

Superintendent Todd Bauer — 100 Day Plan —



North Penn School District
Dream big. Achieve greatness.



401 E Hancock Street, Lansdale PA 19446

Dear North Penn School Community,

It is my sincere and distinct pleasure to be appointed as the next superintendent of the North Penn School District. Over the last seven years as assistant superintendent and principal of North Penn High School, I have learned that North Penn is a community that prides itself on its diversity, supports its students and staff during even the most challenging of times, and expects that an excellent educational experience is provided to all students, all of the time.



I have created a 100-day entry plan that is designed to provide you with information regarding what you can expect from my first 100 days of serving this wonderful school community as your superintendent. You will notice that I intend to make myself available to all stakeholder groups in both formal and informal settings. I will be interested in hearing from you about what you love about NPSD, the areas in which you would like to see improvement, and ways in which we can better serve you and your family.

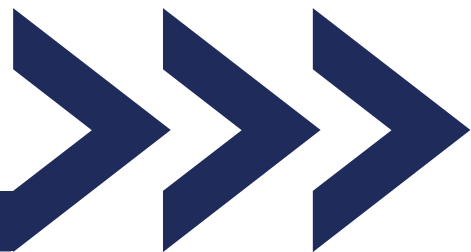
We do not need to search very far to see that North Penn is a wonderful school district. Our rankings in major publications for academic performance, the arts, and athletics are certainly a sense of pride for all of us. It is my pledge to you, your family, and this community that we will work tirelessly to move NPSD to places that we never thought possible.

We always say "Dream Big. Achieve Greatness." I believe we have done that. It is time for us to move beyond greatness. It is time to *elevate* and *exceed expectations*.

With sincere respect and admiration,

A handwritten signature in dark ink, reading "Todd M. Bauer".

Todd M. Bauer, Ed.D.



Goals for the First 100 Days

1. Engage stakeholder groups in the community, virtually, and in our facilities to garner feedback on their experiences and ways in which we can elevate NPSPD
2. Work extensively with the Board of Directors and administration in developing the comprehensive plan
3. Prioritize staffing of all employee groups for the new academic year
4. Begin community engagement process for the NPHS renovation project
5. Build community relationships in hopes of garnering support for NPSPD and to provide greater opportunities for students



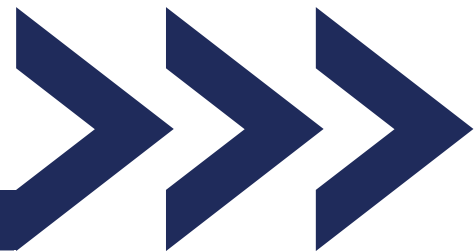
Core Values

1. Commitment to my family, and to yours
2. Success for all students, all of the time
3. Kindness and respect for all
4. Dedication to our school community
5. Unwavering pursuit of continuous improvement

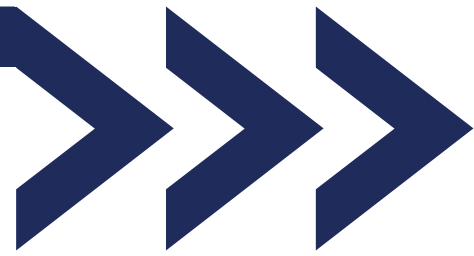


Immediate Action Plan

- Work with Board leadership in establishing structures and expectations for communication
- Establish timeline and process for developing comprehensive plan
- Prioritize student and staff emotional and behavioral health
- Re-establish a focus on student learning and achievement data leveraging the DataWise process
- Engage employees throughout the summer months through large and small group meetings
- Work with cabinet level administrators to prioritize short and long term goals
- Using the goals of the Board and cabinet level administrators, lead administrative team in goal setting process
- Establish meeting structure to *elevate* communication throughout the district
- Meet with local representatives and legislators to establish relationships and share the priorities of the district and Board
- Work with Board leadership, F+O Chair, Director of School and Community Engagement, and Schrader Group to set timeline for NPHS renovation project, including community engagement process
- Spend a half day at each elementary school at the start of the school year and continue to build upon knowledge of secondary schools; Speak with staff, observe classrooms, provide opportunities to meet with parents both in-person and virtually
- Conduct a climate survey with Hanover Research for the first time since the pandemic as benchmarking effort in measuring success of goals and initiatives
- Meet with existing leadership of NPSD organizations across all three levels
- Develop process to actively engage alumni and seek feedback on student experience and readiness for life beyond NPSD
- Develop process for engaging current students and setting expectations for all administrators to engage students in the feedback process on a regular basis



Enhanced Communication



- Standing segment in Board meetings highlight a specific school each month
- Facebook and Instagram Live for live conversations after Board meetings
- Podcast/radio show streamed on all major podcast sources and on your FM dial!
 - Interviews with students, updates on construction, student live performances
- Clearly communicate the pathways to NPSD personnel for our community
 - Calls and emails coming to the office of the Superintendent



Community Outreach

- Coffee in the Community- Partnership with local businesses for monthly chats, I will pick up the bill. Bring your questions, ideas, and solutions! (First Friday of each month)
- Meet with religious leaders in the community to familiarize myself with the faith-based organizations in the community
- Utilize National School Public Relations Association (NSPRA) Communication Audit procedure in collaboration with the Board
- Meet with local activity centers to develop partnerships and opportunities for students
- Attend summer borough and township events
- Reach out to and meet with community resources for behavioral health, mental health, and drug and alcohol supports
- Meet with local law enforcement to extend lines of collaboration and communication
- "Canvas the Town", going door-to-door at local businesses to simply introduce myself and encourage partnerships with NPSD