

Lebanon School District

SWOT Results/Educational Priorities

January 26, 2017

H.O.P.E
Help One Person Every Day



Arthur W. C. Abrom, Ed. D.
Superintendent of Schools



▽
GREAT
ACCOMPLISHMENTS

COLLEGE AND CAREER DAYS



Tito Valdes

LHS Class of 2010, shared his experience at LHS, college, and how he became part of the legal team of Buzgon Davis, with our 4th grade students at Henry Houck.



COLLEGE AND CAREER DAYS



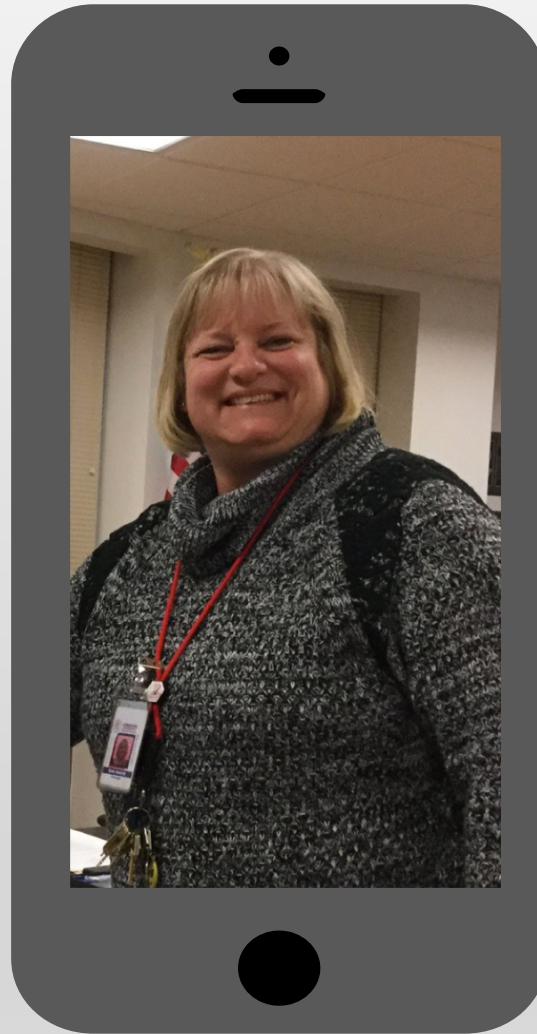
Lebanon Valley College athletes read to children

College AND CAREER DAYS

- Ms. Thomson, LMS Teacher, created this bulletin board using University Logos to spell out “keep calm and plan your future.”



Lebanon Middle School



**Highest Growth
in ELA!!**



**2nd Highest
Overall
SPP Score in
the County!**

Lebanon High School

The Lebanon School District Counseling Department's Act 339 Plan has been adopted as a model for training throughout the state.



Karl Liedtka was a guest presenter at PSCA (Pennsylvania School Counselors Association).

Henry Houck



Two Time Winner of
the Recycling Trophy!



SOUTHEAST



United Way
WINNER



Happy 100th Birthday to Harding Elementary

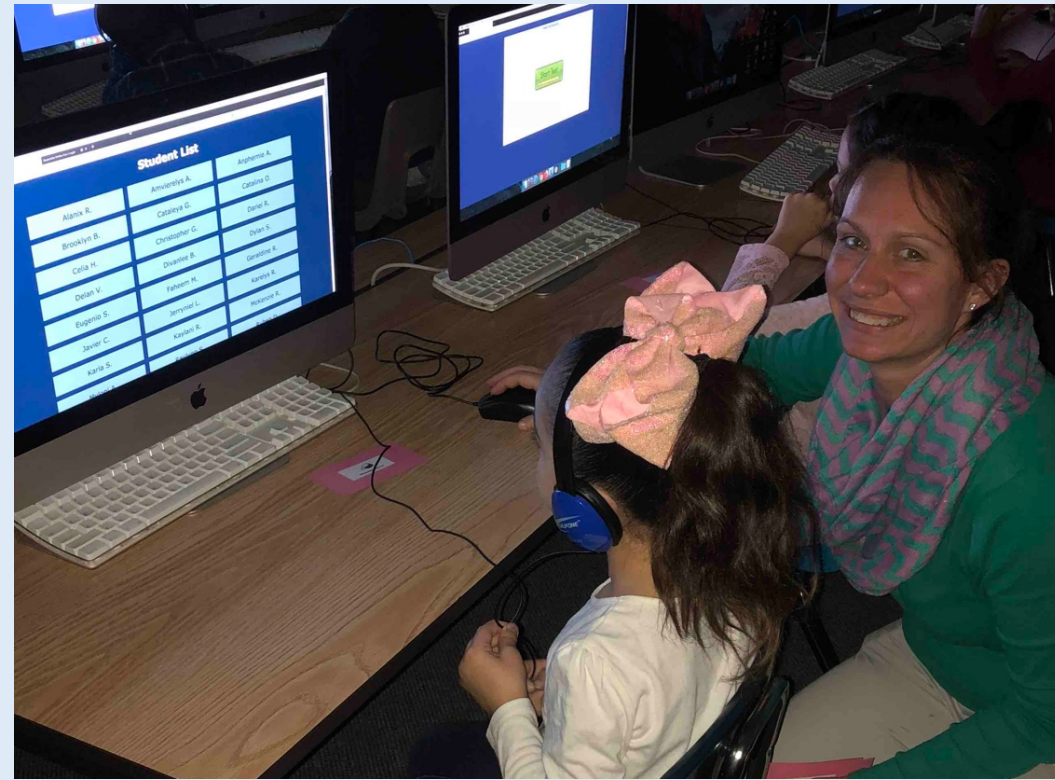


NORTHWEST

*Your School is TOPS
in the PA Imagine
Your Future contest!*

K5 teacher, Mrs. Sattazahn,
and her students were awarded
as being one of ten classes for
the *Imagine Your Future
Classroom Award!*

**Great Job to our NW
Students and Teachers!**



Congratulations! Jayne Hain

PA School Counselor
of the Year!





Congratulations!

Dr. Edwin
Montijo

▲ For publishing an article
in the Teacher
Educational Journal!

Congratulations!

Angela
Binner



For publishing
an article in the
“The Burg”, a
Harrisburg
Magazine!!



Congratulations

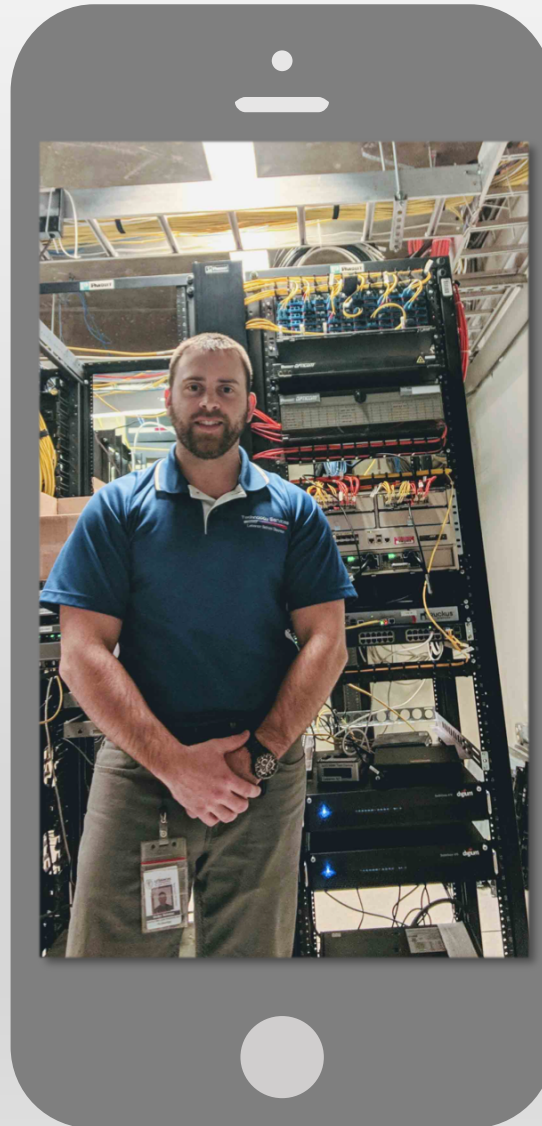
▀ Becky Daubert!

2018 YMCA
Community Impact
Award Winner!

Shawn Bowman

Earned three
Prestigious
Certifications

Cisco Certified!



Entry Plan Phases and Timeline

Phase One: Listen, Learn, Lead
(July 1 – September 30, 2017)

Phase Two: SWOT Assimilation and
Synthesis
(October 1 – December 31, 2017)

Phase Three: Findings and Action Plan
Report
(January 2018)

LEBANON
SCHOOL
DISTRICT
MISSION STATEMENT

... *challenge* students to continually *develop* their skills to *become life-long learners and responsible citizens.*

August to November, 2017

School Board - 9

Leadership Team - 28

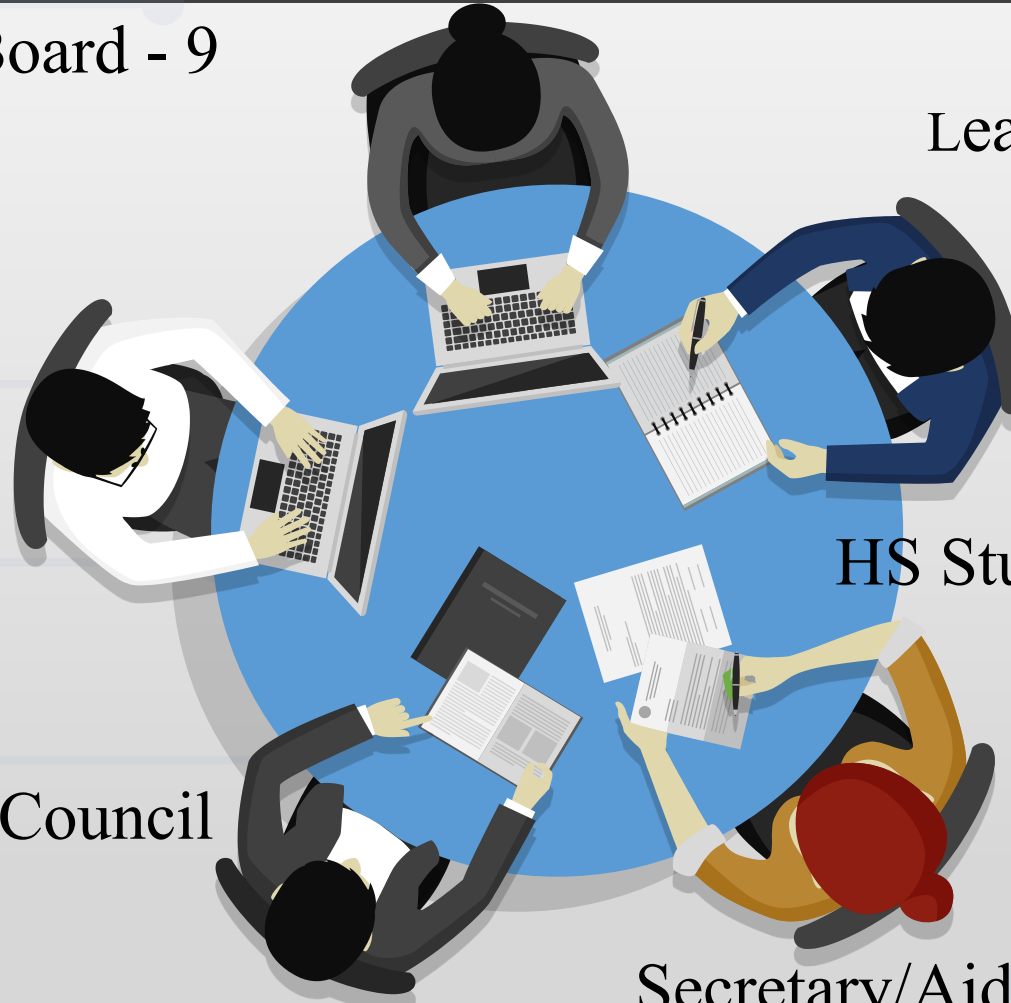
Teachers - 324

HS Student Leaders - 40

Parent Advisory Council
Members - 9

Secretary/Aide/Technology - 43

TOTAL PARTICIPANTS - 453



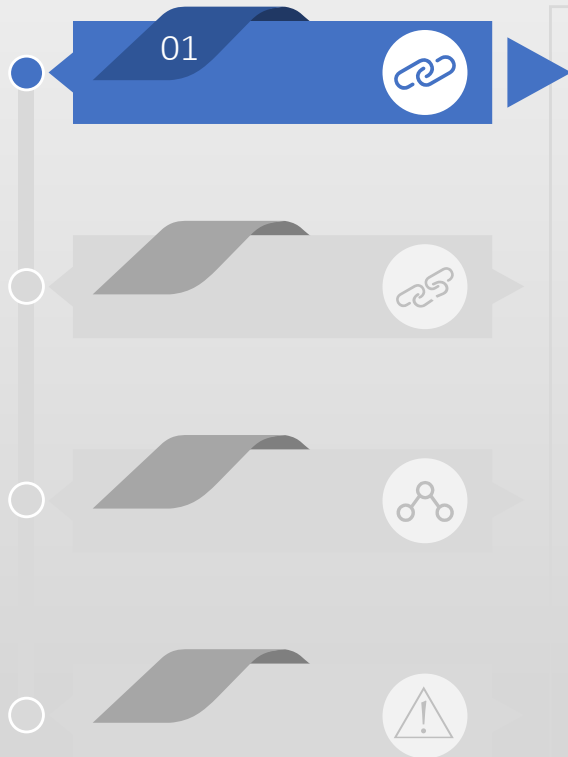
SWOT ANALYSIS

Internal
Factors



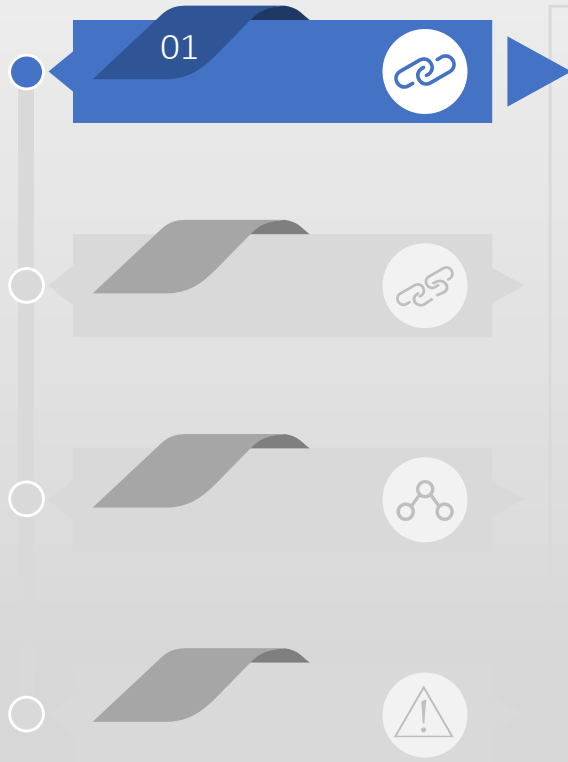
External
Factors





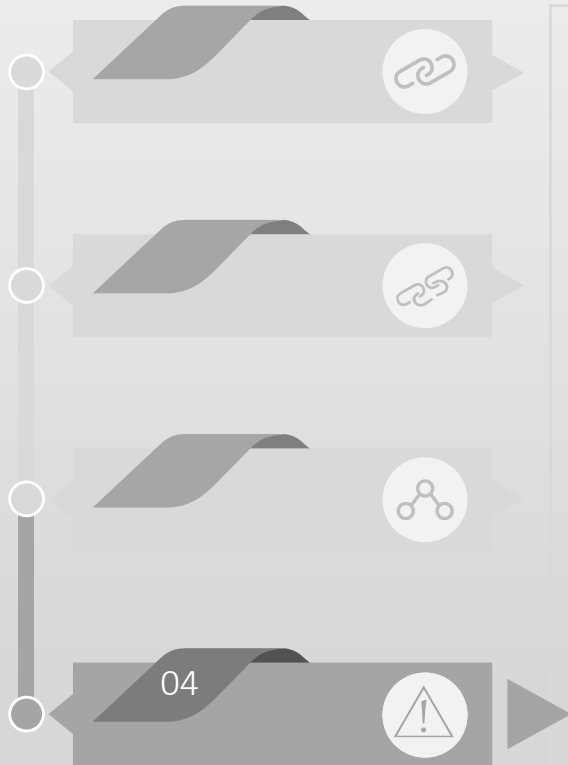
STRENGTHS

- Teachers
- Supportive School Board and Administration
- Facilities – renovated buildings
- Safe and secure buildings
- Whole Child Approach with many programs



STRENGTHS

- Student diversity
- Supportive departments
- Giving community



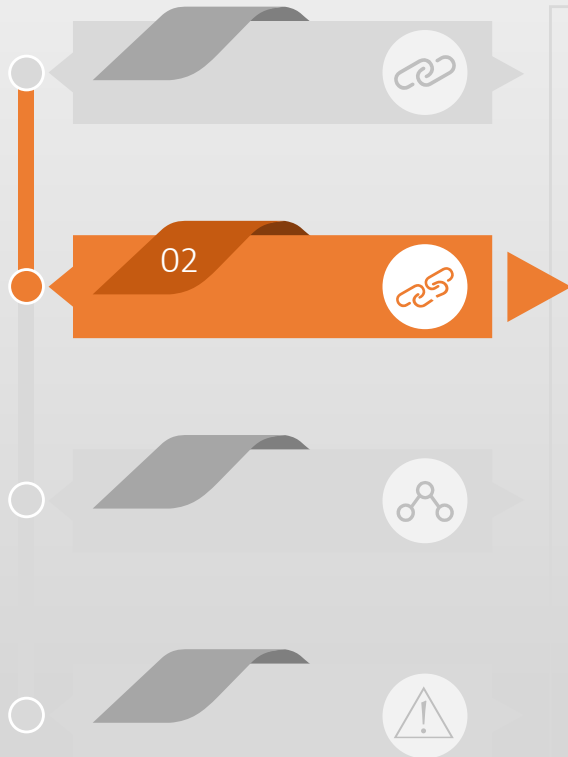
THREATS

- **Lack of Resources**
 - Budget, Space, Teachers, & Subs
- **Greater Student Needs**
 - More with IEP's and ELL Needs
 - More with Trauma
- **Community Changes**
 - Drugs/Violence
 - Poverty 73%
 - Transiency
 - Public Perception

W

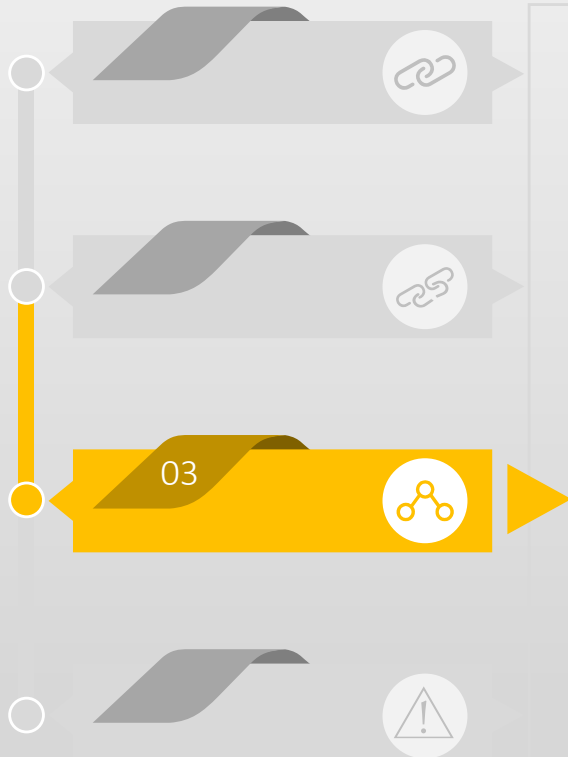


WEAKNESSES



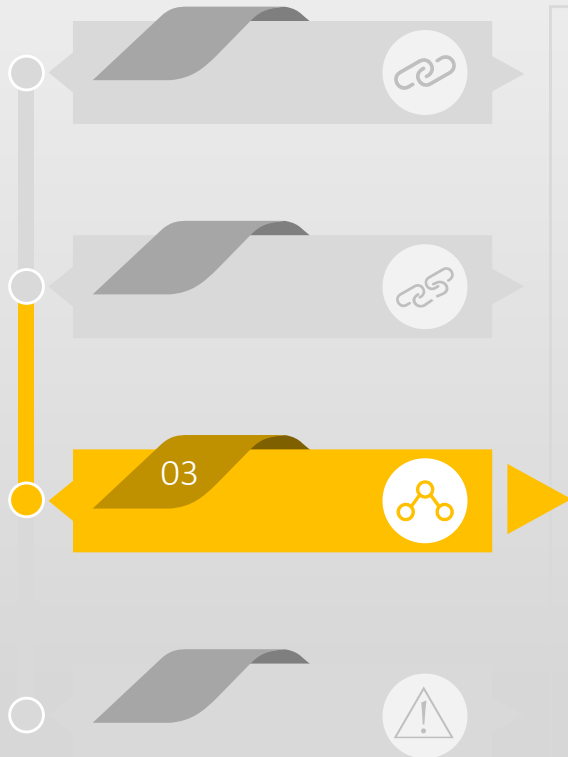
WEAKNESSES

- **Student Achievement Results**
- **Students not reading/owning their learning**
- **Curriculum / Standards**
- **Consistency across elementary schools**
- **Consistency with discipline**
- **Communication**
- **Initiative Instability**



OPPORTUNITIES

- **Improve student outcomes**
- **Increase use of data to make decisions**
- **Improve graduation rate**
- **Create “multiple pathways”
I.E. Polaris**
- **College and Career Readiness
/ 339 Plan**
- **Cedar Foundation**



OPPORTUNITIES

- **Enhance PR/communications**
- **Increase community and parental involvement**
- **Develop more collaboration /PD for teachers**
- **Build consistency across the district**
- **Improve climate for staff and students**
- **Time for new ideas/change is good**

REALITIES AND CONSTRAINTS



**Organizational Capacity to
Learn, Adapt and Grow**

01



Finances

02



Community Acceptance

03



Staff and Teacher Mindset

04



Time

05



Achievement and Growth Data

Building	ELA		
	2015	2016	2017
Harding	46.4%	42.9%	36.1%
Henry Houck	59.0%	49.6%	48.4%
Northwest	19.9%	22.4%	17.9%
Southeast	41.4%	46.4%	46.5%
Southwest	35.0%	36.1%	36.7%
Middle School	29.8%	34.3%	37.9%
High School	8.1%/34.5%	7.6%/28.6%	8.4%/36.6%

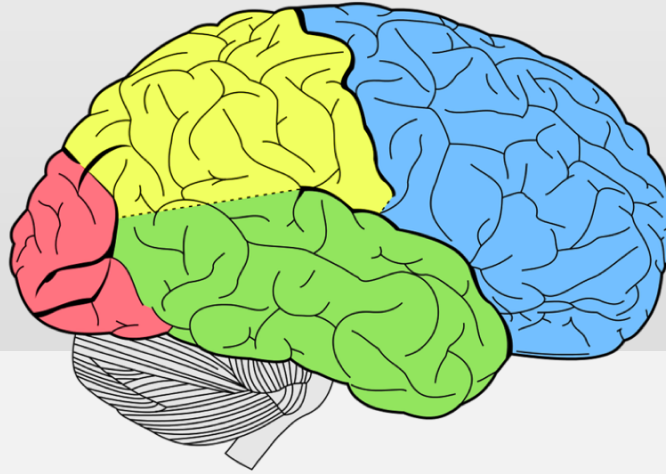
Achievement and Growth Data

Building	MATH		
	2015	2016	2017
Harding	17.4%	22.1%	14.8%
Henry Houck	40.6%	36.4%	38.4%
Northwest	8.8%	9.3%	9.4%
Southeast	26.4%	36.3%	26.8%
Southwest	22.5%	17.5%	14.9%
Middle School	14.6%	14.7%	11.9%
High School	6.9%/19.4%	6.2%/18.2%	7.8%/34.2%

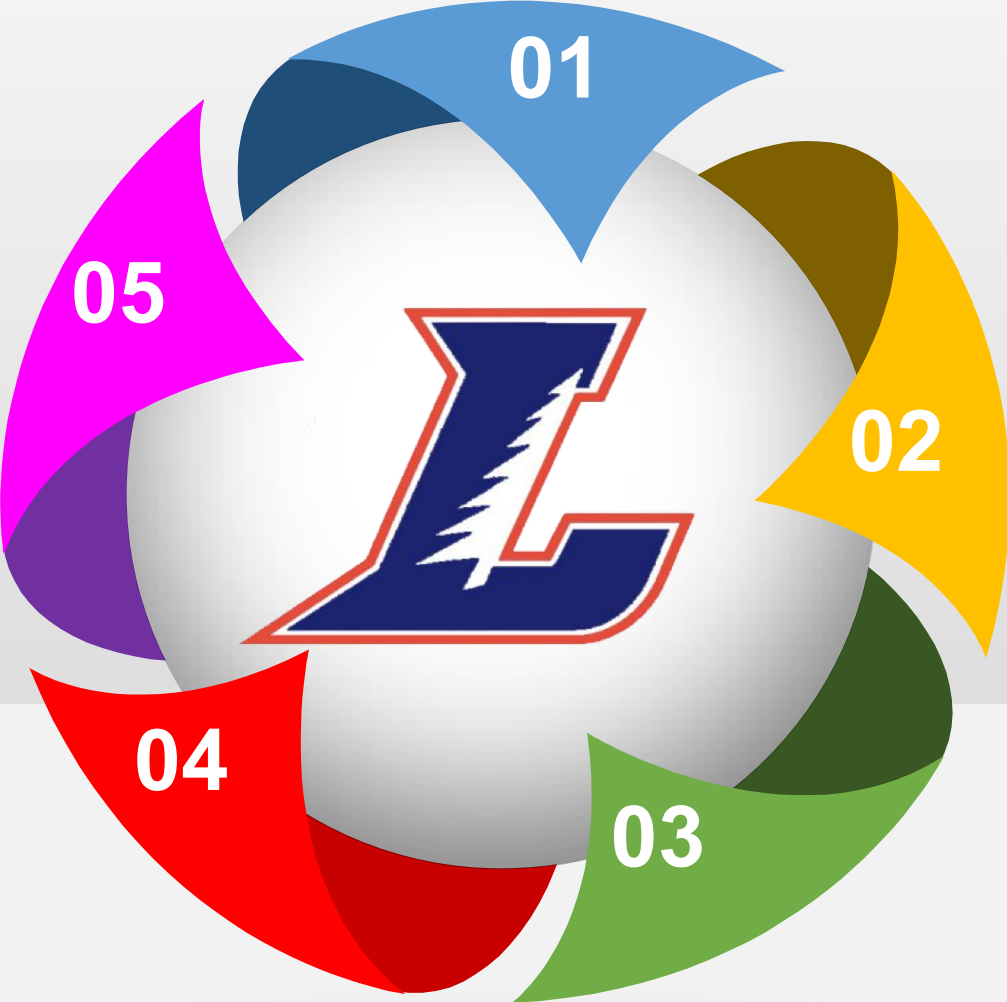
Achievement and Growth Data

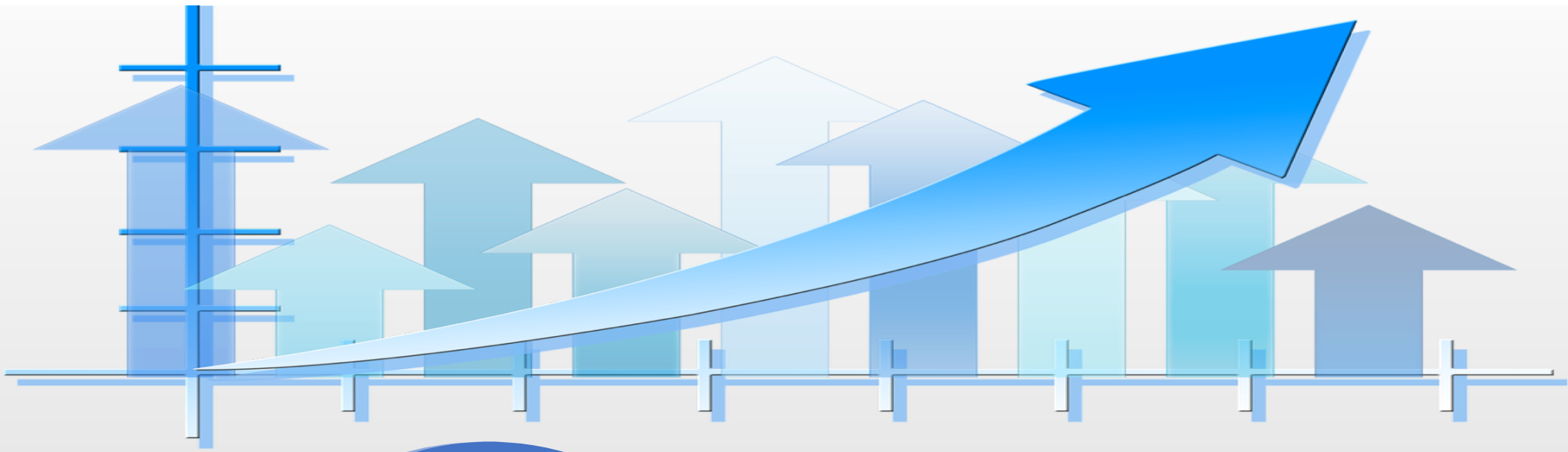
Building	SCIENCE		
	2015	2016	2017
Harding	70.0%	58.5%	49.5%
Henry Houck	77.1%	90.9%	75.9%
Northwest	34.1%	31.6%	30.9%
Southeast	70.7%	63.5%	72.1%
Southwest	66.2%	47.0%	55.6%
Middle School	30.5%	25.9%	23.4%
High School	9.1%/26.4%	8.5%/20.1%	8.2%/28.5%

What Makes a Successful Organization?



Lebanon's Five Educational Priorities





Integrate

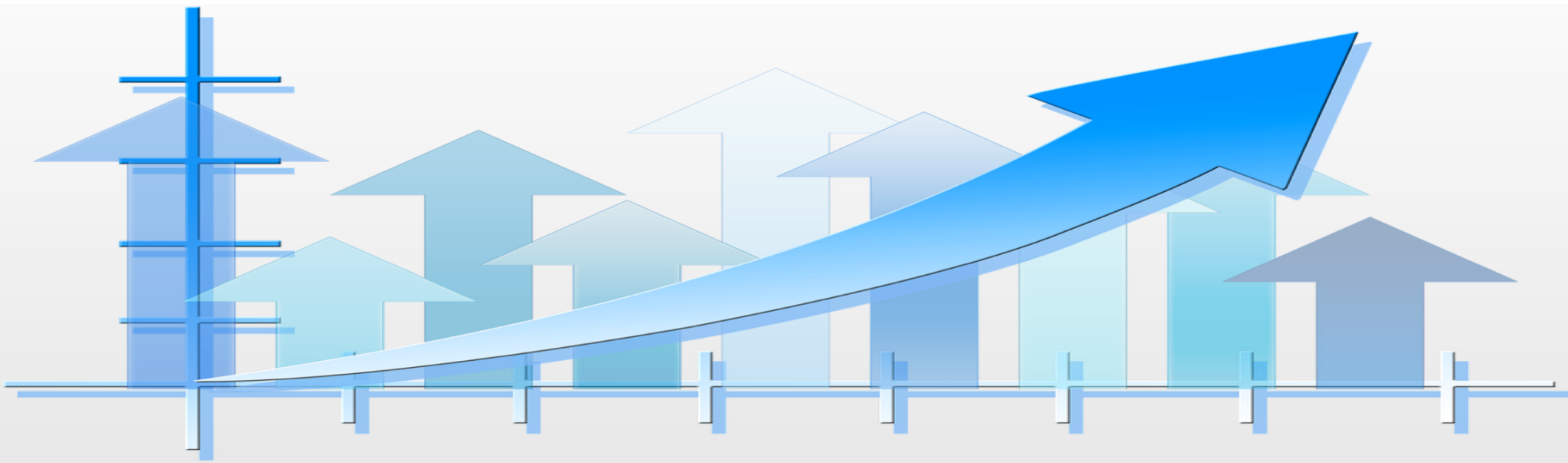


Analyze



Visualize

Data/Evidence Driven Culture



Academic Improvement
Four year curriculum cycle
Create Smart Goals
Evaluation

Supporting Students
PBIS Positive Behavior Intervention specialist?
Reduction of Suspension
Reduction of Judi. Hearings

Data/Evidence Driven Culture

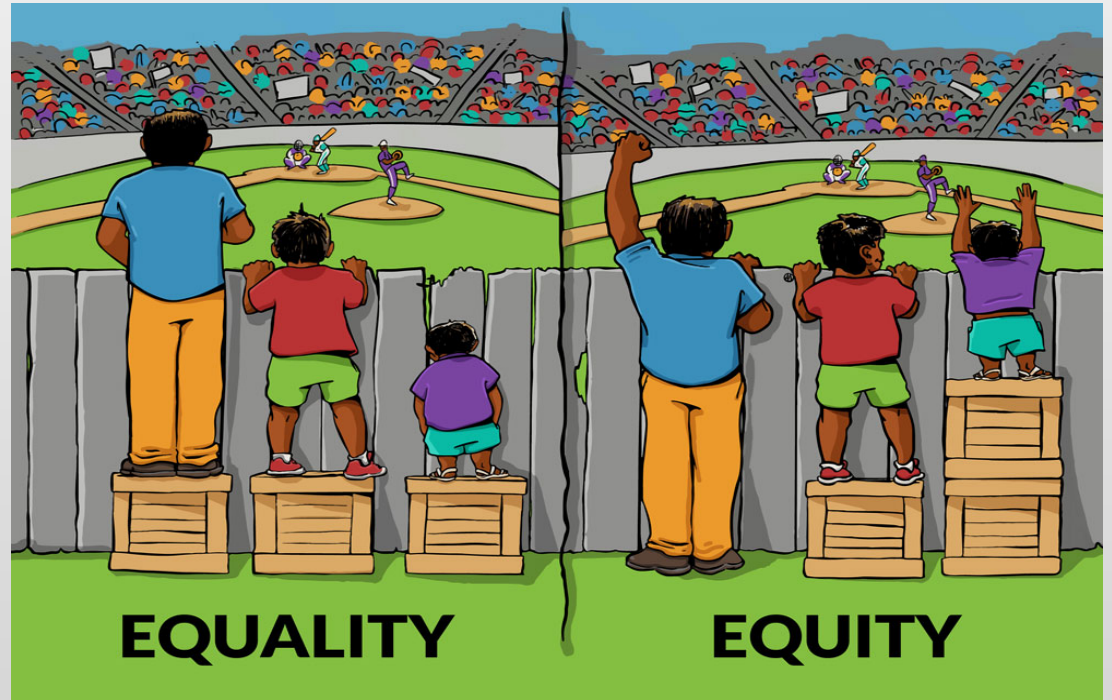


The Best Literary and Informational Texts Leveled to the Common Core State Standards Selected from More Than 250 Publishers.

Click a level to view details.

PreK	Kindergarten	1	2	3	4	5	6	7	8	9 & 10	11 & 12				
RTM	1-3Y	1G	2G	1B	2B	1R	2R	Wt	Bk	Or	Pu	1Br	2Br	SI	GI

Relentless Culture of Reading



Student Centered Culture



College and Career Readiness

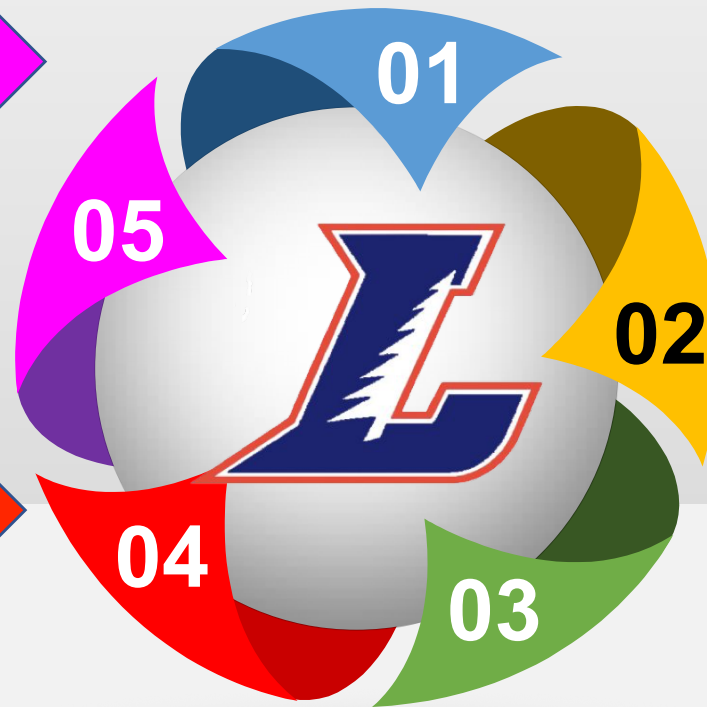


Culture of Community Connections

Lebanon's Five Educational Priorities

**Culture of
Community
Connections**

**College and
Career Culture**



**Data/Evidence
Driven Culture**

**Relentless Culture
of Reading**

**Student Centered
Culture**

Change is *Inevitable*



***Minor* Change for Some,
Major Change for Others,
But a *New Beginning* for All**

Lebanon School District's Foundational Elements

- 
1. **We will develop a growth mindset for staff and students** (not yet).
 2. **We will become reflective practitioners at all levels** (own it, don't deflect it).
 3. **We will become a learning organization** (risk-taking, innovative, F.A.I.L.).

A photograph of a person's legs and feet on a staircase. The person is wearing green pants and dark sneakers with white soles. The staircase has grey concrete steps and yellow-painted wooden nosings. The text "Next Steps" is overlaid in a stylized, orange, serif font on the left side of the image.

Next Steps