in the area of personal and educational counseling. The school psychologists are primary members of data analysis teams that examine data from students who are receiving small group reading intervention. The school nurses conduct hearing threshold screenings, scoliosis examinations, tuberculosis testing, and head lice screenings and provide individual consultation to parents or guardians on these issues as needed.

At the high school level, students are assigned to a counselor for the entire four years. This arrangement provides a consistent and collaborative support system for the student and also encourages shared communication between the counselor and the student's family. Response to Intervention is practiced in the elementary grades. RTI is an array of procedures that can be used to determine if and how students respond to specific changes in instruction. RTI provides an improved process and structure for school teams in designing, implementing, and evaluating educational interventions. IDEIA 2004 offers greater flexibility to school teams by eliminating the requirement that students must exhibit a severe discrepancy between intellectual ability and achievement in order to be found eligible for special education and related services as a student with a learning disability. RTI is used as part of an alternative method to traditional ability/achievement discrepancy comparisons.

Slatington Elementary, NL Middle School, and NL High School have active Student Assistance Programs staffed by trained members. SAP teams play an integral role in referring students who are experiencing barriers to success and learning for support.

### **Consultation and Coordination Services**

School counselors provide individual counseling for students in the areas of career and social development. All high school students develop a goal-oriented graduation plan beginning in ninth grade. Outside agencies work with individual students on social skills and mental health/drug and alcohol assessments. School Psychologists facilitate the development and monitoring of individual plans for students with significant behavioral, social-emotional, mental health, and academic needs. They consult with parents, teachers, administrators, and outside agencies and link students with necessary supports in the coordination of behavioral and/or mental health services. The school psychologists are also directly involved in addressing the needs of students who are in immediate crisis and making appropriate referrals. School nurses provide individual health counseling and outside visiting nurses work with pregnant teens.

### **Student Assistance Program**

Student Assistance Programs are established at Slatington Elementary School, Northern Lehigh Middle School, and Northern Lehigh High School. The teams are comprised of teachers, administrators, counselors, nurses, and a community-based drug and alcohol representative. All team members are trained and work together to remove possible barriers to student success and learning.

Anyone who is concerned with a student and has observed barriers such as issues related to family, stress, grief, depression, social skills, or alcohol or drug use or experimentation, may refer that student to any team member. Staff members who notice a change in a student's attendance patterns, grades, or conduct may refer that student. Peers who are concerned about a friend's problems may discuss these concerns with a SAP team member. Students may also refer themselves for SAP support. Family members are encouraged to communicate with the SAP Team for information or assistance. It is the parents' right to be involved in all phases of the Student Assistance Program.

The SAP Team collects observable information about the student's performance and behavior from a variety of sources. The team then analyzes this information, along with input from the student and parent, in order to determine the best course of action for the student. All information is confidential and separate from the student's school file. The SAP Team does not provide therapy or implement disciplinary consequences. The team does make support services, such as educational support groups, individual counseling, or referral to other school professionals or outside agencies, available to the student. The Student Assistance Program also offers referral to drug and alcohol and mental health assessment. Each building has a SAP link on its webpage and each year the SAP process is reviewed with building staff.

### **Communication**

Northern Lehigh School District values communication at all levels of the school system. Multiple opportunities through a variety of methods for sharing information are provided to parents, guardians, the community, and students.

- I. Information about educational opportunities, instructional programs, extracurricular activities, careers, and assessments are provided through several methods, some of which are building-specific.
  1. Each building distributes a Parent/Student Handbook and School Calendar to students on the first day of school. Copies of the Parent/Teacher Handbooks can also be found in electronic format on each building's webpage. A signature page ensures that parents have received the handbook.
  2. Kindergarten Orientation in August provides information about our full day kindergarten program and a tour of Peters Elementary to parents and a bus ride and classroom visit to our incoming kindergarten students.
  3. Meet-the-Teacher-Night/Open House is scheduled in each building in September. At this time grade level teachers, team teachers, and/or content area teachers share information with visitors about their specific programs and curriculum. Additional "transition" meetings are scheduled at various times throughout the school year. Second graders visit Slatinton Elementary School in the Spring. Middle School provides an evening orientation program for sixth graders and their parents in May. Lehigh Career and Technical Institute provides an open house for all Lehigh Valley Schools and sends a representative to the High School Open House.
  4. Remediation opportunities are provided to eligible students through an invitation that is mailed home. Phone calls are made to the parents who do not respond.
  5. Parent Visitation Days in October and April are scheduled in our elementary buildings for parent of students in kindergarten through sixth grade to provide them with the opportunity to see the classrooms in action.
  6. Parent/Teacher Conferences (K-6) provide parents with a face-to-face meeting with their child's teacher to discuss progress in November and April. Communication is by newsletter, printed information, and telephone.
  7. The Connect-ED mass message system, is used to remind parents about important occurrences within the district. Messages are sent via phone and/or email to all families and/or guardians of students in the district. This message system is also used to inform parents of emergency situations.
  8. Classroom newsletters (elementary), building newsletters, a high school guidance newsletter, teacher webpages, and the district website are used to share educational information, opportunities, and events.
  9. Power Grade provides parents with internet access the ability to go online to view their child's progress. This tool is used in grades 3-12.
  10. Mailings (email and postal) are used to provide specific information and to provide student progress information to parents without internet access.
  11. *The Messenger*, Northern Lehigh's community newsletter, provides general education information and news about grant-funded opportunities, as well as child-find, policy, and district operational information.

12. Meetings of the Northern Lehigh School Board of Directors are conducted twice each month. Additionally, three Board subcommittee meetings are held each month. These meetings are publicized and open to the public. Minutes and agendas are posted on the district's webpage.
13. Our teachers are excellent communicators. Teachers contact the parents of individual students when necessary using either the telephone, email, or written communications.

II. Information about health is communicated by the school nurse/nurse's assistant to individual students and their families/guardians by telephone, email, or written notes. General Health Room information is published on building web pages and in the Parent/Student Handbook and many Health Room procedures are governed by policies that are published on the district's web page.

III. Information about district policies is posted on the web page at <http://www.nlsd.org>.

IV. Information about career education and careers:

1. The High School Guidance Newsletter provides updated information about post-secondary career opportunities, *Career Cruising*, scholarships, and financial aide.
2. Students in eighth grade are involved in career education classes and individual career counseling is provided to all students at the secondary level in grades 9-12. This information is in the Parent/Student Handbook.
3. Students have access to a web-based application, *Career Cruising*, to take career interest inventories, to explore careers and career opportunities, and to develop an individual career portfolio and resume. All students and parents receive a written notice describing *Career Cruising* and providing the user name and password.
4. As guaranteed in policy, the NL School Board supports attendance at the Lehigh Career and Technical Institute and participation in a cooperative program of vocational and career development.
5. The Northern Lehigh School District offers a dual enrollment program for students seeking to earn college credits while attending high school. Students receive information about this program in an assembly program as well as in the High School Guidance Newsletter. Information about the Dual Enrollment Program is also shared at Board meetings.

V. Additional Parent Involvement opportunities:

1. The Northern Lehigh PTO provides family nights, a Market Day Fundraiser, and a Fall and Spring Fling. These events are advertised in the elementary newsletter and in local newspapers.
2. Parent/Family workshops are provided at various times throughout the school year to support families in assisting their children at home. Parents are notified of these events via flier, Connect-ED, building newsletters, and the district website.
3. All interscholastic athletic and extracurricular activities are publicized in local newspapers and on the district's website.
4. A Point-of-Sale System is being used by our Food Service Department. Parents have an online pre-pay option with this system. Breakfast is being offered for students in grades K-6.

## **Action Plan**

### **Goal: ACADEMIC PROFICIENCY**

*Description:* As measured by the PSSA, PASA, and/or District assessments, students will be proficient in the core subject areas of reading, math, science, and social studies, so the District can meet Adequate Yearly Progress (AYP) each year for all students leading to successful academic transitions from elementary, to middle to high school and beyond.

**Strategy: CURRICULUM**

*Description:* Refine a rigorous, relevant, high quality, standards-aligned curriculum in all core content areas K-12.

*Activities:*

Activity	Description	
Career Awareness	Integrate the Career Education and Work standards into the elementary curriculum 3-6.	
Person Responsible	Timeline for Implementation	Resources
Director of Curriculum and Instruction	Ongoing	\$0.00

**Strategy: RESEARCH-BASED INTERVENTIONS**

*Description:* Use scientifically research-based instructional strategies and interventions to support student achievement for all learners.

*Activities:*

Activity	Description	
Response to Intervention	Refine Rtl at the elementary grades and expand the practice of this process to the middle school grades.	
Person Responsible	Timeline for Implementation	Resources
Building Principals	Ongoing	\$0.00

**Strategy: SCHOOL CLIMATE**

*Description:* A positive school climate is conducive to effective teaching and academic performance. School personnel will be encouraged to increase their mental, physical, and emotional wellness in order to enhance their own health, which will be reflected through increased student performance.

*Activities:*

Activity	Description	
Schoolwide Behavior	Implement a research-based model of school-wide behavior for the purpose of improving the safety and civility of school settings.	
Person Responsible	Timeline for Implementation	Resources
School Psychologist and Principal	Start: 1/26/2009 Finish: 5/22/2009	\$0.00
Professional Development Activity Information		
Number of Hours Per Session	Total Number of Sessions Per School Year	Estimated Number of Participants Per Year
3	12	35
Organization or Institution Name	Type of Provider	Provider's Department of Education Approval Status
	<ul style="list-style-type: none"> <li>School Entity</li> <li>Intermediate Unit</li> </ul>	Not approved
Educator Groups Which Will Participate in this Activity		

Role	Grade Level	
<ul style="list-style-type: none"> <li>Classroom teachers</li> <li>Principals / asst. principals</li> <li>School counselors</li> <li>Other educational specialists</li> </ul>	<ul style="list-style-type: none"> <li>Early childhood (preK-grade 3)</li> <li>Middle (grades 6-8)</li> <li>Elementary (grades 2-5)</li> <li>High school (grades 9-12)</li> </ul>	

**Goal: DISTRICT OPERATIONS**

*Description:* All District operations will function in a safe, efficient, effective, and fiscally responsible manner to support the Mission, Vision, and Shared Values of the District.

**Strategy: FOOD SERVICES/WELLNESS**

*Description:* As per our Student Wellness Policy 246, the Board is committed to providing a school environment that promotes student wellness, proper nutrition, nutrition education, and regular physical activity as part of the total learning experience.

*Activities:*

Activity	Description	
Better Nutrition	(1) Establish student/faculty advisory groups in each building to provide intermittent feedback on the presentation and taste of school breakfasts and lunches. (2) Consider recommendations for improving the nutritional quality of school breakfasts and lunches from the advisory groups (3) Include basic nutritional information on school lunch menus.	
Person Responsible	Timeline for Implementation	Resources
Food Service Director	Ongoing	\$0.00

Activity	Description	
Middle School Breakfast Program	Compare the cost and benefit of offering a breakfast program to Middle School students.	
Person Responsible	Timeline for Implementation	Resources
Food Service Director	Ongoing	\$0.00

**Goal: STUDENT SERVICES**

*Description:* All students will have access to developmentally appropriate services in the areas of guidance, nursing, wellness, psychological services, and social work services.

**Strategy: Enhance effective school/parent/community interaction and communication**

*Description:* Administration and teachers will be provided the tools and will develop the skills to implement these tools effectively to improve communication within the school, as well as with the

home and the community.

*Activities:*

<b>Activity</b>	<b>Description</b>	
Advisory Councils	Principals will establish building-based advisory councils to enhance communications.	
<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Building Principals	Ongoing	\$0.00

**Strategy: GUIDANCE/PSYCHOLOGICAL**

*Description:* Enhance supports to students with more significant needs.

*Activities:*

<b>Activity</b>	<b>Description</b>	
Bullying Prevention/Intervention	Implement a bullying intervention program for students who are identified as chronic offenders.	
<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
Guidance Counselors	Ongoing	\$0.00

<b>Activity</b>	<b>Description</b>	
Social Skills	Investigate research-based intervention programs in the area of social skills and character education for students in grades K- 6.	
<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
School Psychologist	Start:4/1/2009 Finish: 10/9/2009	\$0.00

**Strategy: PARTNERSHIPS**

*Description:* Maintain strong partnerships with local service agencies in the Lehigh Valley, with the Workforce Investment Board, and with local universities as well as establish partnerships with businesses in the Lehigh Valley.

*Activities:*

<b>Activity</b>	<b>Description</b>	
Mental Health	Explore and utilize regional mental health partnerships and/or services to support at-risk students.	
<b>Person Responsible</b>	<b>Timeline for Implementation</b>	<b>Resources</b>
School Psychologist	Ongoing	\$0.00

**Strategic Planning Process**

- August 2007: Administrative Team is presented with an overview of eStrategic Planning process. Initial goal brainstorming.

- September 2007-November 2007: Meetings are conducted with special interest groups for the purpose of visioning. Among these special interest groups are Safe Schools Committee, Policy and Education Committee, Professional Development Committee, Administrative Team, Wellness Advisory Council, and building faculties.
- October 2007: Administrators complete *Getting Ready!* document for each building and compile information into a district-wide document.
- November - December 2007: Online and hard-copy surveys are available to parents, community, students, and staff for perceptual input
- December 2007: Mission Statement is reconfirmed; Organizational Overview is redefined; Vision and Shared Value Statements are adopted. Committee co-chairs are assigned. January 2008: Community is presented with an overview of eStrategic Planning process. Committee participants are finalized.
- February - May 2008: Administrative Team Meetings address initial data collection, including assessment data, demographic data, perceptual data, and Leading for Learning Context Survey
- May 2008: The Special Education Plan is approved by the Northern Lehigh School Board and submitted to PDE for approval. The district requests an extension to submit the remaining reports of the Strategic Plan due to the retirement of Superintendent Nicholas Sham and resignation of Business Manager Lisa Blank.
- May 2008: Permission to extend Strategic Plan is received and the extension due date is December 30, 2008 .
- August 2008: Administration revisits the work that has been completed to date and maps a plan for fall meetings to complete each report
- September 2008-October 2008: Report committees convene for focused work on goals, strategies and activities.
- November 3, 2008: Draft plans of the Student Services Report, Professional Development Report, and Teacher Induction Report are submitted to the Board and community for input.
- November 10, 2008: Draft plans of the Academic Standards and Assessment Report and the Educational Technology report are submitted to Board and community for input.
- November 12, 2008: Final work session with Board Policy and Education Committee. All reports are distributed to Steering Committee and are accessible to the public on our website.
- December 8, 2008: 2008-2014 Strategic Plan - Academic Standards and Assessment Report, Professional Development Report, Teacher Induction Report, Educational Technology Report, and Student Services Report - is submitted to Board for final approval. [This meeting was canceled, so adoption of reports had to be postponed.]
- January 5, 2009: 2008-2014 Strategic Plan is submitted to the Board for final approval.
- January 6, 2009: 2008-2014 Strategic Plan is submitted to PDE.

### Strategic Planning Committee

Name	Affiliation	Membership Category	Appointed By
Dawn Wadsworth	District	Ed Specialist - School Psychologist	Self
Diane Ruff	District	Other	Dr. Nicholas Sham, Superintendent
Gary Fedorcha	GNLCC and Future Focus	Community Representative	Self
Gregory Williams	Community	Board Member	Self
Heather Rehrig	District	Ed Specialist - School Psychologist	Self
Lynne Fedorcha	District	Administrator	Superintendent

Michael Anderson	District	Ed Specialist - School Counselor	High School Principal
Michael Michaels	District	Superintendent	Self
Tanya Simms	District	Secondary School Teacher	High School Principal
Sheila Lanshe	District	Ed Specialist - School Counselor	Principal
Mary Smith	District	Ed Specialist - School Counselor	Principal
Melissa DeSocio	District	Ed Specialist - School Nurse	Self
Paul Leonzi	District	Ed Specialist - School Counselor	Principal
Susanne Mengel	District	Ed Specialist - School Nurse	Principal
Tracy Hoffman	District	Ed Specialist - School Nurse	Principal
Susan Bowser	District	Regular Education Teacher	Self
Linda Thompson	District	Ed Specialist - School Counselor	Principal

### **Assurance for the Collection, Maintenance, and Dissemination of Student Records**

By checking each of the boxes below, the local education agency assures compliance with the requirements of 22 PA Code Chapter 12 and with the policies and procedures of Pennsylvania Department of Education (PDE). PDE will specify, in writing, policies and procedures to be followed. Requests for any deviations from these regulations, policies, and procedures must be made in writing to PDE (electronic mail may be directed to ra-chapter12@state.pa.us).

The Local Education Agency (LEA) assures the following:

- The LEA has a local plan, including policies and procedures, in place for the collection, maintenance, and dissemination of student records in compliance with §12.31(a) and §12.32
- The plan shall be maintained in compliance with §12.31(b) and made available to PDE in compliance with §12.31(c)

### **Assurance for the Operation of Student Services and Programs**

By checking each of the boxes below, the local education agency assures compliance with the requirements of 22 PA Code Chapter 12 and with the policies and procedures of Pennsylvania Department of Education (PDE). PDE will specify, in writing, policies and procedures to be followed. Requests for any deviations from these regulations, policies, and procedures must be made in writing to PDE (electronic mail may be directed to ra-chapter12@state.pa.us).

The Local Education Agency (LEA) assures that there are local policies and procedures in place that address:

- Free Education and Attendance (in compliance with §12.1)

- School Rules (in compliance with §12.3)
- Discrimination (in compliance with §12.4)
- Corporal Punishment (in compliance with §12.5)
- Exclusion from School, Classes, Hearings (in compliance with §12.6, §12.7, §12.8)
- Freedom of Expression (in compliance with §12.9)
- Flag Salute and Pledge of Allegiance (in compliance with §12.10)
- Hair and Dress (in compliance with §12.11)
- Confidential Communications (in compliance with §12.12)
- Searches (in compliance with §12.14)
- Emergency Care and Administration of Medication and Treatment (in compliance with 35 P.S. §§ 780-101 - 780-144)

The LEA acknowledges that the above policies shall be maintained locally and be made available to the public upon request. The policies are not to be submitted to the Commonwealth except upon specific request by PDE.

In addition, the LEA assures the following:

- The Student Services Report complies with §12.41(b), §12.41(c), and §12.42 (consistent with the Early Intervention Services System Act (11 P.S. §§875-101 - 875-503))
- Consistent with §445 of the General Education Provisions Act (20 U.S.C.A. §1232h), parents or guardians are informed regarding individual survey student assessments and provided a process for refusal to participate (in compliance with §12.41(d))
- Persons delivering student services shall be specifically licensed or certified as required by statute or regulation (in compliance with §12.41(e))

### **Supporting Documents - Attachment**

- Student Wellness Policy