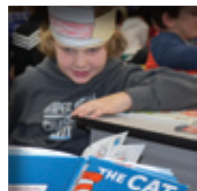
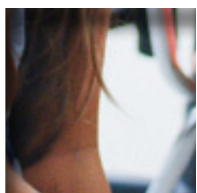
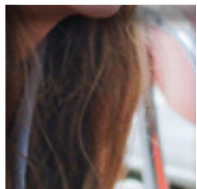
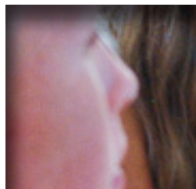


# NORTH PENN SCHOOL DISTRICT

## 2017-2018 ANNUAL REPORT



VISIT [WWW.NPENN.ORG](http://WWW.NPENN.ORG)

# A Letter from the Superintendent



DEAR COMMUNITY,

The successes of the North Penn School District (NPSD) are the result of hard work, talented people and strategic planning throughout its 50-plus year history. Like building a new school or home, there must be a strong foundation in place to support the structure and people through changes and challenges. The 2017-2018 school year continued the tradition of excellence for which NPSD is known and further developed a school system equipped to meet the needs of tomorrow.

I am incredibly honored to be the superintendent of this exceptional school system where we truly believe in dreaming big and achieving greatness. Now in my 14th school year working for NPSD and 10th as Superintendent, I have a genuine appreciation of this community and its support of public education and youth.

Because of this community's commitment to its schools we have so much of which to proud. We continue to be ranked as one of the best school districts in the state, our students are graduating and pursuing post-secondary education at a high rate and our focus on the social and emotional well-being of every child continues to strengthen each year.

The North Penn School District is an essential piece of the North Penn community of which you are a part. I invite you to read this annual report and take pride in and learn more about our schools, staff and the vast opportunities we provide.

Sincerely,

**Curtis R. Dietrich, Ed.D.**

*Superintendent, North Penn School District*



NPSD:  
BUILDING ON  
EXCELLENCE

## OUR VISION:

The North Penn School District is student-centered with a focus on academic challenge, meaningful experiences and personal responsibility.

## OUR MISSION:

The North Penn School District is an effective, innovative, student-centered community of teaching and learning where every student is empowered to:

- Become an independent, adaptable, life-long learner who uses knowledge to create new understandings;
- Exhibit creative, collaborative and critical thinking;
- Achieve at his or her highest potential; and
- Live as a positive, responsible and contributing citizen of the global society.

## CORE VALUES:

- Visionary Leadership
- High Expectations for Learning
- People-Centered
- Continuous Improvement
- Partnerships and Teamwork

## UNIVERSAL VALUES:

North Penn school community members will model universal values to collaborate effectively in their daily activities. These values include but are not limited to:

- civic responsibility;
- consideration;
- cooperation;
- dependability;
- fairness;
- goodwill;
- honesty;
- kindness;
- orderliness;
- patience;
- perseverance;
- politeness;
- respect;
- responsibility; and
- sportsmanship.

# A LETTER FROM THE BOARD PRESIDENT

## Dear North Penn Families,

It is with great pride that I share with you the incredible accomplishments of the North Penn School District through this annual report. Not a day has gone by since being elected to the school board a year ago that hasn't been filled with learning about the excellence that fills North Penn classrooms, cafeterias, fields, busses, offices and more. Our remarkable achievements are due to this great community's commitment to students, and on behalf of the entire school board I thank you for that.

Because of your support, once again, North Penn High School was named one of the top public high schools in the nation by U.S. News and World Report. The high school ranked number 1,557 nationally and number 54 in the state of Pennsylvania. On top of that, as it has for many years now, NPSD was once again honored with the "Best Communities for Music Education" designation from the National Association of Music Merchants (NAMM) Foundation for its outstanding commitment to music education.

And that's not all. NPSD also ranked number 11 in the 2018 Best School Districts in Pennsylvania by Niche.com in accordance to their new ranking system.

Niche also assigns each school district a grade ranging from "A+" to "F-" in ten categories. These categories include Academics, Clubs & Activities, College Prep, Sports, and Teachers, all in which NPSD scored an "A+"; and Administration, Diversity, Health & Safety, Food, and Resources & Facilities, all in which NPSD scored an "A."

As a graduate of NPHS myself and the mother of three



other NPHS alumni, I have always appreciated what an exceptional district we have. Now as a board member, it is my privilege to be able to help build upon our accomplishments. I know my fellow board directors feel the same way. We hope that each and every community member will join us in this effort and share our sense of pride in NPSD.

Sincerely,

**Tina Stoll**

*President, NPSD Board of School Directors*

## NPSD BOARD OF DIRECTORS



- Top (L-R): Edward Diasio, Elisha K. Gee, Jonathan M. Kassa, Christian D. Fusco, Jenna A. Ott
- Bottom (L-R): Julianne Ramić, Tina Stoll, Timothy MacBain, Theresa Prykowski



**NPSD:  
BUILDING ON  
EXCELLENCE**

*Bottom row, left to right*

**Julianne Ramić**

267-645-9345  
ramicjd@npenn.org

**Martina (Tina) Stoll**

President  
215-783-1817  
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**Timothy MacBain**

484-341-0628  
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**Theresa Prykowski**

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prykowtw@npenn.org

*Top row, left to right*

**Edward Diasio**

Vice President  
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**Elisha K. Gee**

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**Jonathan M. Kassa**

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**Christian D. Fusco**

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**Jenna A. Ott**

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ottja@npenn.org



# Student Growth & the Building Blocks of Learning



## Student Successes

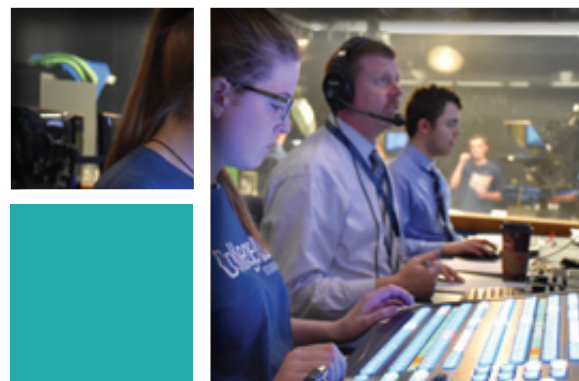
- NPHS students Allison Yang and Emma Moyer were selected as members of the 2017 All-National Honor Concert Band and All-National Honor Mixed Choir, respectively and performed at the 2017 National Association for Music Education (NAfME) National In-Service Conference, held in Orlando, FL in November 2017.
- 29 NPHS students were named commended scholars and semifinalists in the 63rd Annual National Merit Scholarship Competition.
- Palak Shah, NPHS class of 2018, was selected as one of 630 semifinalists to advance to the final round of the 2018 U.S. Presidential Scholars competition.
- Hundreds of first graders attended the 27th Annual Reading is Fundamental (RIF) program district-wide play entitled, "Alice Takes North Penn to Storyland." The purpose of this show is to celebrate the importance of reading and literacy in a fun and interactive way. Actors are comprised of community members, teachers, administrators, high school students and parents.
- NPHS student Benjamin Curlee was recognized by the College Board for his performance on the Advanced Placement (AP) Computer Science Principles Exam in May 2017 by earning every point possible, a score that was earned by only six students in the world.
- Bridle Path Elementary School Chorus earned the grand prize in 101.1 More FM's 9th Annual Christmas Choir Competition. As grand prize winners, the Bridle Path Chorus performed with the Philly POPS during their show, "A Philly POPS Christmas... Spectacular Sounds of the Season," at the Verizon Hall, Kimmel Center for Performing Arts in Philadelphia, PA. The honor also earned the Bridle Path music program a \$5,000 cash prize and the Bridle Path Chorus' winning song entry, "This is My Wish" was played on the radio station throughout the month of December.
- The NPHS music department sent 14 students to the Pennsylvania Music Educators Association (PMEA) District Chorus Festival in January.
- Ten student artists from NPHS showcased their artwork at the 40th Annual Montgomery County High School Art Exhibition and Competition.
- 19 NPHS students were honored for their performance in the 2018 American Association of University Women (AAUW) Creative Writing Contest earlier this year.
- Three NPSD student teams competed in the Pennsylvania State Odyssey of the Mind (OM) Competition. Two teams from NPHS and one team from Inglewood Elementary School competed at the competition. All of the NPSD's teams gave exceptional performances, proudly representing the district and their schools. Team A from NPHS placed third and Team B placed first, advancing to the OM World Finals. Inglewood Elementary School's team also gave an outstanding performance at their very first state competition.



- The NPHS Marching Knights captured the U.S. Bands Pennsylvania State Championship with their 2017 show, "Hopes Rules" earning a score of 93.4, the highest score of the night. They also took Caption Awards for High Music, Overall Effect, Percussion and Colorguard.
- The NPHS Robotics Club competed at the For Inspiration and Recognition of Science and Technology (FIRST) Mid-Atlantic District Championship at Lehigh University and placed fifth, earning them a spot at the FIRST Championship Competition.
- 200 female students from six NPSD schools participated in the Girls on the Run program that culminates in a 5K Run/Walk in May with school districts from across the county.
- Three NPHS students, Jair Anlas, Brittany Crosson and Tyler Kratz, were accepted into the prestigious Teen Animation Festival International held at the Walt Disney Family Museum in San Francisco, CA.
- NPHS student Bill Wermuth earned a seat on the National Association of Secondary School Principals (NASSP) Leadership Advisory Committee. The purpose of the NASSP Student Leadership Advisory Committee is to ensure that NASSP Student Programs (National Student Council, National Honor Society, National Junior Honor Society, and National Elementary Honor Society) provide programming, services, and resources to members that promote student leadership, voice, service, and engagement in alignment with the mission and vision of NASSP.



- Once again, NPHS did an outstanding job at the Future Business Leaders of America (FBLA) State Conference and Competitions. The NPHS FBLA Chapter as a whole was recognized for having the 4th largest chapter membership in the state, earned 5th place in the Local Chapter Annual Business Report, 5th place in the State Project Top Fundraising Chapters category, 6th place in the Community Service Project category and 6th place in the Outstanding Chapter Award category.
- Several NPHS Latin students earned outstanding scores in the 2018 41st Annual National Latin Exam. Of 95 NPHS students in grades 10, 11 and 12 who took the exam, a phenomenal 71 earned awards for distinguished performance. Thirty-four of the awarded scholars earned either a Silver Maxima Cum Laude or a Gold Summa Cum Laude honor.
- NPHS students, Connie Jiang, Yeokyeong Kim, Charis Ma and Abby Worthington, were recognized for their outstanding performance in the 2018 National Council of the Teachers of English Writing Contest.
- North Penn Television (NPTV) received three Mid-Atlantic High School Production Awards of Excellence from the National Academy for Television Arts & Sciences (NATAS), Mid-Atlantic Chapter.





# STUDENT NEWS

## Early Learning

**N**PSD is committed to working with children before they enter kindergarten to help them succeed once their school career begins. With the help of

our preschool partners professional development, curriculum information and instructional best practices to help ensure a smooth transition into kindergarten.



our Early Learning Specialist, NPSD partners with area preschools in an effort to build an educational foundation for our youngest learners. Through workshops and meetings, we provide

In addition, we invite pre-school teachers into our kindergarten classrooms and vice versa. Other opportunities include a three-week summer program for students who never attended preschool, family outreach opportunities, and Dreamgrowers Preschool Power Hour, a year-long, once-a-week program for incoming kindergarten students.



## Digital Age Teaching & Learning

**Y**ear two of NPSD's Digital Learning and Teaching efforts included Chromebook distribution to all students in grades 10 through 12. This is in addition to the students and staff in grades 6 through 9 who received Chromebooks in the 2016-2017 school year. This past year, staff learned about the Substitution, Augmentation, Modification, Redefinition (SAMR) model of instruction that is designed to help educators infuse technology into teaching and learning. More than 5,500 lesson ideas were submitted by teachers to demonstrate their knowledge of technology integration and the effective use of SAMR.

With the close of the 2017-2018 school year, administrators, staff and students were again asked to take the annual Bright Bytes survey to determine growth in the areas of 21st Century Learning, Curriculum and Professional development. Highlights include:

- Growth was seen overall as well as in the areas of online assessment and technology integration.
- 48 percent of NPSD students reported using online assessments on a regular basis.
- 65 percent of teachers reported feeling comfortable managing a classroom where students are using technology.
- 58 percent of teachers felt they could easily find technologies to meet their teaching goals.
- 82 percent of teachers reported that they believe access to technology enhances both learning and daily life.

To support the easy acquisition of tools, the district not only supported a classroom monitoring tool for teachers, but piloted interactive tools including Nearpod, Peardeck, EdPuzzle and ThingLink to assist teachers in their lesson design using one to one technology.

Another important component of digital learning was the establishment of Cohort 1 of NPSD's Leadership Design Academy and included staff from Gwynedd Square, Walton Farm and Hatfield elementary schools, Pennbrook Middle School and North Penn High School. This team participated in professional development to learn about the tenets of personalized learning. Student-centered personalized learning makes school more relevant, increases student engagement and ownership for learning, improves attendance and decreases discipline, and creates an opportunity for better collaborations and relationships between teachers and students. NPSD is encouraged by the results seen related to personalized learning and will be expanding its reach for the 2018-2019 school year.

## English Language Learners (ELLs)



Gujarati, Arabic, Vietnamese, Chinese and Hindi.

Through Title III funding NPSD offered:

- a summer program for ELLs - to help with

**N**PSD continues to see a growing English Language Development (ELD) population with approximately 730 students who received ELD instruction in the 2017-2018 school year. In addition to English, students in the North Penn School District report more than 60 languages spoken in their homes, with the most frequent including Bengali, Korean, Spanish,

English Language acquisition, reading skills and promote school readiness;

- two half-time ELD Coaches to provide real-time professional development support to our North Penn Teachers; and
- an ELD Family Night where seven different translators help parents gain important information about NPSD and our ELD program.

## Learning For All

The final year of NPSD's three-year plan to expand inclusive practices in our schools cemented in place the supports and methods used by regular and special education teachers, inclusion specialists and class-

room assistants to successfully implement co-teaching. Results are showing us that our efforts are resulting in academic progress for our students with cognitive disabilities.

As a further indicator of our success, North



Penn High School (NPHS) received recognition as a National Banner Unified Champion School by Special Olympics. Fewer than 90 high schools throughout the country earned this honor in 2018, four of which reside in Pennsylvania. To be selected, NPHS proved its commitment to inclusion and demonstrated that it met or exceeded 10 standards of excellence developed by a national panel of leaders from Special Olympics and the education community. This is

evidenced by a multitude of teams, events and initiatives held at NPHS over the last few years, including the inception of a Unified Track Team during the 2016-2017 school year and a Unified Bocce Team in the 2017-2018 school year that earned the Pennsylvania State Championship Title this past spring.



## Student Social & Emotional Wellness

This past year, NPSD continued its important work in growing a school system that equally provides both emotional support and educational excellence. To that end, we established a Mental Health Think Tank whose membership includes more than 50 staff members from across NPSD. Every school is represented and various positions are included so that we can obtain multiple perspectives, ideas and insight. The Mental Health Think Tank worked on these important issues related to mental health:

- Student Transitions
- Streamlining Counseling Supports
- Behavioral and Social/Emotional Needs of Early Learners

- Social/Emotional Learning
- Mental Health Screeners and Risk Assessments

In order to address some of the needs discussed, six positions titled Elementary Coordinators of School Climate were hired to support the development and implementation of school-wide

positive behavior systems and the professional development associated with such positions. Other important positions related to student mental wellness added for the 2018-2019 school year included an additional behavioral specialist and a mental health case manager

to provide transition support for students who return to NPHS after an outside placement. Additionally, NPSD expanded the services provided to elementary students from outside contracted behavioral health specialists.

Also of note:

- In January 2018, the National Alliance of Mental Illness (NAMI) presented 24 sessions of their renown program, *Ending the Silence (ETS)*, to 10th grade students at NPHS. ETS is an interactive presentation for secondary students designed to raise awareness and promote acceptance within teens regarding mental health conditions.





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## Keystone Exams

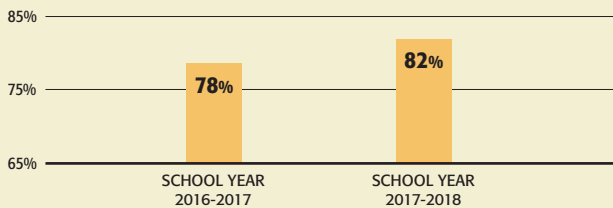
The Keystone Exams are end-of-course assessments designed to assess proficiency in three subjects: Algebra I, Literature and Biology. The Keystone Exams are one component of Pennsylvania's system of high school graduation requirements.

- Percent of middle school students proficient or advanced on the Algebra I Keystone increased from 78 percent to 82 percent

### Proficient or Advanced in Algebra 1 (Middle School)

(Percent of Students Proficient or Advanced)

**4% UP** ↗



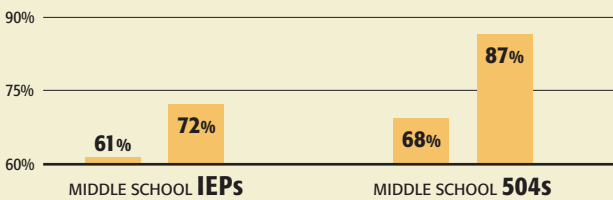
- Middle school students with IEPs increased proficiency in Algebra I from 61 percent to 72 percent, students with 504s increased from 68 percent to 87 percent

### Proficient in Algebra 1 (Middle School - IEPs & 504s)

(Percent of Students Proficient)

**11% UP** ↗

**19% UP** ↗



- Percent of students below basic decreased 3 percent at the middle level and 1 percent at the high school level

### Below Basic Levels (Middle & High Schools)

(Percent of Students Below Basic)

**3% DOWN** ↘

**1% DOWN** ↘

Percent MIDDLE School Students Below Basic

Percent HIGH School Students Below Basic



NPSD:  
BUILDING ON  
EXCELLENCE

## Every Student Succeeds Act

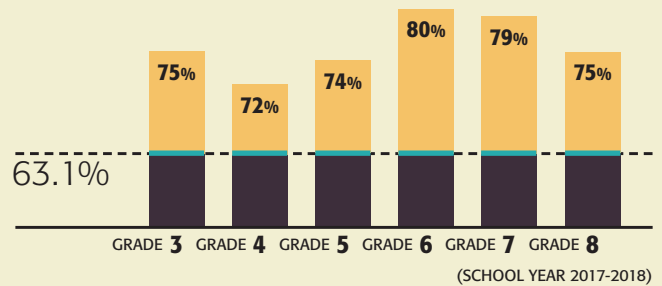
The Every Student Succeeds Act (ESSA) is a federal law that governs the United States K-12 public education policy.

- The ESSA proficiency target for English Language Arts is 63.1 percent. We are well above that target in NPSD:



### NPSD Proficiency in English Language Arts

(Percent)

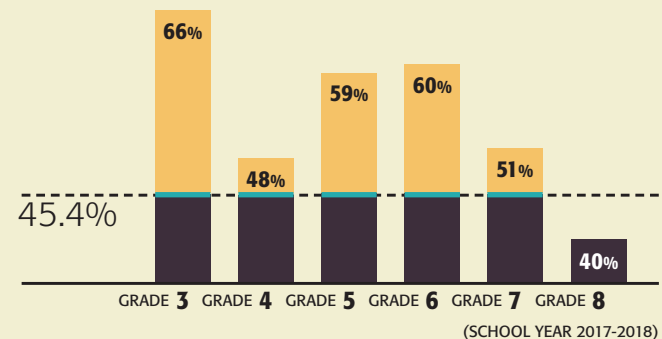


- The ESSA proficiency target for Math is 45.4 percent. Again, in NPSD we exceed that target in most grades, though improvement is needed in grade 8:



### NPSD Proficiency in Math

(Percent)





## Students Building a Better Community

- The NPHS Water Polo teams hosted a Hurricane Harvey Relief Drop-Off for donated items to be taken to needy families in Texas.
- The NPHS Key Club partnered with The Red Cross to sponsor an emergency blood drive in support of the victims of the Las Vegas shooting as well as local patients in the North Penn area.
- The Penndale Middle School Guidance Department and students opened a food pantry for needy families at Penndale during the holiday season. Penndale reached out to the families of its entire student body to welcome those in need to visit the food pantry.
- In honor of Martin Luther King, Jr. Day, students at Bridle Path Elementary



School participated in a day of service by decorating and delivering “breakfast bags” for those in need. Once the bags were finished, they were taken to the Mitzvah Circle Foundation.

- A.M. Kulp Elementary School students and staff worked together to contribute to the community-wide “Sending Love to Our Troops” drive. The drive collected and distributed a wide variety of items to help make daily life a little more pleasant for our military personnel. Each classroom had a donation box where students could bring in items to donate.

## Advanced Placement

NPSD was one of 447 school districts in the U.S. and Canada honored by the College Board with placement on the 8th Annual Advanced Placement (AP)<sup>®</sup> District Honor Roll. To be included on the 8th Annual Honor Roll, NPSD had to, since 2015, increase the number of students participating in AP courses while also increasing or maintaining the percentage

of students earning AP Exam scores of 3 or higher. Reaching these goals shows that NPSD is successfully identifying motivated, academically prepared students who are ready for AP. NPSD is one of only five school districts in Montgomery County, 43 in Pennsylvania, and 447 nationwide to be included on the list.

## Class of 2017 Profile

- Number of Graduates: 958
- AP Pass Rate: 87%
- Number of Colleges & Universities Accepted Into: 158
- Number of Students Entering Armed Forces: 18
- Number Entering Business (Workforce): 97
- Number Moving On to Colleges: 843



## 2017-18 Suburban One League Championships Fall

- |                            |                             |
|----------------------------|-----------------------------|
| ■ Football                 | ■ Girls Swimming and Diving |
| ■ Boys Soccer              | ■ Wrestling                 |
| ■ Boys Water Polo          | ■ Spring                    |
| ■ Girls Water Polo         | ■ Baseball                  |
| ■ Winter                   | ■ Softball                  |
| ■ Boys Bowling             | ■ Girls Track and Field     |
| ■ Girls Bowling            | ■ Boys Tennis               |
| ■ Boys Swimming and Diving |                             |

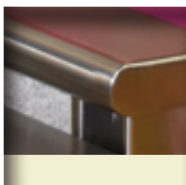
## District One District Championships

- |                            |                             |
|----------------------------|-----------------------------|
| ■ Boys Swimming and Diving | ■ Girls Swimming and Diving |
|----------------------------|-----------------------------|

## State Championships

- |                    |                             |
|--------------------|-----------------------------|
| ■ Boys Water Polo  | ■ Girls Swimming and Diving |
| ■ Girls Water Polo |                             |

# Efficient Operations Help Build Effective Schools



## Operations Accomplishments

- For the 2017-2018 school year, NPSD had a 1.99 percent tax increase, well below the state's Act I Index for that year of 2.5 percent.
- NPSD understands the need to offer an excellent education while at an affordable cost to taxpayers. In the 2017-2018 school year, NPSD developed a new way in which some of its taxpayers could benefit through a property tax rebate program. Although it just started on July 1, 2018, more than 176 applications were received by September 1st and more than \$14,000 in rebates were issued. Residents have until June 30, 2019 to apply.
- NPSD once again partnered with Manna on Main Street and the United States Department of Agriculture (USDA) to offer the Summer Food Service Program locally to help bridge the hunger gap that some children may experience during the summer months and ensure that no child goes hungry when school is out. Hundreds of children enjoyed nutritious breakfasts, lunches and snacks in summer camp, park programs, daycares and other sites throughout the NP community.
- Following a two-year renovation, Montgomery Elementary School hosted a dedication ceremony in honor of their newly remodeled building. Renovations totalled \$24 million and included a two-story classroom addition along with renovations to the existing school and site.
- Oak Park and Gwyn-Nor elementary school students and staff were pleased to have their buildings air conditioned this past summer. Knapp Elementary School was also scheduled for this work, but it was postponed as the district looks to begin major renovations for the entire school.

## NPSD 2017-2018 Financial Summary\*

Revenues	
Local	\$198,895,984
State	\$50,377,168
Federal	\$2,865,163
Other	\$158,715
<b>Total Revenues</b>	<b>\$252,297,030</b>
Expenditures	
Instruction	\$159,792,219
Support Services	\$67,729,096
Non-Instructional	\$3,032,258
Other Financing	\$17,720,981
<b>Total Revenues</b>	<b>\$248,274,554</b>

\*unaudited results

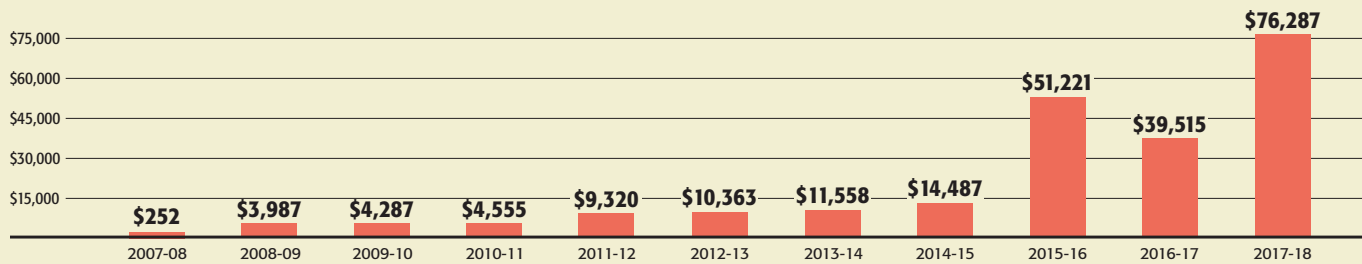




## NPSD: BUILDING ON EXCELLENCE

### P-Card Rebates

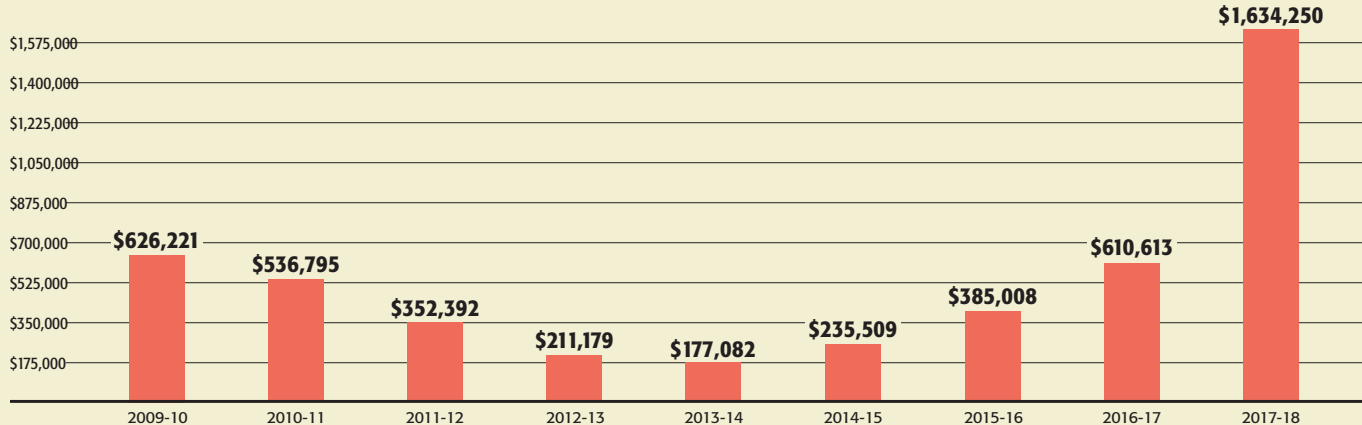
(Total dollar volume)



The chart shows the total dollar volume of procurement card rebates. Measure of purchase volume, efficiency and alternative revenue source.

### Investment Income

(Total revenue generated)



The chart shows the total dollar revenue generated from district investments. Measure of investment strategy, interest rate environment and cash flow projection efficiency.

- The Extended School Care program averaged about 775 students for the 2017-2018 school year. Always looking to give back to NPSD, the before and after care program invested in our schools by funding AEDs (Automated External Defibrillators) and contributing \$50,000 to the general fund.



- For the third year in a row, the Association of School Business Officials (ASBO) International has awarded the North Penn School District its Meritorious Budget Award for excellence in budget presentation during the 2017–2018 budget year. The Meritorious Budget Awards (MBA) program promotes and recognizes excellence in school budget presentation and enhances school business officials' skills in developing, analyzing and presenting a school system budget. After a rigorous review by professional auditors, the award is bestowed only on school districts that have met or exceeded the program's stringent criteria. Only 11 Pennsylvania entities, including 10 school districts and one intermediate unit, received the MBA in the 2017-2018 budget year. This honor is a true reflection of the district's commitment to fiscal integrity.
- School Nutrition Service Staff served 280,639 breakfasts and 993,832 lunches to students during the 2017-2018 school year.
- The North Penn ADvantage Advertising Program generated revenues totalling \$12,356 for the school year.
- In 2017-2018, NPSD had 142 vehicles: 124 buses (8 of those were sold during the year) and 18 vans. We had 105 bus drivers and 18 van drivers who drove for a total of 2,468,586 miles.

# Staff Who Make A Difference



## Staff Accomplishments

- Penndale Middle School Guidance Office Secretary Susan Lynam was named the Pennsylvania State Education Association (PSEA)'s 2017 Educational Support Professional (ESP) of the Year. During Susan's tenure at North Penn, she has held positions on the North Penn Education Support Professionals Association (NPESPA) board including PACE chair, treasurer and is currently president.
- Kathleen Noce, Family Consumer Sciences teacher at NPHS, was selected as the Claes Nobel Educator of Distinction by the National Society of High School Scholars (NSHSS). A role model to pupils, Noce was nominated by a student for outstanding dedication and commitment to excellence in the profession.
- The NPSD Transportation Department rolled over the competition at the 45th Annual Montgomery Bucks Pupil Transportation Association School Bus Safety Competition at William Tennent High School. Events included parallel parking, railroad crossing, backing up, straight line driving, diminishing clearance, right turns and a written exam. The NPSD team of Jynell Brunt, Dawn Herold-Maher, Ed Madge, Gail Madge, Janice Perkins, Jim Sparenga and Kathy Yates took home third place overall in the competition. Individually, Perkins scored the highest of any driver on the written exam and came in fourth place overall. Madge placed eighth and Yates came in 14th place.
- Pennbrook Baking Club advisors, teachers Cheryl Doyle and Louann Moos, received the 2017-2018 Home Baking Association (HBA) Educator Award. The HBA awards outstanding educators in classrooms and communities who engage individuals, families and communities with the many educational benefits baking provides for personal, family or professional development. As part of the award, the HBA sent Doyle and Moos to their annual conference in Lake Tahoe, CA where they presented the Pennbrook Baking Club program to the industry attendees.
- NPSD employees Bob Lanetti, Vicki Rinker, Dusty Roper and Jason Theodore received the 2017 Superintendent's Honor Roll Award recognizing their excellence and service to North Penn.
- 3,222 hours of professional development was provided to staff in the 2017-2018 school year during 745 workshops.
- For the 2017-2018 school year, approximately 950 interviews were conducted for administrative, teaching, support and substitute employee positions. Of those, eight administrators, 133 teachers, 78 support staff, and 257 substitutes were hired.
- Permanent position interviewing and hiring in Transportation, School Nutrition Services, Facilities, and Extended School Care most often occur from the substitute pool and are facilitated by the supervisors of the departments. In 2017-2018, 18 employees were hired, seven in school nutrition services, eight in facilities and three in extended school care.





- Grand total equals 494 employee hires for the 2017-2018 school year.
- Conducted the annual NPSD job fair and attended other regional job fairs ~ focus on diverse candidates.
- Implemented Substitute Survey and Action Plan to increase professional substitutes.
- Increase of 115 substitutes ~ 79 teachers/36 assistants ~ for a total of 374 substitutes.
- Created .5 HR Specialist for Recruitment with focus on college/university connection and partnerships and placement of student and field semester teachers.

### NPSD Staff Years of Service

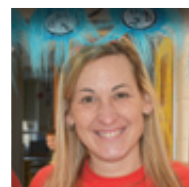
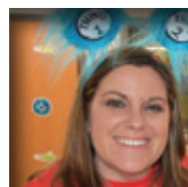
Years of Service	Number of Professionals
35.00 and over	7
30.00 - 34.99	44
25.00 - 29.99	62
20.00 - 24.99	132
15.00 - 19.99	191
10.00 - 14.99	265
5.00-9.99	126
0-4.99	157
<b>Total Professionals</b>	<b>984</b>

### NPSD Teacher & Student Counts

Teacher/Student	Count in 2017-2018
Teacher Count (2017-2018)	991
Student Count (2017-2018)	12,596

### NPSD Staff Retention Rate

Retention Rate	Percentage
Administration	91.23%
Professional	96.57%
Support Staff	91.89%



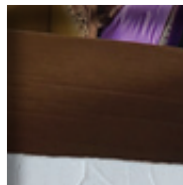
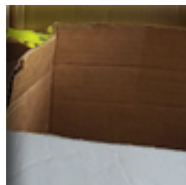
# Building Community: Engagement, Safety & Communication

## Community Highlights

- The NPSD, NPSD Educational Foundation, The Chamber of Commerce for Greater Montgomery County and the Community Health & Youth Foundation teamed up to provide needy students with backpacks this year. Called North Penn Build-a-Bag, this community-wide effort resulted in close to 400 backpacks for NPSD students.
- The North Penn School District (NPSD) Office of School and Community Engagement is the proud recipient of several awards from the Pennsylvania School Public Relations Association (PenSPRA) as part of its annual "Excellence in Education Communications" contest. Efforts receiving honors include the activities calendar, E-Matters, retirement program book, North Penn Right Now and several NPTV videos.



- Hundreds of elementary school parents turned out for Math Information Night. At this workshop, parents and guardians learned how to understand mathematical shifts in standards and teaching practices, what growth mindset is and why it's important to our students, and became familiar with tools and resources to help their child learn math.
- Hundreds of kindergarteners attended K-Day, a chance for them to take a ride on a school bus before the first day of school.





- The NPSD Educational Foundation supported more than \$60,000 of innovative projects in all 18 schools, including funding internet access at home for our neediest students. More than \$160,000 was raised during the 2017-2018 school year as well.
- In order to hear issues and concerns, Superintendent Dr. Dietrich regularly met with various groups including: three Home & School presidents meetings, eight Community Conversations, seven Superintendent Student Council Meetings, and three Conversations with Curt geared toward staff.
- The second annual Knights of Honor was held and recognized the late Dr. Barry Chasen, the late Carolyn Murphy, Bonnie Rosen and Benjamin Weber for their accomplishments in their personal and professional lives.
- The Community Education Program offered 177 community education classes during the 2017-2018 school year and 30 camps during the summer. Nearly 3,000 people enjoyed NPSD's programs, including 432 Gold Card members.
- NPSD's social media following on Facebook increased from 6,000 to 7,827 and Twitter followers from 5,340 to 5,902. The district issued 125 press releases to local media outlets and published the monthly e-newsletters, North Penn E-Matters and the Bulletin Board.
- NPSD reached over 1.1 million views on our North Penn Television's YouTube channel with over 450 productions.
- The district presented North Penn Talks: Cracked Not Broken, The Kevin Hines Story, a community forum about suicide prevention and mental wellness. The popular evening presentation was geared toward parents with students in all grade levels as it is never too early to be equipped to talk about this important topic.
- Ensuring the safety and well-being of students and staff has always been a top priority for the NPSD. For this reason, NPSD hosted a community forum in April 2018 to answer questions and discuss issues surrounding school safety. Hundreds attended the free event that included a panel discussion moderated by NPSD Superintendent Dr. Curtis Dietrich. The evening began with NPSD's Coordinator of Emergency Management and Safe Schools, Chris Doerr, providing an overview of NPSD's school safety efforts and security measures. The panel discussion included input and comments from local law enforcement, county safety officials, mental health experts, and NPSD Board of School Directors.



- Safety is one of the highest priorities in NPSD. The 2017-2018 school year saw the creation of the new position, Coordinator of Emergency Management & Safe Schools. With this change came a reorganization of the security department and increased security presence at elementary schools and NPHS. In addition, state-of-the-art surveillance systems were installed in four more schools and portable radios were added at all levels. Other new measures include canine general searches at the secondary level, regular collaborative meetings with local law enforcement and adding Naloxone in each school nurse's office.
- Over the course of the 2017-2018 school year, the NPSD Home and School Associations and booster clubs raised \$875,000 to fund needs within our schools.



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- [Npenn.org/Advantage](http://Npenn.org/Advantage)
- North Penn Mobile App



### Elementary Schools:

*(kindergarten through 6th grades)*

- AM Kulp
- Bridle Path
- General Nash
- Gwyn-Nor
- Gwynedd Square
- Hatfield
- Inglewood
- Knapp
- Montgomery
- North Wales
- Oak Park
- Walton Farm
- York Avenue

### Middle Schools:

*(7th through 9th grades)*

- Pennbrook
- Penndale
- Pennfield

### Northbridge School:

*(credit recovery 8th through 12th grades)*

### North Penn High School:

*(10th through 12th grades)*

### About NPSD

- The North Penn School District was established in 1966 when elementary schools in the North Penn community consolidated with secondary schools. A large, suburban school district outside of Philadelphia, NPSD encompasses 43 square miles. Our community members live in the municipalities of Hatfield, Lansdale and North Wales boroughs, Hatfield, Montgomery, Towamencin and Upper Gwynedd townships and the village of Line Lexington.
- During the 2017-2018 school year, approximately 12,645 students attended our 18 schools and 958 seniors graduated from North Penn High School. NPSD celebrates increasing diversity in our student body with 4.9% of our students qualifying for English as a Secondary Language Service. In some schools, however, this is as high as 20.5 percent. Approximately 32.8 percent of students qualified for free and reduced lunches with some schools attributing more than 60.2 percent of their population.
- NPSD continues to see a growing English Language Development (ELD) population with approximately 730 students who received ELD instruction in the 2017-2018 school
- Approximately 16 of students in the district receive special education services. Of those students, over 80% receive services for the majority of the day in an inclusive setting.

### Student Ethnicity

2017-2018 School Year	
American Indian	0.18%
Asian	20.21%
Black	8.61%
Hispanic	5.16%
Pacific Islander	0.11%
Two or More	5.77%
White	59.96%

### North Penn App:

