



NORTH PENN STRONG

THERE ARE SUPERHEROES IN ALL OF US.



2019-2020 Npsd Annual Report

2019-2020

ANNUAL REPORT

SUPERHEROES!

LOOK INSIDE!

NORTH PENN SCHOOL DISTRICT



North Penn Strong

MESSAGE FROM THE SUPERINTENDENT:

DEAR NORTH PENN COMMUNITY,

The theme of the 2019-2020 Annual Report, There is a Hero in All of Us, got me thinking about superheroes, specifically the Batman television series from the 1960s. Growing up on a farm, I truly did not have a lot of spare time to watch TV and I can't quote lines from this popular series. But I do remember clearly the colorful and varied villains and heroes featured on the show and each of their roles in the episode's storyline.

This past year brought NPSD, well the world itself, an intimidating nemesis in the Coronavirus. However, the pandemic also brought out the best in each of us as we garnered all of our collective resilience, fortitude and hope to fight the villain COVID-19. The struggle is not over but we are making progress. As you read this letter, we should be just days away from a hybrid return to school, if it has not already happened.

We all know that no matter how well virtual learning may have gone for some students and teachers, that it can in no way properly replace in-person instruction. And I am confident that the accolades our students, staff and school district receive year in and year out will return whether this pandemic continues or ends, and whether students are learning at home or in school. This is true because at North Penn we take ordinary to extraordinary.

Our challenges this past year were not just about COVID-19. In this annual report you will read about our work to address equity and promote anti-racism in our schools and the community at large. Though not a new initiative, but a deep rooted purpose

of NPSD, ensuring all students have equal access to the same education and that all students are treated equally and with respect took on a renewed importance this year.

Unlike the Batman show of my childhood, plots and problems are not conveniently wrapped up in 30 minutes in today's world, especially when the challenge is a global pandemic or social inequities. So as I thank you for the support and patience you showed NPSD over the last year, specifically since March, I must ask you to continue working with us as we move forward.

NPSD is known for being large. What I have learned over the last year is that strength is not necessarily in the size of this school district or the number of buildings and students that comprise it. Our strength is found in the minds, hearts and souls of the people who compose the North Penn School District and whom we serve.

Please continue to stay healthy and North Penn Strong.

Sincerely,



Curtis R. Dietrich, Ed.D.
Superintendent



COMMUNITY CONVERSATIONS WITH THE SUPERINTENDENT

Dr. Dietrich values community engagement and regularly schedules informal meetings to hear concerns, answer questions and celebrate our successes. You are invited to participate and can RSVP and view upcoming dates by visiting www.npenn.org/communityconversations.

VISION

The North Penn School District seeks to develop students who embody its universal values of achievement, kindness, collaboration, respect, responsibility, resilience, and integrity. Through an education that develops students both academically and emotionally, equitable opportunities, and a respect for human differences, members of the North Penn community will contribute meaningfully to their local and global communities.

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, resilient, life-long learner who uses knowledge to create new understandings;
- achieve at one's highest potential;
- live as a positive, responsible, and contributing citizen of the global society; and
- develop a respect for diversity and appreciation of human differences.

SHARED VALUES

- Visionary Leadership
- High Expectations for Learning
- People-Centered Community
- Continuous Improvement
- Partnerships and Teamwork
- Strength in Diversity

A LETTER FROM THE NPSD BOARD OF SCHOOL DIRECTORS:

DEAR NORTH PENN COMMUNITY,

Fred Rogers' famous quote "Look for the helpers. You will always find people who are helping," rang truer than ever this past year. From our school nutrition staff members and technology team to our teachers, administrators, nurses, custodians and more, NPSD rose to the challenge of facing a worldwide pandemic. You, the North Penn community, also played a crucial role. Parents, students, emergency responders and essential front-line workers joined together to make North Penn stronger than ever. Thank you just seems so insignificant for the magnificent support and understanding that you provided.

We must remember, though, that the 2019-2020 school year is much more than what happened after March 12, 2020. And while we are proud of our COVID-19 response, we know that NPSD has a history of excellence that predates this time, a significant foundation upon which we stand today. Because of proactive, fiscally responsible budgeting and planning that invested in technology, facilities and programming, we were in a position this past spring to shift and sustain operations through the unprecedented shut-down of schools across the state.

The relationships that we worked so hard to develop over the past few years with staff, students, families and community members have been a source of positivity for us through this challenging time. As always, the nine members of this school board are a phone call or email away, and at times even a socially-distanced visit.

Our community entered rough waters last school year, but this great ship we call NPSD was set on a strong course and it is built to weather the storm which unfortunately still persists. We must continue to come together to set an example for younger generations as we help each other remain North Penn Strong.

We are hopeful that normalcy will soon return. Until then, the NPSD Board of School Directors applauds each and every one of you for being our superheroes.

Sincerely,

NPSD Board of School Directors



Top (L-R): Timothy MacBain, Dr. Wanda Lewis-Campbell, Jonathan M. Kassa, Al Roesch, Cathy Wesley. Bottom (L-R): Juliane Ramić, Tina Stoll (President), Christian D. Fusco (Vice President), Dr. Elisha K. Gee.

BOARD MEETING CALENDAR

The dates below are for the work session and action meetings of the board. The work session is the first meeting listed each month, followed by the action meeting. All meetings listed are held at 7 pm. Committee meeting dates can be found at www.npenn.org. Please check the website for any changes to the schedule and for information about whether the meeting is virtual or in-person. If the meeting is virtual, instructions to participate can be found on the website.

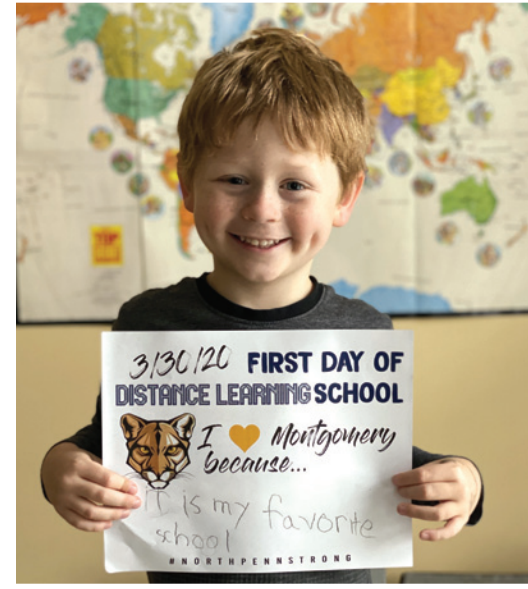
2020	WORK SESSION	ACTION MEETING
November	11/10/20	11/19/20
December	12/7/20	12/17/20
2021	WORK SESSION	ACTION MEETING
January	1/12/21	1/21/21
February	2/9/21	2/18/21
March	3/9/21	3/18/21
April	4/6/21	4/15/21
May	5/11/21	5/20/21
June	6/8/21	6/17/21

IN TIMES OF CRISIS, THE HEROES STEP UP AND LEAD

On March 12, 2020, per an order from Pennsylvania Governor Tom Wolf, all public and non-public Montgomery County schools, including North Penn School District were closed for two weeks, beginning Friday, March 13, 2020 to help stop the spread of coronavirus (COVID-19) through significant social distancing. During this time, contingency plans were being formulated in case the state directed the district to remain closed longer. As we know those two weeks turned into the remainder of the school year and beyond and the district proceeded on a path toward providing distance education with as much rigor as an in-person education.

During these unprecedented times, heroes emerged. District employees coordinated efforts to keep students learning and fed. Families made classrooms out of dining rooms, bedrooms and other spaces to help their children adjust to a new way of learning. Guidance counselors supported students and families by providing individual counseling support as well as connecting students and their families with additional resources in and out of the district. In addition:

- NPSD developed learning resources as optional activities for students, and as the closure continued, teachers pivoted and began **teaching remotely** both asynchronously and synchronously. At all times, teachers focused on engaging students as best they could.
- In order to be taught remotely, **students** needed to learn remotely. That meant keeping their spark ignited and adjusting to a new learning style and navigating online resources while at home.
- In order to learn remotely, students needed access to **technology**. As NPSD continued to navigate challenging times, we made sure that all of our students had access to digital resources. Over 3,000 devices and over 100 hot spots were made available to any student who needed one through numerous grab-and-go events and through the support of the NPSD Educational Foundation.
- To keep students nourished and fueled for learning, School Nutrition Services staff prepared **nutritious meals** and delivered them through a "drive through" system at five locations for the duration of the closure. Just under 1.1 million meals were served throughout the 2019-2020 school year, including 199,860 meals distributed through the grab and go program held March-June 2020.
- Continued support from the **community** was essential for everyone to meet these challenging times. Students, alumni, first responders and community members all flexed their muscles and united.

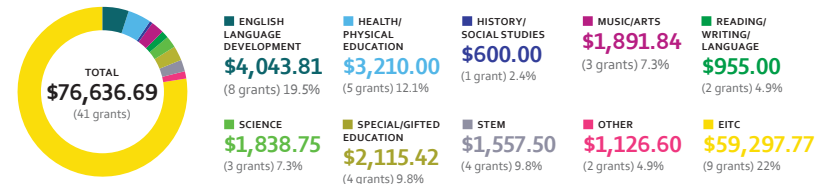


THE NORTH PENN SCHOOL DISTRICT EDUCATIONAL FOUNDATION



Thanks to the District's "Super Friend", the NPSD Educational Foundation, our students were able to soar during the toughest of times.

GRANTS BY PROGRAM AREA



When students needed distance learning equipment for an equitable education, the Foundation came to the rescue by launching the **North Penn Strong** Apparel campaign to not only unite the community but to also purchase WIFI hotspots for families who needed internet access to continue their education. An astounding \$41,000 was raised through this campaign.

And as always, North Penn students in need of a new backpack and other school supplies to start the school year also had what they needed because of the Foundation. Through the annual **Build-A-Bag Community Backpack** and School Supplies drive more than 600 backpacks were filled for the 2019-2020 and 2020-2021 school years.

Other fundraising efforts, including the annual **Golf Classic**, the **U-Knight to Inspire** employee fundraising campaign and the new **Water Tower Cinema Concession** initiative continue to provide opportunities through classroom grants, by raising \$50,412.14.

Thank you to all the families, who are our rock, who made a gift in the name of a special staff member through the Foundation's **Staff Tribute** program, recognizing more than 175 staff members.

With the help of fundraising, the Foundation is also able to motivate and inspire students and staff to become superheroes through innovative projects and opportunities that enhance educational experiences and resources. One such example is Penndale Middle School student, Matthew Cole. When COVID-19 struck, Matthew took action and used his own 3D printer to make mask straps for medical staff which held the straps of the mask on the back of the head rather than resting at the back of the ear. Matthew's older brother, Russell, an NPHS sophomore, also reached out to school administrators to enlist the district's 3D printers, which were acquired as a result of an NPSD Educational Foundation grant. Curt Reichwein, alongside other high school engineering teachers, also produced dozens of personal protective equipment parts to send out to hospitals in need.



STUDENT CHAMPIONS

Our students have learned in real-time how to persevere, develop as leaders, use their knowledge and excel in adaptability through a turbulent time while living through a historic pandemic. It's these skills that will help them throughout their lives.

- NPHS was once again named as one of the top public high schools in the nation by the **U.S. News & World Report** Best High Schools Rankings coming in at number 1,356 nationally and number 52 in the state of Pennsylvania. Scoring 92.38 out of 100, these rankings landed NPHS in the top 8% in the national rankings and the top 7% in Pennsylvania. Schools were ranked on their performance on state-required tests, graduation and how well they prepare students for college.

- In celebration of black history month, students participated in the NPSD **Black History Oratorical Competition** that culminated in competitive and celebratory performances. Dominique Bethel shined in the high school division while Pennfield Middle School's Kairee Glass took the middle school division. The elementary division was captured by Royel Hall of



Oak Park Elementary School. Division winners included middle school runner-up LeRoy Hall from Penndale Middle School and elementary runner-up Tatyana Pometun from Gwyn-Nor Elementary School.

- NPHS Engineering Academy seniors presented hands-on demonstrations of the materials science principles of their research to thousands of visitors in the Bossone Research Center at Drexel University's **Philly Materials Day** celebration. The students' research endeavors, made possible by generous grant funding from the NPSD Educational Foundation, encompassed topics ranging from synthetic photosynthesis, carbon capture, advanced wound dressings, thermoelectric energy efficiency and piezoelectric energy harvesting.



- Nine students from Walton Farm Elementary School participated in the school competition of the **National Geographic GeoBee**, a geography competition designed to inspire and reward students' curiosity about the world. Fourth-grade-student Nick Hadka won first place with fourth-grader Sathya Pochampally taking second place and Selvi Patel and Billy Waldman, fourth- and fifth-grade students respectively, tying for third place.

- Divya Sood ranked as a regional semifinalist among 13 students from Pennsylvania and 251 students nationwide who were selected from 93,075 initial applicants to participate in the **Coca-Cola Scholars Program** for a chance to become a Coca-Cola Scholar and receive a \$20,000 college scholarship.



- NPHS senior Polux Garcia was recognized as part of the **The National Hispanic Recognition Program (NHRP)**, which recognizes approximately 5,000 Hispanic/Latino students each year from among the more than 400,000 juniors who take the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT®). The invitation came as a result of



Garcia meeting requirements including a 3.5 GPA or higher and scoring in the top 2.5% among Hispanic and Latino PSAT/NMSQT test takers in the region.

- The Knight Crier, NPHS' student-run newspaper, coordinated a **Town Hall** and served as moderators, timekeepers, narrators, organizers and publishers for potential school board members running in last November's election to share their views with the community at the Town Hall Debate. The Town Hall was broadcast live on North Penn Television.



- While national media outlets were scrambling to adjust to new social distancing standards, NPSD's very own North Penn Television was among the first media to be producing and **broadcasting remotely** during the pandemic.

- More than 1,000 NPHS students participated in the **Mock Democratic Convention** held at NPHS. The convention began



decades ago as an opportunity to spark students' interest in politics through immersion in a real-world scenario. Classes were divided into delegations representing US states and territories, with the ultimate goal of nominating a candidate to run for

President of the United States. Delegations debated student-selected political issues, developed a party platform and selected a candidate to nominate. NPTV covered the event and JROTC members served as secret service providing security.

- Twelve NPHS students were named **semifinalists** in the 65th Annual National Merit Scholarship Program.



- The Annual National Merit Scholarship Program recognized 29 NPHS students as **commended** students in the 65th Annual National Merit Scholarship Program.
- 17 NPHS senior student-athletes signed **letters of intent** to further their sports dreams and educational aspirations at colleges and universities around the country.
- Vrishti Vadav, Pennbrook Middle School, and Anirudh Akula, Pennsdale Middle School, were both named among the **Top 300 MASTERS** in the 2019 Broadcom MASTERS®, a program of Society for Science & the Public.

- Inglewood Elementary School students joined more than one million students across the country and around the world to help break down social and racial barriers by participating in



Mix It Up at Lunch Day. This event encourages students to sit with someone new in the cafeteria for one day, and to incorporate the day into year-long efforts to promote a healthy school climate.

- The NPHS **UKnighted Unified Bocce Team** competed against teams consisting of various NPHS staff members and NPSD

administrators. The UKnighted Bocce Team was formed during the 2017-2018 school year and captured the state title in 2018. Their roster has nearly tripled since then. Bocce as a PIAA sponsored Special Olympics sport provides people with special needs the opportunity to have social contact, develop physically and to gain self-confidence.

- More than 70 NPHS football players participated in the 16th Annual North Penn **Reading Super Bowl** held throughout



each of the District's 13 elementary schools. Members of the NPHS Football Team volunteered to visit all 13 elementary schools to read to more than 6,400 children in 285 classrooms across the district as part of the reading incentive program.

This program fosters an interest in reading in the elementary students and allows high school students to act as role models for literacy.

- NPHS student-athletes competed and won at all levels. **State Champions:** boys soccer, boys and girls water polo, girls swimming and diving. **District Champions:** boys soccer, boys and girls swimming and diving. **League Champions:** boys soccer, boys and girls water polo, boys and girls swimming and diving, boys cross country, boys bowling.
- During the 2019-2020 school year, NPSD's inaugural year of our **full-day kindergarten** program carefully designed to fit the needs of our nearly 1,000 kindergarten students provided a caring and nurturing learning environment so that each student was able to reach their fullest potential.
- 1,014 NPHS seniors graduated over seven days during a **hybrid graduation** model culminating in an official virtual commencement ceremony on June 11, 2020. Seniors reported at their designated time in their cap and gown to Crawford Stadium at NPHS accompanied by their family in a vehicle. Led by the NPHS security team, vehicles were guided around the track, circling the field. Each vehicle paused at a designated graduate drop-off area where the graduating senior exited the vehicle and approached the stage on the field. The graduate's name was read as they walked across the stage and were safely issued their diploma following

STUDENT CHAMPIONS - CONTINUED

social distancing regulations. NPTV recorded each graduate's name and put together the NPHS Class of 2020 Virtual



Commencement Ceremony. Also included in the ceremony were pre-recorded speeches from the NPHS Class of 2020 valedictorian, salutatorian, class president and senior select. Also featured were the NPHS Airforce JROTC Cadets'

presentation of the colors and the singing of the national anthem and alma mater by the senior class members of the NPHS Chorus. The ceremony concluded in a live "turning of the tassels" where each graduate was encouraged to 'come together, apart' as officials pronounced graduates of the NPHS class of 2020. NPSD invited the community to "Light the Knight" by illuminating porch lamps, ringing bells, honking car horns, clanging pots and pans, etc. to celebrate the graduates.

- Ten North Penn High School students studying Horticultural at the North Montco Technical Career Center were recognized for their accomplishments in the **Pennsylvania Farm Show Agricultural Education Horticulture Competition**.
- Keystone exams were not taken in the Spring of the 2019-2020 school year due to COVID. Students are tentatively expected to take the exams in the fall of the 2020-2021 school year.
- NPSD continues to see a growing **English Language Development** (ELD) population with approximately 811 students who received ELD instruction during the 2019-2020 school year. Our most frequent home languages include: Bengali, Korean, Spanish, Gujarati, Arabic, Vietnamese, Chinese and Hindi.

Through Title III funding NPSD has offered and will offer:

- A summer program for English Learners in grades K-6 to help with English Language acquisition, reading skills and promote school readiness. This past summer this program was virtual.
- Two half-time ELD Coaches to provide real-time professional development support to our North Penn Teachers.
- ELD Family Night where seven different translators help parents gain important information about NPSD and our ELD program. This will occur in the spring of 2021!

STUDENT DEMOGRAPHICS

Total enrollment:
12,765

69
Languages spoken

33.2%
Qualified for Free/Reduced Lunch (FRL)

2020 graduates:
1,014

6%
of our students were categorized as English Learners (ELs)

FRL highest percentage school:
58.9%

16.5%
of our students were categorized as Special Education

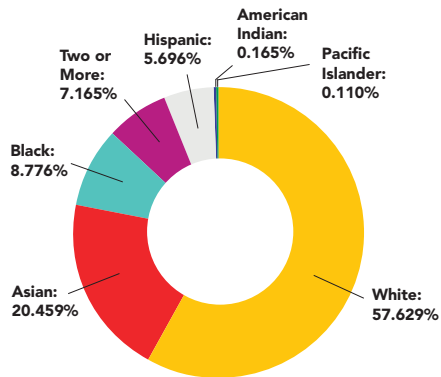
EL highest percentage school:
23.6%

35
of our students qualified as Displaced

5.9%
of our students were categorized as Gifted



STUDENT COMPOSITION



NPHS CLASS OF 2020 PROFILE

1,014
Number of graduates

137
Number of students entering business

85%
AP pass rate

871
Number of students moving on to college

22
Number of students entering armed forces

163
Number of colleges and universities accepted into

STUDENT ADVANCED PLACEMENT

MORE THAN 600 NPHS STUDENTS TOOK A STAGGERING 1,223 ADVANCED PLACEMENT EXAMS IN THE 2019-2020 SCHOOL YEAR.

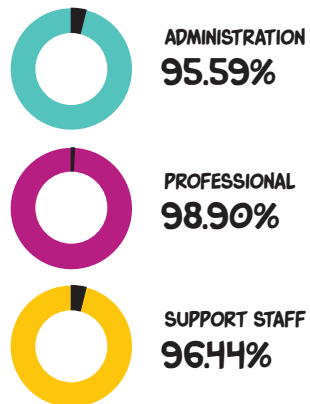
OF THOSE TESTS, 85% RECEIVED A PASSING RATE.

STAFF VICTORS

STAFF RETENTION RATE

YEARS OF SERVICE	NUMBER OF PROFESSIONALS
35 & over	8
30-34.99	43
25-29.99	65
20-24.99	171
15-19.99	206
10-14.99	221
5-9.99	218
0-4.99	136
Total Professionals	1,068
Student Count for 19/20	12,765

RETENTION RATE (%)



2019-2020 NEW HIRE DEMOGRAPHICS

ETHNICITY	ADMINISTRATORS	PROFESSIONAL STAFF	PROFESSIONAL SUPPORT STAFF	SUPPORT STAFF
Asian		5%		2.22%
Black	25%	2.5%		7.78%
Hispanic				
Other				
White	75%	92.5%	100%	90%

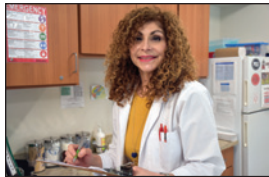
STAFF VICTORS - CONTINUED

During a time of great change, our teachers went above and beyond to continue to provide lessons for their students and check on their social-emotional well-being. Leadership means to help those around you.

- NPHS teacher Curt Reichwein was selected by The Philadelphia Engineering Foundation, in conjunction with the Delaware Valley Engineers Week Committee of the Engineers Club of Philadelphia as its 2020 **Outstanding Engineering Teacher**. Curt is one of the first pioneers of North Penn's renowned Technology and Engineering Education program who helped build it from the ground up.



- Marisa Green, BSN, RN, CSN, school nurse at Montgomery Elementary School was chosen as the recipient of the **School Nurse Excellence Award** for the Southeast Region of Pennsylvania for 2020 by the Pennsylvania Association of School Nurses and Practitioners (PASNAP).



- NPSD employees Chris Joy, Megan Schoppe, Michelle Darde and Dr. Betty Santoro were named members of the **Superintendent's Honor Roll**, which recognizes staff for their commitment to the district.



Chris Joy



Megan Schoppe & Michelle Darde



Betty Santoro

- NPHS Boys' Soccer Coach Paul Duddy was honored with the 2019 W. Gene Davis Memorial Award as **Coach of the Year** in the AAAA Male classification from the Pennsylvania Soccer Coaches Association. Paul has been head coach for the last 20 years and recently led the team to their first ever state championship title.



- Leaz Metelus joined Penndale Middle School and Donald Walsh joined NPHS as **assistant principals**.



- Dr. Tomorrow Jenkins joined Pennbrook Middle School as principal while James Galante became the Supervisor of Pupil Services and the Northbridge School program. In addition, Wes Heinel was appointed principal at Hatfield Elementary School, Kyle Hassler was appointed principal of Penndale Middle School



and Jason Bashaw was appointed principal at Gwynedd Square Elementary School.

2019-2020 RECRUITMENT AND HIRING

The 2019-2020 school year was unlike any other school years before. Like many school districts across the country, our buildings were closed early March 2020 due to the COVID-19 pandemic. Our hiring was also on hold as we moved to virtual instruction, which impacted our staffing needs. Still, over 1,800 applicants expressed interest in multiple positions during the 2019-2020 school year. We hired over 135 full-time and part-time employees, not including the substitute staff members.

While many professional development workshops had to be cancelled due to COVID, many teachers created Individual Personal Development proposals that were geared toward their personal needs.

451 WORKSHOPS	726 INDIVIDUAL PROFESSIONAL DEVELOPMENT PROPOSALS
1,866 Hours	1,452 Hours



OPERATIONAL MISSIONS

The infrastructure of an organization is what keeps it going even in tough times.

- For the fifth consecutive year, the Association of School Business Officials (ASBO) International awarded the NPSD, one of only 10 districts in Pennsylvania, its Meritorious Budget Award (MBA) for excellence in budget presentations during the 2019-2020 budget year.



- Crawford Stadium will be a state-of-the-art complex when construction is complete in 2021. The new ADA upgrades will accommodate all students and spectators who can watch athletes in a multitude of sports compete on the new turf field and watch the Marching Knights perform. Designated as a community complex, the new track will be upgraded and open to the public at designated times.



- Knapp Elementary School began a construction and expansion project which allowed the building to keep pace with projected enrollment numbers and provide for ADA upgrades to the site and building itself. In addition, the roof was repaired, windows and doors were replaced, along with the electrical and lighting system, technology cables, fire alarm systems, safety and security devices, and the HVAC system providing, among other things, air-conditioning and dehumidification throughout the building.



- NPSD unveiled 14 new cost- and emission-reducing **propane fueled school buses** and a propane fueling station. The Blue Bird Vision Propane and Micro Bird buses, funded in part by the Volkswagen Environmental Mitigation Trust



to support projects that reduce nitrogen oxides (NOx) emissions, began operation in the summer. The district plans to continue the partnership with the Pennsylvania Department of Environmental

Protection to work to transition as many buses as possible to propane-fueled vehicles.

- As NPSD continues to move in the direction of personalized learning pathways to support student learning, Gwyn-Nor Elementary School celebrated the dedication of its newly created **flexible learning spaces**. This space encourages collaboration, digital literacy, critical thinking and problem-solving skills that many believe schools need to teach to help students thrive in today's world.



- Certain homeowners and renters saw a discount of up to \$390 from the NPSD Board of School Directors unanimously approved revised **property tax rebate** program. The property tax and rent rebate program is based on the existing Pennsylvania Property Tax and Rent Rebate program which has been in effect since 1971 and is funded by state lottery and slot machine proceeds. North Penn homeowners and renters must qualify for the state rebate program to qualify for the district rebate program. The new program was effective on July 1, 2020 based on taxes paid in 2019.
- NPSD has been ranked number 4 in Montgomery County and number 17 in the state in the 2020 Best School Districts in Pennsylvania by **Niche**. These rankings are based on rigorous analysis of academic and student life data from the U.S. Department of Education along with test scores, college data, and ratings collected from millions of niche users.
- The tasks performed by the dedicated NPSD custodial staff within our school buildings at the beginning of the school year was just like any other, providing a safe, sanitary and fun environment for students and staff by cleaning and setting up for events. In the Spring when COVID forced our buildings to close, these superheroes' tasks changed from day to day as the situation became fluid.

OPERATIONAL MISSIONS - CONTINUED

NPSD 2019-2020 FINANCIAL SUMMARY*

REVENUE

Local: \$207,419,656
 State: \$53,883,566
 Federal: \$3,637,347
 Other: \$51,232,947
TOTAL REVENUES: \$316,173,516

EXPENDITURES

Instruction: \$169,195,612
 Support Services: \$77,970,019
 Non-instructional: \$2,891,329
 Other Financing: \$67,399,877
TOTAL EXPENDITURES: \$317,456,837

*unaudited results

The district completed two bond refinancings in 2019-2020 amounting to approximately \$51.2 million in Other Revenues and Other Financing Expenditures.

TAX REBATE

SCHOOL YEAR	NUMBER OF APPLICATIONS	AMOUNT OF REBATES
2018-2019	453	\$35,758
2019-2020	570	\$60,207

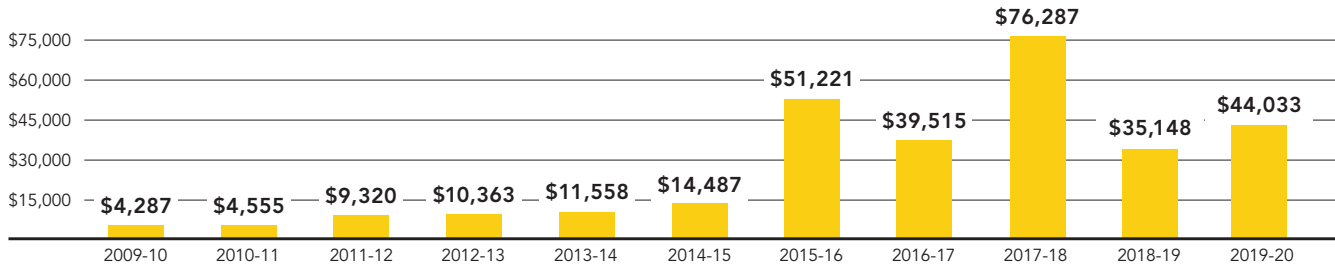
OFFICE OF EMERGENCY MANAGEMENT & SAFE SCHOOLS

- The District's all hazard response actions were updated to incorporate a **"HOLD" response** to align with the popular "Standard Response Protocol" developed by the I Love U Guys Foundation. The "Hold" response offers an option that creates a controlled building environment, yet does not cause the anxiety of a "Lockdown." Since its incorporation the "Hold" has been used several times in response to low level incidents such as behavioral issues or medical emergencies.
 - Walton Farm Elementary School conducted an off-site **dismissal drill**, in which the entire school population was relocated to an evacuation site and dismissed for the day. Due to the planning and preparation of Walton Farm's CERT team, the exercise was completed successfully and resulted in points for improvement as well as a model able to be translated to other school buildings.
 - Clear and instantaneous notification of an emergency condition is a basic component of school safety. Expansion of the **unified mass notification system** moved North Penn towards the goal of district-wide coverage. Additional hardware was installed in secondary schools with elementary schools following. The system has been incorporated into routine drills and operational training was held with administrators. Additionally, a failing public address system at NPHS was replaced with a system offering greater coverage and reliability.
- Updated **property signage** was installed throughout the District. General property boundary signs welcome visitors and state expectations for entry and use of school property. General security signs were placed throughout frequented areas encouraging the reporting of suspicious activity or dangerous conditions to school officials. Finally, each school building's exterior door contains a security notification asking visitors to utilize the main entrance.
- Guidelines for **building gatekeepers** were re-written, published internally and shared with office staff during two gatekeeper training sessions as a result of discussions with the parent group at one of the elementary schools.
- Four North Penn security and administrative staff members attended the **Interscholastic Sports and Event Security Symposium** sponsored by the National Center for Spectator Sports Safety and Security (NCS4). This event focused on best practices for keeping schools safe outside of the structured school day.
- North Penn transitioned to a new model for **staff identification**. Developed over the last two years and funded by school safety grant dollars, this new model offers improvements to accountability and security.
- The Office of Emergency Management & Safe Schools was present at design meetings for both the construction projects at **Crawford Stadium** and **Knapp Elementary School**. As a result, many safety and security considerations were incorporated into the design of both projects.



P-CARD REBATES

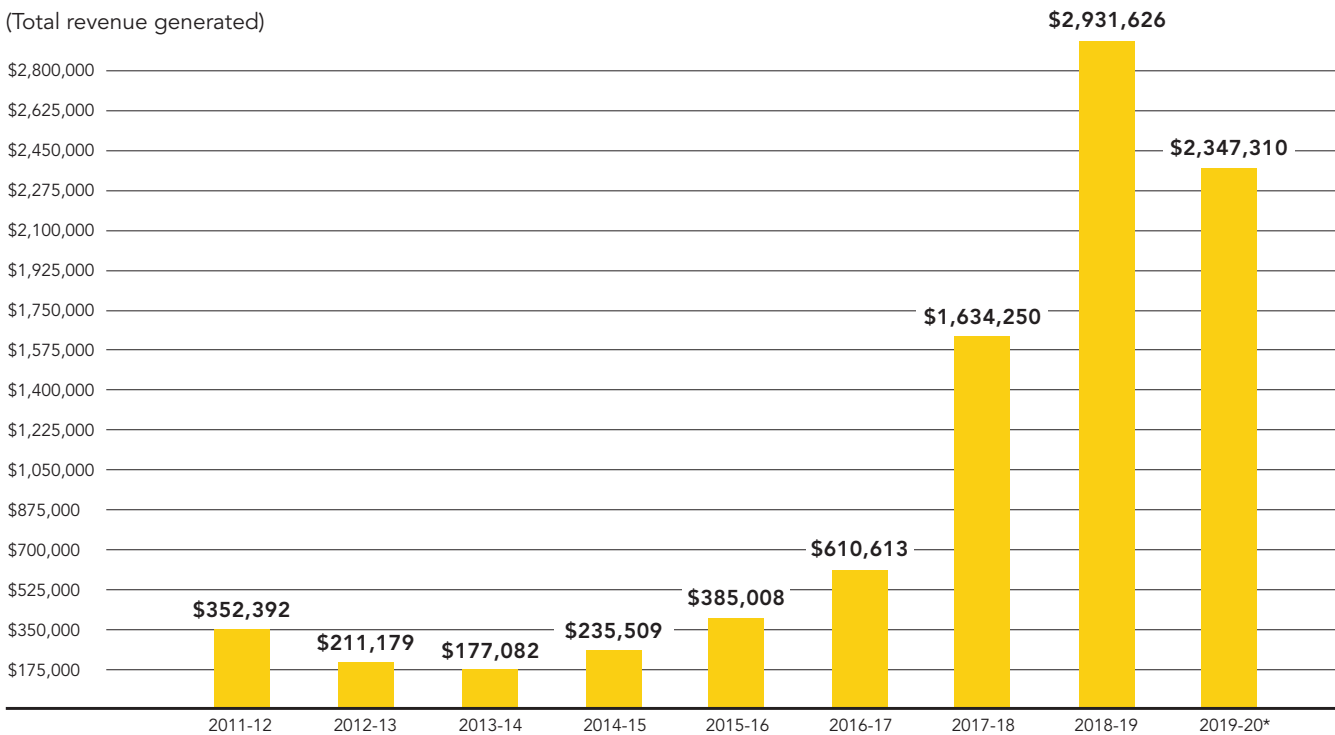
(Total dollar volume)



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. *unaudited results

COMMUNITY KNIGHTS

North Penn Strong! This is how our community will be forever remembered.

- NPSD participated in the 23rd Annual **Operation Safe Stop** in partnership with the Pennsylvania Department of Transportation (PennDOT) and six local police departments. On this day, bus drivers were asked to document any illegal passes occurring on their routes, including identifying information regarding the vehicle, and file it with local authorities.



Partnering with NPSD in this effort to increase bus safety for our students were the Towamencin, Upper Gwynedd, North Wales, Montgomery Township, Lansdale and Hatfield police departments.

- More than 600 residents participated in close to 80 **Community Education Program** classes. More than 150 of our "Gold Carders" (residents 60 and older) enjoyed our programs for free or at a reduced rate. Due to COVID, the spring session and summer camp program were cancelled.
- NPSD **Home & School Associations** and parent organizations raised more than \$540,428.55 in support of our schools and students.
- Families and community members took a ride on the **Bus to the Future**, an event that gives participants a unique way to discover and celebrate North Penn schools. The tour shows first-hand the important contributions the NPSD is making to ensure the community's future by providing the very best educational opportunities to its students.
- NPSD welcomed the **Philadelphia Gay Men's Chorus** for a free concert open to the public for an evening of acceptance, inspiration and incredible music. The concert is part of the Philadelphia Gay Men's Chorus' Youth Outreach Program.
- Gwynedd Square Elementary School invited the community to join them in honoring local heroes and celebrate **Veterans Day**. The program featured the NPHS Junior Reserve Officer Corps (JROTC) as



they presented the colors and performed various displays to honor prisoners of war and those missing in action. Chorus students underscored the event with patriotic songs and speeches.

- The **Harlem Wizards** traveled to NPHS to take on The North Penn Dream Team, an All-Star cast of NPSD employees and alumni. Hosted by the NPHS Booster Club, the evening entertained fans with the Harlem Wizards' unique mission to "create awe-inspiring events throughout the country" as they entertain fans with amazing basketball talent combined with hilarious comedy.
- The NPHS Key Club sponsors and maintains a **memorial garden** to honor North Penn students who gave the ultimate sacrifice and lost their lives while in combat. Each spring, members of the Key Club clean up the garden and plant flowers in preparation for their annual Memorial Day service held in honor and remembrance of fallen NPHS graduates. Due to social distancing regulations, the key club was unable to assemble. Like true heroes themselves, the NPSD Facilities and Operations Department was thrilled to lend a hand in making sure the garden was dressed and looking great for Memorial Day. Christina Hazzard, Brandy Potser and Steve Fitzsimmons were hard at work edging flower beds, mulching, planting new flowers and proudly placing American flags throughout the garden.
- The NPSD Office of School and Community Engagement received several awards from the Pennsylvania School Public Relations Association (PenSPRA) as part of its annual "Excellence in Education Communication" contest. North Penn earned six awards total with three Awards of Honor, an Award of Merit in the special projects category for the communication and promotion of the district's Full-Day Kindergarten and an Award of Excellence for the Full House @ NPHS Back to School Night promotional video. The department also earned an Honorable Mention award and an Award of Merit for the 2018-2019 Celebrating Now Annual Report and the Quest of Becoming a Knight Activities Calendar, respectively, in the National School Public Relations Association's (NSPRA) Publications and Digital Media Awards.
- Students from North Penn and nearby school districts met with local NAACP representatives to discuss equity, social justice



and student voices. These student ambassadors formed a social justice advocates group to address issues and challenges within their schools, districts, communities and beyond.



ALUMNI SPOTLIGHT

These alumna embody what it means to be North Penn Strong. Maria Monti Gardizy, class of '80 has been working the frontlines



during COVID-19 as a Trauma and Surgical ICU nurse. Continuing her legacy are twin daughters Ariana and Anissa, class of '18. Ariana, a double major in nursing and nutrition at the University of Pennsylvania, is completing her clinical rotation.

Anissa is studying journalism at Emerson College in Boston and is working at the Boston Globe.

EQUITY AND ANTI-RACISM COMMITMENT MAKES NP STRONGER

At the start of the 2019-2020 school year, NPSD strengthened its commitment to equity for all and promoting anti-racism in our schools by establishing the position of Director of Curriculum and Equity. Long-time NPSD employee, Dr. D'Ana Waters was named to this position. In this role, Dr. Waters is responsible for promoting a culture of diversity and inclusion through leadership of the district's cultural proficiency and equity initiatives.

The importance of this work throughout NPSD amplified in June 2020 with the murder of George Floyd and the protests and riots that followed. North Penn administration looked internally and asked itself how it could do better because we are failing our students if they graduate into a world where people are judged and victimized by the color of their skin. And in response, forums were held, committees restructured and actionable items developed to promote equity and anti-racism for our students, staff and community.

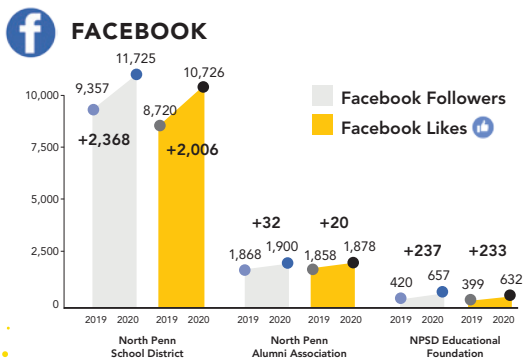
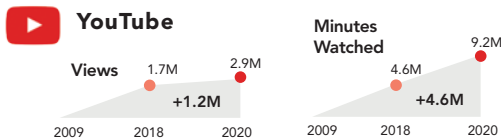
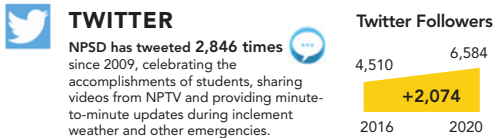
In addition, the NPSD Board of School Directors issued the following statement in support of racial equity:

The senseless recent deaths of Ahmaud Arbery, Breonna Taylor, George Floyd and so many other lives over the years have exposed the real, continuing fear and anxiety every black family, and those of color, must feel whenever their husbands, sons, brothers, grandchildren or nephews walk out the door, that something harmful might happen just because of the color of their skin. Our fellow Americans do not feel safe - these events are terrible reminders that many are not. We find this to be unacceptable.

We stand with black families and like-minded community members in demanding swift, systemic change. We are only school directors in one district out of 500 in Pennsylvania, yet it is our duty as representatives of our community to advocate for change. We want our families of color, and in particular our black male students, to know that we love them, we value them and that we stand by them.

We will continue to work to ensure the safety of all North Penn students and to do this, value our partnership with the six local police departments who work to serve the North Penn community. We support their sentiment for the need to regain the community's trust and seek to continue to work with them as they not only work to protect and serve each and every member of our community but also work to prevent and heal from these horrific events. The safety of our schools and our community is rooted in a foundation of mutual respect and trust for all.

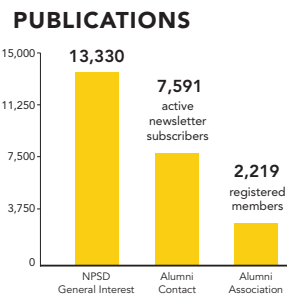
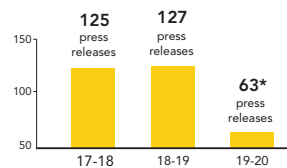
SOCIAL MEDIA



PRESS & PUBLICATIONS

PRESS RELEASES

North Penn School District sent a total of 63 press releases during the 19-20 school year to local media outlets including print, radio and television. *(through March 12, 2020)





North Penn School District
 401 East Hancock Street
 Lansdale, PA 19446-3960

www.npenn.org

The North Penn School District (NPSD) 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.

Non-Profit Organization
 U.S. Postage

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Lansdale, PA 19446
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**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

**SECONDARY SCHOOLS
 (7TH THROUGH
 12TH GRADES)**

Pennbrook (Grades 7-9)
Penndale (Grades 7-9)
Pennfield (Grades 7-9)
Northbridge School (Grades 7-12)
North Penn High School (NPHS) (Grades 10-12)



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