

# ELEVATE & EXCEED

EXPECTATIONS



**NORTH PENN  
SCHOOL DISTRICT**

2021-2022 ANNUAL REPORT

KNAPP ELEMENTARY SCHOOL





## Dear North Penn Community,

It is my sincere and distinct pleasure to have been appointed North Penn School District's Superintendent beginning July 1, 2022. Over the last seven years as assistant superintendent and as the 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 am dedicated to developing an even deeper understanding of North Penn and building meaningful relationships with students, staff, families and community members.

To that note, we will **elevate and exceed the expectations** of our students, staff, families and community. I look forward to getting to know you better through our many planned meet-ups and building positive relationships. Until then, here is a little bit about myself. I hope you enjoy.

Sincerely,

**Todd M. Bauer, Ed.D.**  
Superintendent

### COMMUNITY CONVERSATIONS WITH THE SUPERINTENDENT

Dr. Bauer is excited to offer families and community members the opportunity to speak one-on-one about important issues involving NPSD schools. Community Conversations, a series of informal meetings, gives attendees the chance to talk freely with Dr. Bauer and share their concerns and suggestions for the North Penn School District. Visit [www.npenn.org/communityconversations](http://www.npenn.org/communityconversations) to view upcoming dates and RSVP to meet with Dr. Bauer.

## INTRODUCING DR. TODD BAUER

On July 1, 2022, Dr. Todd Bauer became the eighth superintendent of the North Penn School District. Although he has worked in the NPSD since 2015, Dr. Bauer is dedicated to developing an even deeper understanding of North Penn and building meaningful relationships with students, staff, families and community members. In getting to know you, he wants everyone to know some fun facts about him.

**1.** He grew up in a pool. Well, maybe not every waking minute was spent swimming, but much of it was. He even swam (and lost like everyone else) against Michael Phelps when he was young. Bauer credits swimming with developing a regimented lifestyle and strong work ethic that he carries today. "The culture of swimming, and athletics in general, taught me valuable character traits such as leadership, compassion, listening and how to handle disappointment."

**2.** Bauer and his family are concerned about the environment and have made changes to their everyday life to protect the world in which we live. He believes that individual measures like turning off lights, using cloth napkins, and installing solar panels on your home (like he did over the summer) may seem like small dents in our global challenges, but can add up to meaningful differences. Under his leadership, NPSD will look for ways to empower environmental student groups, further strengthen the environmental science curriculum, and renovate facilities in ways that are both fiscally and environmentally responsible.

**3.** He has many heroes, but his mom is who comes to mind first. He said her sole passion in life was taking care of others, whether her own family or those she worked with at the YMCA. Most specifically, he said her grandchildren were her world. His mom Karen died in June of 2021 after a five-year battle with cancer.



# 10 THINGS to Know

**4.** Bauer and his family are huge Duke University fans. His wife Nicole (who he met swimming when he was seven and began dating at age 15) was a prolific scorer for Duke's field hockey team and played in three national championships for the Blue Devils. Their daughter is named Cameron, chosen because the Duke basketball team plays at the Cameron Indoor Stadium. Their son Brady was named to be similar to the Brodie Recreation Center where the team practices. The family is completed by Duke, a Greater Swiss Mountain Dog, and Maddy, a mixed breed. In Bauer's office, you will see a signed photo from Coach K, received when Cameron was born.

**5.** Except when at Bucknell University for his undergraduate degree, Bauer has lived his entire life in Harleysville. He is a Souderton graduate and currently lives there with his wife, daughter and son. Growing up, his father Harry owned two television repair shops in Lansdale called Bauer's Electronics. Bauer intended to take over the family business but that all changed when technology made TVs more affordable and replaceable. He is the youngest of three children with two older sisters, Shannon and Erin.

**6.** He knows famous people... well kind of. While playing wiffle ball with friends one spring day at Bucknell, Kevin Costner walked by during a tour of the school with his daughter. Kevin asked if he could take a few hits and he remained with Bauer and his friends for the rest of the afternoon, never rejoining the campus tour. It was his own Field of Dreams that day.

**7.** Bauer's dissertation to achieve his doctorate from Delaware Valley University was on the topic of Teachers' Perceptions of School Resource Officers (SROs). He said he chose this topic primarily because school safety has always been of paramount importance to him. His research found that SROs are important because in addition to keeping students physically safe, they can be used for critical roles such as counseling, relationship building and supporting students. Bauer believes the school safety structure set up in NPSD meets the social-emotional health of our students as well as their security needs.

**8.** He doesn't give up. In 2011 he ran the Philadelphia Marathon and at mile 20 cramped up and had to walk to the finish line. With a baby at home, teaching, coaching and taking graduate courses, he hadn't trained

properly. Then in 2017, Bauer underwent double spinal fusion to repair damage that occurred during years of swimming. The doctor said that after healing Bauer could be active, but would "never run a marathon." Bauer hasn't given up hope and does plan to enter a marathon in the future.

**9.** Bauer begins and ends every conversation with students in mind. He is intentional about asking kids their opinion on important topics, and is focused on gaining their trust. "There is a phrase that the way to someone's heart is through their stomach," said Bauer. "To me, the way to academic success is through a student's interests. By getting to know students and sincerely caring about them you can get through challenges together and accomplish anything."

**10.** Bauer's vision of the future is idealistic but achievable. "The last couple of years have been incredibly challenging in all aspects of public education and has resulted in a lack of trust and increased skepticism. My hope is that brighter days are ahead, and I envision an environment of regained trust and respect. I see a North Penn that is the gold standard for school districts, where families want to live, students want to learn, and staff want to work."

# SHARED VALUES, MISSION & VISION

O F N P S D

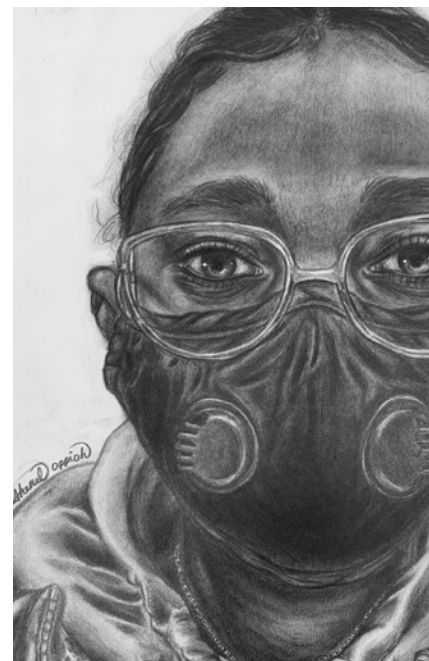
## SHARED VALUES

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

**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.

**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.





## DEAR NORTH PENN COMMUNITY,

As we highlight some of NPSD’s accomplishments of the 2021-2022 school year through this Annual Report, I also know that there have been many challenges that we need to improve upon. I want you to know that we are always striving for continuous improvement and being better than the year before. Thus, the theme set for the current year for NPSD by Superintendent Todd Bauer is **ELEVATE**.

We must always strive to do better for ourselves, our community and the generations to come. The Constitution of the Commonwealth of PA guarantees the right to a quality public education. The founders made clear that an educated electorate would both help preserve democracy and prepare -or **elevate**- students to become good citizens and informed participants in our Democratic system.

Every single child in our state is entitled to a high-quality, equitable education, no matter their socioeconomic background, race, gender, sexual identity, whether they speak English as a second language or whether they are a regular education student or special education student.

Unfortunately, public education in this state (and in the USA) is in crisis. Pennsylvania teacher certifications have dropped a whopping 66% over the last decade. The pandemic only exacerbated an already bad situation with educators leaving the field at an unprecedented level. While there are many reasons for this, one major reason cited by former educators is the lack of respect for the profession itself. That is to our detriment, as teaching is one of the most important professions in our society and deserves appreciation.

Thankfully, to help combat these issues, Governor Wolf and the PA Legislature have chosen to **elevate** the importance of public education by making a record breaking investment of \$1.8 billion in this year’s budget. North Penn School District received an extra \$2.6 million dollars than what had been expected. This will greatly help offset years of a structural budget deficit.

It is imperative, however, that our elected officials - at both the local and state level - continue to **elevate** public education in Pennsylvania. Providing proper funding to all public schools and addressing the educator shortage by incentivising the recruitment and retention of professionals are crucial.

We also need to do our part as good citizens. Take the time to get to know the issues important to public education and where your candidate stands on things like prioritizing mental health supports, investing in school infrastructure, increasing access to vocational & technical schools and reducing our reliance on standardized testing.

Ask yourself, this November will you be casting a vote to **elevate** public education? The NPSD Board of School Directors believe the answer must be “yes” to ensure the future of our schools and students.

Sincerely,

**Tina Stoll**  
President  
NPSD Board of School Directors



### NPSD BOARD OF SCHOOL DIRECTORS

Photo: Top (L-R): Timothy MacBain, Wanda Lewis-Campbell, Ed.D., Jonathan M. Kassa, Al Roesch, Cathy Wesley

Bottom (L-R): Juliane Ramić, Tina Stoll, Christian D. Fusco, Elisha K. Gee, Ed.D.



# Nurturing PARTNERSHIPS

The **NORTH PENN SCHOOL DISTRICT EDUCATIONAL FOUNDATION** raises essential funds through fundraisers and donations to support the premier education already provided by the NPSD. A 501(c)(3) nonprofit, the Foundation is a collaborative effort among individuals committed to providing financial support for NPSD schools. The Foundation and NPSD are separate entities but work as partners in support of the children being educated in the district's 18 schools through classroom grants applied for by teachers and staff. The Foundation's desire to **IGNITE STUDENT SUCCESS** for cutting-edge, creative innovation is made possible by donors who provide the funds supporting the grants. These grants help bring innovation to life through classroom equipment, field trips, project materials, program software, guest speakers and so much more. This allows an extension of North Penn's curriculum that wouldn't otherwise be possible.



FIFTH GRADE MATH STUDENTS AT MONTGOMERY ELEMENTARY SCHOOL RECEIVED THE OPPORTUNITY TO GROW AS CRITICAL THINKERS AND PROBLEM SOLVERS BY FOCUSING ON HANDS-ON ACTIVITIES.



**FUNDED THROUGH NPSD EDUCATIONAL FOUNDATION EITC FUNDS, THE NEWLY RENOVATED NORTH PENN HIGH SCHOOL PLANETARIUM IGNITES STUDENT SUCCESS.**



STUDENTS ARE EXCITED TO BE AMONG THE FIRST TO EXPERIENCE JUST HOW BIG THE UNIVERSE IS AND LEARN SO MUCH ALONG THE WAY - IN AND OUT OF OUR GALAXY - WITH THE NEW PLANETARIUM TECHNOLOGY.

One of a small number of high school planetariums in Pennsylvania, the North Penn High School Planetarium provides a unique, immersive learning experience. Prior to pandemic social distancing guidelines, the planetarium hosted 300+ yearly visits from NPSD elementary, middle and high school classes and welcomed 1,000+ visitors yearly through Community Education Programs, Scout troops, daycares, private schools and summer camps.

However, the planetarium technology had become obsolete; with components failing and replacements no longer being manufactured. To address this need, the Foundation provided \$40,000 as part of the funding needed to replace the current system with an all-digital projection system through donations that the Foundation received as part of Pennsylvania's Educational Improvement Tax Credit (EITC) Program. The new equipment, with additional funding from North Penn School District, allows for the expansion of programming to reach more subject areas, including geography and human anatomy, and bringing in more community members.

## GRANTS BY PROGRAM AREA

(2021 - 2022)

	AMOUNT OF FUNDING	NUMBER OF GRANTS
ENGLISH LANGUAGE DEVELOPMENT	\$4,878.69	3
HEALTH/PHYSICAL EDUCATION	\$1,940.71	2
HISTORY/SOCIAL STUDIES	\$4,350.00	2
MUSIC/ARTS	\$10,935.58	5
SCIENCE	\$3,484.91	5
SPECIAL/GIFTED EDUCATION	\$1,948.22	1
STEM	\$5,255.52	7
OTHER	\$9,459.39	9
EITC	\$70,673.85	10
<b>TOTAL</b>	<b>\$112,926.87</b>	<b>44</b>

## 2021-2022 FUNDRAISING SUCCESS

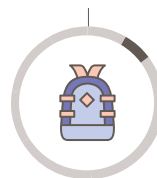
### NP APPAREL CAMPAIGN



**\$7,334.00**

Benefited students with classroom grants

### BUILD-A-BAG COMMUNITY BACKPACK + SCHOOL SUPPLY DRIVE



**\$5,682.67**

Supplied by community members to fill backpacks for students in need

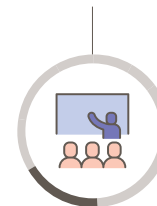
### ANNUAL GOLF CLASSIC



**\$30,154.42**

Raised for innovative initiatives

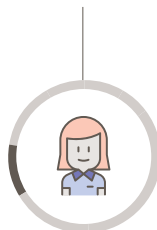
### U-KNIGHT TO INSPIRE (EMPLOYEE CONTRIBUTIONS)



**\$15,146.30**

Donated by NPSD employees to enhance learning experiences

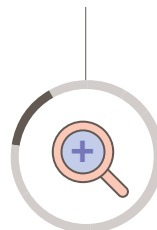
### STAFF TRIBUTE



**\$9,749.48**

Contributed by families making a gift in the name of a special staff member

### ONLINE AUCTION



**\$12,385.65**

Provided to motivate students

### ANNUAL APPEAL CAMPAIGN



**\$7,158.14**

Bestowed to inspire students and staff



# Elevating Student Success

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 SCHOOL RANKINGS**. NPHS is ranked number 1,668 nationally and number 58 in Pennsylvania. Scoring a 90.65 out of 100,


these rankings place NPHS in the top 10% of high schools across the nation. School rankings are determined by state-required test performance, graduation rates, and how well students are prepared for college. All of NPHS' rankings improved over the previous year.



## North Penn High School

**All Rankings**

- 🏆 #1,668 in National Rankings
- 🏆 #58 in Pennsylvania High Schools
- 🏆 #41 in Philadelphia, PA Metro Area High Schools



SCORECARD	90.65
Took at Least One AP® Exam	35%
Passed at Least One AP® Exam	32%
Mathematics Proficiency	80%
Reading Proficiency	85%
Science Proficiency	82%
Graduation Rate	98%



## NPBS LAUNCHED THE COMMUNITY HOSTED INTERNSHIP PROGRAM (C.H.I.P.)

for high school juniors and seniors. Over 100 students were enrolled in the program and partnered with local businesses to participate in an internship to gain real-world job experience throughout the North Penn community. Students receive class credit for the internship, and complete an essay, resume, and mock interview at completion of the program. In launching this program, North Penn sought local businesses and community members in many different fields. To expand the reach of this program, an employment fair was held at NPBS so interested students could meet with prospective employers. Hundreds of NPBS students were able to speak with over 50 businesses and organizations.

## STUDENTS AT PENNFIELD MIDDLE SCHOOL WERE SELECTED AS WINNERS OF THE NASA TECHRISE STUDENT CHALLENGE.

Their project, "Nori Strate (Seaweed Based Substrate for E.T. Travel)" will fly on board a suborbital rocket, to be launched in 2023. The Pennfield team is comprised of six students in 9th grade led by Jeffrey Testa, a technology education teacher. Pennfield is one of 57 winning teams selected by TechRise to launch an experiment. Their experiment will test how the conditions on launch, microgravity, and orbital reentry affect a custom-made substrate designed to grow plants and crops in space with ease. The goal is to find a means of agriculture off of Earth to sustain colonization of other planets.



## NPBS STUDENT YORDANOS LEMMA WAS SELECTED TO ATTEND THE CITIZEN'S UNIVERSITY 2022 COHORT OF THE YOUTH COLLABORATORY.

As part of the Youth Collaboratory, Yordanos traveled to three cities around the US with other Cohort members and met national civic leaders. Participants explored how civic power is generated and learned how to make changes in their local communities. To finish the program, each participant created their own Power Project focused on changing the civic culture in their community and catalyzing change. Yordanos was one of 24 students from around the US selected to participate and the only student from Pennsylvania. The program is offered to high school sophomores and juniors who demonstrate their devotion to positive, powerful change and civic participation.

## THE MONTGOMERY ELEMENTARY SCHOOL ODYSSEY OF THE MIND TEAM PLACED FIRST

in the state tournament and advanced to the Worlds tournament. Odyssey of the Mind teaches students how to develop and use their natural creativity to become problem-solvers.



## 21 STUDENTS IN NORTH PENN BANDS SUCCESSFULLY AUDITIONED FOR THE 2022 PMEA DISTRICT 11 BAND,

inviting students from Bucks and Montgomery counties. Additionally, 16 students were invited to play in the 2022 Region VI band, inviting students from Bucks, Montgomery, Chester, Philadelphia, and Delaware counties. These two honor bands require students to audition and play at an exceptional level to be accepted.

## NPSP WAS NAMED ONE OF THE BEST COMMUNITIES FOR MUSIC EDUCATION.

This is the 11th year of winning this prestigious award, thanks to the hard work of the music department in all of our schools. The National Association of Music Merchants (NAMM) Foundation names schools that demonstrate excellence and commitment to music education. North Penn is one of only 738 districts in the country to receive this award.



### RACIAL/ETHNIC STUDENT COMPOSITION 2021-2022

■ WHITE:	55.38%
■ ASIAN:	20.01%
■ BLACK:	9.25%
■ TWO OR MORE:	7.74%
■ HISPANIC:	7.33%
■ AMERICAN INDIAN:	0.20%
■ PACIFIC ISLANDER:	0.09%

### THE EMBRYOLOGY IN THE CLASSROOM PROGRAM FROM

**4-H** helped students from Walton Farm and Knapp elementary schools develop an understanding of biology concepts through direct experience with living things, their life cycles, and their habitats. In particular, students learned about the chick embryo development from a fertile egg up through the hatch.

### STUDENT DEMOGRAPHICS AS OF 10/1/21

TOTAL ENROLLMENT: **12,785**

2022 GRADUATES: **1,013**

**17.0%** OF OUR STUDENTS WERE CATEGORIZED AS SPECIAL EDUCATION

**5.2%** OF OUR STUDENTS WERE CATEGORIZED AS GIFTED

**80** LANGUAGES SPOKEN

**6.5%** OF OUR STUDENTS WERE CATEGORIZED AS ENGLISH LEARNERS (ELS)

EL HIGHEST PERCENTAGE SCHOOL: **23.6%**

**29.0%** OF OUR STUDENTS QUALIFIED FOR FREE/REDUCED LUNCH (FRL)

FRL HIGHEST PERCENTAGE SCHOOL: **51.3%**

**120** OF OUR STUDENTS QUALIFIED AS DISPLACED/HOMELESS

### NPBS STUDENTS WHO ATTENDED THE NORTH MONTCO TECHNICAL CAREER CENTER (NMTCC) COMPETED AT THE SKILLSUSA COMPETITION,

demonstrating excellence in their chosen career fields. Jayla Collins and Julia Fredericks, placed first in Career Pathways for Culinary Arts and advanced to the National competition.

### FOUR NPSD STUDENTS PLACED FIRST IN THEIR RESPECTIVE GRADE CATEGORIES OF THE BLACK HISTORY ORATORICAL COMPETITION,

Dominique Bethel, David Lyons, Tatyana Pometun, and Saanvi Waghmare. The competition is designed to give students the opportunity to shine through public speaking while honoring Black history. Students were selected to compete based upon how their audition performance respected/honored Black history, and embodied messages that inspire and uplift participants to continue towards progress.

### 9 NPBS STUDENTS WERE NAMED AS SEMIFINALISTS IN THE 67<sup>TH</sup> ANNUAL NATIONAL MERIT SCHOLARSHIP PROGRAM

while 14 were named as commended students. The National Merit Scholarship Program is an academic competition for recognition and scholarships that began in 1955. High school students enter the National Merit Program by taking the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT®)—which serves as an initial screen of approximately 1.5 million entrants each year—and by meeting published program entry and participation requirements.

### NPBS THEATRE CELEBRATED ITS 51<sup>ST</sup> SEASON

by celebrating the 70th anniversary of “the greatest movie musical of all time”, *Singin’ in the Rain*.



### THE NORTH PENN MARCHING KNIGHTS BECAME NATIONAL CHAMPIONS

at the 2021 USBands Group IV Open competition with a score of 95.20 which was enough to win the caption award for Best Overall Effect. They also clinched the Mid-Atlantic regional championship with a score of 93.4 as well as won Best Overall Effect, Best Music, and Best Percussion. They also won the 2021 Pennsylvania State Championships in Group IV Open, with a score of 90.6, and won the caption awards for Best Visual and Best Percussion. The Marching Knights received the top score for any group in any division for the state and regional competitions.

# NPHS CLASS OF 2022 PROFILE & ADVANCED PLACEMENT

2021-2022

## NPHS CLASS OF 2022 PROFILE

1,013 17

Number of graduates

Number of students  
entering armed forces

75 738

Number of students  
entering workforce

Number of students  
moving on to college

## ADVANCED PLACEMENT AT NPHS

677 NPHS STUDENTS TOOK AP EXAMS

608 AP EXAMS WERE ADMINISTERED

3.44  
out of 5 AVERAGE SCORE ON THE AP EXAMS

81% SCORED 3 OR HIGHER ON AP EXAMS

### ARTISTS OF ALL MEDIUMS SHOWCASED THEIR WORKS DURING THE KNIGHT OF ARTS, A K-12 ART SHOW

featuring works produced by students, including painting, photography, sculpture, computer animation and more. As part of the program, the High School Fashion Show displayed many creative designs from family consumer sciences students, and musicians from various bands within the district performed.

### THE NPHS COLUMBIA UNIFIED BOCCIE TEAM FACED OFF AGAINST TEAMS FROM ACROSS THE STATE,

vying for the title of Unified Bocce State Champions. Bocce is a PIAA-sponsored Special Olympics sport providing students with and without disabilities the opportunity to compete together. Through that competition, all students have the opportunity to develop their social and physical skills, as well as gain self-confidence.

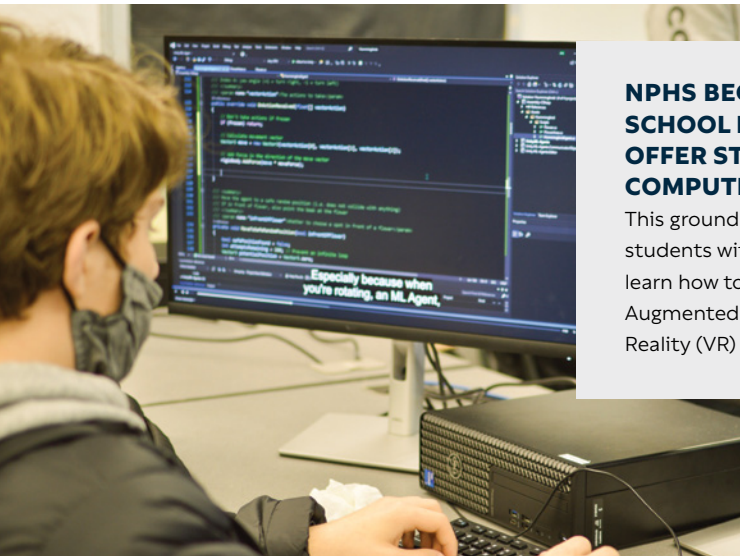
### MANY STUDENT-ATHLETES WENT ON TO WIN IMPORTANT COMPETITIONS

including, NPHS' Esha Velaga who dominated on the court and was named District 1 girls tennis singles champion.



### NPHS BECAME THE FIRST HIGH SCHOOL IN NORTH AMERICA TO OFFER STUDENTS THE SPATIAL COMPUTER PROGRAM COURSE.

This groundbreaking program provides students with a unique opportunity to learn how to design, develop and publish Augmented Reality (AR) and Virtual Reality (VR) applications.





# UPLIFTING the STAFF

All employees who work in the NPSD have the same goal, to provide a safe and innovative learning experience for all students and create engagement opportunities for families and community members. This includes **MAINTENANCE CREWS** who clean and maintain our buildings, **BUS DRIVERS** taking students to and from school, **SECRETARIES, TEACHERS, SCHOOL NURSES, COUNSELORS,** and **FOOD SERVICE STAFF.** Plus, **SUPPORT STAFF** and **ADMINISTRATORS** who create and help implement important curriculum and initiatives. Everyone works together to help students prepare for the future by inspiring them.

JODY  
DANENHOWER



**EACH YEAR, THE SUPERINTENDENT RECOGNIZES EMPLOYEES WHO HAVE GONE ABOVE AND BEYOND IN THEIR EFFORTS OF SUPPORTING FELLOW EMPLOYEES AND STUDENTS.**

**Marisa Green** is a nurse at Montgomery Elementary, Department Chair for North Penn Nurses, and NPSD Pandemic Liaison to the Montgomery County Office of Public Health. She serves as President of the Montgomery County School Nurse Association. Marisa is dedicated to the health and safety of every student and staff member in NPSD.

**Kevin Manero** is an English teacher at NPHS, advisor for the Knight Crier, and baseball coach. He also does the morning announcements at NPHS and announces football games and emcees countless district events. His leadership has transformed the baseball program into an extremely successful athletic program that not only creates athletes, but students who have the discipline to be successful in anything.

**Christine Liberaski** is the Director of School and Community Engagement, the Executive Director of the NPSD Educational Foundation, and the longest serving member of the Superintendent's Cabinet. In her time with North Penn she has expanded the Foundation into an organization that raises hundreds of thousands of dollars annually to fund grants for teachers and staff, expanding educational opportunities for all students.

**Jody Danenhower** is the NPSD Payroll Supervisor and works tirelessly to make sure paychecks get out without a hitch. She always rises to the challenge to ensure employees are taken care of and any issues are resolved. Jody brightens the day of anyone who meets her, bringing positive energy to everything she does.



MARISA GREEN PROUDLY POSES WITH HER FAMILY TO CELEBRATE THIS SPECIAL RECOGNITION.



KEVIN MANERO & CURTIS R. DIETRICH, ED.D (SUPERINTENDENT 2010-2022)

**TYRONE HOWARD SERVED AS THE KEYNOTE SPEAKER FOR THE DISTRICT-WIDE EQUITY SUMMIT**

for over 1,000 staff members. He focused on the importance of social and emotional well-being and a sense of belonging as an anchor of cultural proficiency and equity work. Staff members attended a wide range of sessions that included meeting the needs of LGBTQ+ students, effective instructional strategies for English Language Learners, Behavioral Strategies for Students with Autism in the General Education Classroom, and creating supportive environments for students of color.

**EQUALITY SAYS:**

"Everyone is at the same level."

**EQUITY SAYS:**

"In order to have everyone at the same level, you have to first look and see if they have what they need to get there."

**NPSD RECEIVED A GOLDEN ACHIEVEMENT AWARD FROM THE NATIONAL SCHOOL PUBLIC RELATIONS ASSOCIATION (NSPRA)**

as part of NSPRA's 2022 Communication Awards. The award recognizes exemplary work in all aspects of school public relations, communication, marketing, and engagement. NPSD's English for All program submitted by Christine Liberaski, Director of School & Community Engagement took home the top award. English for All provides a low-cost adult English Language Learners (ELL) course through the NPSD Community Education Program. The program not only helps ELLs with everyday language but also helps them learn specific information related to the North Penn School District and find resources that can help them and their families. NPSD also received the Award of Excellence for the 2021-2022 Activities Calendar, submitted by Erika Shaedle, Advertising & Marketing Specialist. The 2020-2021 NPSD Annual Report and 2020-2021 Foundation Annual Report received Honorable Mentions, also submitted by Erika.

**NPSD'S OFFICE OF SCHOOL AND COMMUNITY ENGAGEMENT RECEIVED ONE AWARD OF MERIT**

and two Awards of Honor from the Pennsylvania School Public Relations Association (PenSPRA) as part of its annual Excellence in Communications Contest. Erika Shaedle, NPSD Advertising and Marketing Specialist, received North Penn's three awards. The NPSD 2020-2021 Annual Report and NPSD Educational Foundation Annual Report received the Awards of Honor, while the NPSD Activities Calendar, received the Award of Merit.

## TEACHER/STUDENT COUNT

(2021-2022)

# 1,077

Teacher Count

# 12,785

Student Count

## RECRUITMENT & HIRING

(2021-2022)

# 2,094      319

Number of interviews conducted

Number of full-time, part-time and substitute staff members hired in all



### RECRUITING EFFORTS FOR THE COMMUNITY AT LARGE:

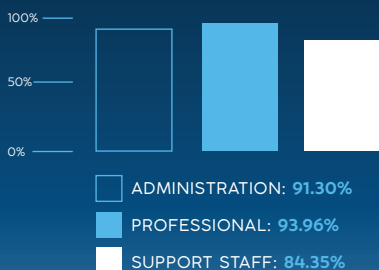
**JOB FAIRS** were held at the NPSD and MCIU. NPSD also participated in the Chamber of Commerce for Greater Montgomery County's fair held at the Montgomery and Plymouth Meeting malls.

Collaborated and co-facilitated **WORKSHOPS** at the Southeastern Pennsylvania Educators of Color Network (SPECN) at Villanova University to support administrators of color who were looking for employment opportunities.

# STAFF RETENTION

2021 - 2022

### RETENTION RATE



### YEARS OF SERVICE

YEARS OF SERVICE	NUMBER OF PROFESSIONALS
35.00 & OVER	6
30.00 - 34.99	36
25.00 - 29.99	81
20.00 - 24.99	151
15.00 - 19.99	240
10.00 - 14.99	140
5.00 - 9.99	174
0 - 4.99	249
<b>TOTAL PROFESSIONALS</b>	<b>1,077</b>

## INDUCTION OF NEW TEACHERS

– 46 professional staff (teachers, counselors, board certified behavior analysts, nurses, school psychologists, and others) participated and completed NPSD’s Induction Program. As part of the program, educators are required to meet monthly to learn and discuss evidence-based practices to support students and uphold North Penn’s mission and vision. The Induction Program is an important part of welcoming new staff to the North Penn family.



## NPSD BEGAN REDESIGNING AND STREAMLINING THE DISTRICT WELLNESS PROGRAM

to create a culture of well-being that encourages growth and vitality by working collaboratively with students, parents, school staff, and community resources to educate, encourage healthy choices and implement initiatives. The focus will include health education, physical education and physical activity; nutrition environment and services; social and emotional climate; and employee wellness.

## THE CUSTODIAL STAFF AT NPHS WON WAWA’S “CATERING TO OUR COMMUNITIES” INITIATIVE,

honoring unsung heroes in the local areas. Staff were treated to a catered lunch from Wawa. The custodial staff has worked extra hard over the last few years in keeping students and staff safe.

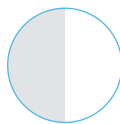
## NPSD SAID GOODBYE TO 84 RETIREES OF THE CLASS OF 2022

as they entered the next chapter of their lives after being such an integral part of NPSD for so many years. Among those was Superintendent Dr. Curt Dietrich who served with the district for over 12 years and led a number of initiatives over the years to position NPSD as one of the best school districts in the country.



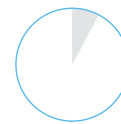
## NEW HIRE DEMOGRAPHICS

(9/28/2021 – 8/25/2022)



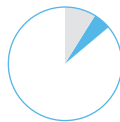
### ADMINISTRATORS

ASIAN: 50%  
WHITE: 50%



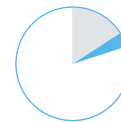
### PROFESSIONAL SUPPORT STAFF

ASIAN: 7.69%  
WHITE: 92.31%



### PROFESSIONAL STAFF

ASIAN: 8.33%  
BLACK: 5.00%  
WHITE: 86.67%



### SUPPORT STAFF

ASIAN: 15.45%  
BLACK: 4.07%  
WHITE: 80.49%



# Strengthening **COMMUNITY BONDS**

NPSD invited the community to a pep rally to celebrate the new and improved **CRAWFORD STADIUM** at North Penn High School. Students, staff, families, alumni, and community members joined together in celebration of the new **“STADIUM FOR THE FUTURE”** and all that it has to offer, as we continue to build our legacy together. The **PEP RALLY** included student performances, a celebration of student-athletes, special recognitions and commemorative remarks. This newly renovated center of the community at Crawford Stadium has brought the home of the Knights up to current Americans with Disabilities Act (ADA) standards and provides a modern facility that, for the first time, can be used by all students and community members. Crawford Stadium can now be used by athletic teams, music groups and for events from all across the community and the district. The new stadium reflects the vibrancy of the North Penn community: **ACTIVE ALL THE TIME, DOING GREAT THINGS, COMING TOGETHER.**



CRAWFORD STADIUM



**THE KNIGHTS OF HONOR RECIPIENTS WERE JOEL BROWN, DON “DOC” RYAN, DR. FRANCIS JEYARAJ, BONNIE KNAUSS, AND TED KNAUSS. A KNIGHT OF HONOR IS ONE WHO HAS MADE SIGNIFICANT CONTRIBUTIONS TO THEIR SCHOOL AND COMMUNITY.**



L-R: FRANCIS JEYARAJ, M.D., JOEL BROWN, TED AND BONNIE KNAUSS AND DONALD “DOC” RYAN

**Joel Brown** is a NPHS graduate, Class of 1997. He was a student in the beginning years of North Penn Television (NPTV), and helped shape it into what it has become today. Brown currently works as a news anchor for ABC 11 Eyewitness News in North Carolina.

**Donald “Doc” Ryan**, NPHS class of 1958, is the former athletic director at North Penn High School, who retired in 2015 after serving 46 years in the district. Under Ryan’s leadership, the North Penn athletic programs grew in both size and success.

**Ted and Bonnie Knauss** are the President and Secretary, respectively, of the International Friendship Committee. The program gives students the opportunity to study abroad and bringing foreign students to North Penn. Ted also serves as a trustee on the North Penn School District Educational Foundation.

**Francis Jeyaraj, M.D.** is a pediatrician who has provided medical service to thousands of children in the North Penn community. He is also a founding member of the International Spring Festival, an annual event celebrating the diversity of the community.

**NPSD HELD A GRADUATION CEREMONY FOR VETERANS**

who left high school before receiving their diplomas. These heroes were recognized during a ceremony and received a North Penn High School diploma. Thank you for your service  
Howard Allan Barrick, U.S. Army;  
David Charles Turner, U.S. Army;  
Mark T. Linderman, U.S. Marine Corps;  
and Michael Joseph Roellinghoff, U.S. Navy.



**INGLEWOOD ELEMENTARY SCHOOL AND OTHERS WORE CRAZY SOCKS** in an effort for awareness and acceptance of those with Down Syndrome.

**SCHOOLS ACROSS THE DISTRICT PARTICIPATED IN SERVICE PROJECTS TO HONOR DR. MARTIN LUTHER KING JR.**

ahead of MLK Day. Clubs and Home & School groups collected clothing, food, and other needed items for those experiencing homelessness and food insecurity.

**NORTH PENN STUDENTS BEGAN INITIATIVES TO SUPPORT UKRAINIANS.**

Inglewood Elementary students collected necessary items to donate while the NPHS EPICS Club made and sold ribbons with all proceeds benefiting relief for Ukraine.

**NPHS’ ENACT GROUP HELD AN ELECTRONICS RECYCLING DAY**

to help residents recycle items that cannot go into landfills. The group also collected plastic grocery bags to be recycled into a plastic bench for an outdoor classroom at the school.

**STUDENTS AND STAFF AT PENNDALE MIDDLE SCHOOL CREATED A DISPLAY CASE TO HONOR AND CELEBRATE NATIVE AMERICAN HISTORY MONTH**

by educating students and staff on the Leni-Lenape culture and the indigenous land where North Penn resides.

**STUDENTS FROM THE SPECIAL OLYMPICS CLUB AND NPHS TOOK A POLAR PLUNGE**

at Citizens Bank Park to raise money for Special Olympics and Unified Sports. The club raised nearly \$9,000 by taking the cold jump into the pool.

**STUDENTS ACROSS THE DISTRICT PARTICIPATED IN SERVICE PROJECTS TO CELEBRATE EARTH DAY.**

Students at Gwynedd Square Elementary helped spruce up the building by planting flowers and mulching out front.

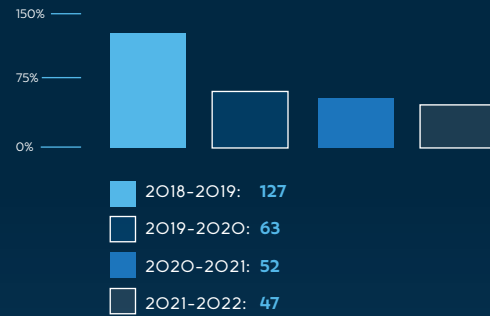


# COMMUNICATIONS & ENGAGEMENT

## PUBLICATIONS

	2020-2021	2021-2022
<b>NPSD GENERAL INTEREST</b>	<b>13,093</b>	<b>13,118</b>
<b>ALUMNI CONTACT LIST (ACTIVE NEWSLETTER SUBSCRIBERS)</b>	<b>7,589</b>	<b>7,799</b>
<b>ALUMNI ASSOCIATION (REGISTERED MEMBERS)</b>	<b>2,303</b>	<b>2,392</b>

## PRESS RELEASES



# SOCIAL MEDIA

2021-2022

# 2,928



NPSD tweets since 2009

## TWITTER FOLLOWERS

2019	2020	2021	2022
6,450	6,584	6,557	6,756

## YOUTUBE VIEWS



2009	2018	2020	2021	2022
LAUNCH	1.7M	2.9M	3.6M	4.3M

## YOUTUBE MINUTES WATCHED

2009	2018	2020	2021	2022
LAUNCH	4.6M	9.2M	12.9M	16.1M



	NPSD FOLLOWERS	NPSD LIKES		ALUMNI ASSOC. FOLLOWERS	ALUMNI ASSOC. LIKES		FOUNDATION FOLLOWERS	FOUNDATION FOLLOWERS
2019	9,357	8,720	2019	1,868	1,858	2019	420	399
2020	11,725	10,726	2020	1,900	1,878	2020	657	632
2021	12,506	11,252	2021	1,911	1,880	2021	747	700
2022	13,405	11,788	2022	2,185	2,088	2022	858	791

**FOR SIX WEEKS, PENNFIELD MIDDLE SCHOOL STUDENT DEVESH WAGHMARE TAUGHT CHESS CLASSES AND IN LIEU OF PAYMENT, HE ASKED PARTICIPANTS TO MAKE A DONATION TO MANNA ON MAIN STREET.** He had 28 participants, raised \$1,240 and donated over 60 hours of his time. Devesh was honored by Manna on Main Street and received a tour of their facility to show the impact he made on the community.



**NPSD HELD A PRIDE FLAG RAISING CEREMONY** outside of the Educational Services Center commemorating the beginning of Pride Month, which is celebrated in June. The flag remained up for the entire month to celebrate the history, contributions, and experiences of LGBTQ+ individuals.

**COMMUNITY BUSINESS LEADERS FROM DIFFERENT INDUSTRIES** including pharmaceutical, marketing, sports broadcasting and so much more, spent the day introducing students to their respective fields at Pennbrook Middle School's Career Day. Students had the opportunity to meet with several different leaders throughout the day.

**THE NPSD'S COMMUNITY EDUCATION PROGRAM (CEP) SUMMER CAMP** lineup included virtual cooking camps, bringing the fun right to your kitchen. Young performers had the opportunity to showcase their skills in Starlight Summer Show Camp's production of *Oliver* and there were other camps available for band and orchestra students. Discovery Camps covered Science, Technology, Engineering, and Math (STEM) topics and taught real-world problem-solving skills. Sports camps were open for every interest, from baseball to ultimate frisbee. Over 700 children participated in the summer camps.

**THE PARENTS IN EQUITY (PIE) COMMITTEE CREATED OPPORTUNITIES FOR FAMILY MEMBERS** across schools and NP communities to connect and learn from one another. Through StoryWalk®, students walked along a path and read a book page with some schools including a QR code with recordings of students reading the pages in various languages. The group also encouraged amplifying diverse and inclusive books available at the book fair. The books prominently featured topics such as autism, religion, race, gender, and family composition. A summer book giveaway encouraged reading during the summer and promoted the importance of diverse home libraries. Over 100 books, representing eight different titles, and prominently featuring characters of color were given away, thanks to \$1,300 in donations.

**ABOUT 40 NPHS STUDENTS REPRESENTING A WIDE CROSS SECTION OF STUDENTS PARTICIPATED IN A WORKSHOP FACILITATED BY TRACY MATAUSAK** where they reflected on their experiences as students in North Penn. The video of this day-long session was then shared with the staff members of all 18 schools who heard firsthand from the students about their experiences and areas where staff can strengthen their connections with students.

**OAK PARK ELEMENTARY STUDENTS AND STAFF WERE ENCOURAGED TO DRESS AS THEIR FAVORITE SUPERHEROES OR COME AS THEMSELVES TO STAND UP AGAINST BULLYING.**

The school received a special visit from Captain America and the PA State Police to raise awareness and help put an end to bullying.

**NPSD'S COMMUNITY EDUCATION PROGRAM (CEP) FEATURED AN ALL THINGS EQUITY WORKSHOP** that focused on the district's efforts toward diversity, equity and inclusion. District leaders led community members through North Penn's equity journey and the goals for our district. CEP offered over 100 different classes throughout the year with an enrollment of over 1,100 community members and students.





# Enhancing Operational Commitments

For the seventh year in a row, the Association of School Business Officials (ASBO) International has awarded the North Penn School District its **MERITORIOUS BUDGET AWARD (MBA) FOR EXCELLENCE IN BUDGET PRESENTATION** during the 2021-2022 budget year. This is a true reflection of the district's commitment to fiscal integrity. During the 2020-2021 school year, only 10 school districts in the state received this award.



## TRANSPORTATION

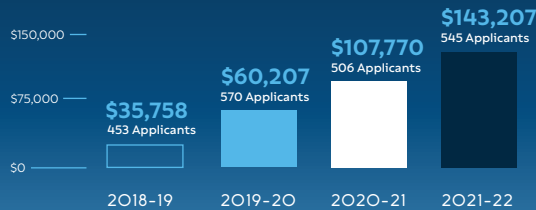
**EVERY DAY, THE NPSD TRANSPORTATION DEPARTMENT OVERSEES THE TRANSPORT OF NEARLY 14,000 STUDENTS** on 133 district-owned buses. NPSD employs over 150 school bus drivers and bus aides, along with several mechanics to keep the bus fleet in top condition. Our buses and vans drove 1.8 million miles during the year. NPSD also received seven new propane-powered buses.

◀ **DENNIS RYAN** was hired to serve as the new Coordinator of Transportation to lead the transportation department and oversee the bus routes of all North Penn students.

# TAX REBATE PROGRAM & PROCUREMENT CARD REBATES

2021 - 2022

## TAX REBATE PROGRAM



## PROCUREMENT CARD REBATES

2017-18	2018-19	2019-20	2020-21	2021-22
\$76,287	\$35,148	\$44,033	\$24,642	\$30,952



## SCHOOL NUTRITION SERVICES

**612,972 BREAKFASTS AND 1,085,024 LUNCHES** were served to students in school during the 2021-2022 school year by School Nutrition Service Staff.

School Nutrition Service Staff distributed from the **NPHS CURBSIDE PICK UP** during the 2021-2022 school year 18,309 breakfasts and 18,309 lunches for a total of 36,618 meals.

**THE SUMMER FEEDING PROGRAM**, supported by the School Nutrition Services team served 53,991 free breakfast and lunch meals and 18,276 snacks during the 2021-2022 school year.

## RENOVATIONS TO KNAPP ELEMENTARY SCHOOL BEGAN IN 2020

and included infrastructure improvements, renovations to existing structures, the construction of a 13,000-square-foot classroom addition, and a new driveway to improve logistics during arrival and dismissal.



BEFORE (TOP RIGHT) AND AFTER (RIGHT) PHOTOS SHOWCASE THE TRANSFORMATION AT KNAPP ELEMENTARY SCHOOL FROM THE START OF THE PROJECT IN 2020 TO COMPLETION IN 2022.

## SAFE SCHOOLS

The 2021-2022 school year was a busy one for the Office of Emergency Management and Safe Schools. The year saw unprecedented levels of service by almost every measure as District activities fully resumed from the pandemic disruption. In the security department part-time security staff were temporarily increased to a full-time schedule and per diem staff filled 260 extra shifts at the middle schools to help meet increased needs. In addition a total of 3,496 personnel hours of security staffing was scheduled for duties outside of the regular school day, including sporting contests, school events, and community use of school facilities. Officers documented over one thousand security-related incidents over the course of the school year.

The District's threat assessment team, led by the Coordinator of Emergency Management & Safe Schools, received 267 tips from the Pennsylvania Safe2Say (S2S) Something anonymous reporting system. This is nearly half of the 596 tips received since the system was established in January of 2019. Tips delivered from S2S resulted in welfare safety checks, direct interventions, school discipline, mental health referrals, and threat assessments. Twenty-eight tips were designated as life-safety concerns requiring immediate action. The District team assessed 38 documentable threats that were all resolved without incident.

North Penn's school safety program was evaluated by an objective third-party expert. This year, through collaborative efforts with the Safe Schools Committee of the Board, Margolis Healy & Associates (MHA) was selected to perform this important work. Representatives from MHA traveled to the District for two weeks in March 2022 during which they interviewed over 140 North Penn stakeholders and physically inspected all 21 facilities. The comprehensive study was designed to exceed the school safety guidelines developed by the State of Pennsylvania, and compare North Penn to best and promising school safety practices nationwide. Major areas of focus included physical security systems, policy and procedure, training, as well as mental and behavioral health. The resulting report was delivered to the district in May. The results of the comprehensive school safety and security assessment project will be used to guide future advancement of North Penn's safe schools work.

### OTHER FOCUSES INCLUDED:

- Development of Crawford Stadium Event Operational Plans
- Mass Notification System Enhancements
- Response Facility Mapping
- Elementary Construction - Safety & Security Systems

## EXTENDED SCHOOL CARE

Over 650 students on average per month were provided care through North Penn's Extended School Care staff, consisting of 54 regular staff members and 15 substitutes. Eight summer camp staff members provided care to an average of 48 students per week. Extended School Care received \$692,993 through the American Rescue Plan Act Funding related to COVID-19 response including personal protective equipment, cleaning and sanitation supplies, personnel costs, and more.

## THE NORTH PENN SCHOOL BOARD HAS APPROVED A DESIGN CONTRACT TO BEGIN CONSTRUCTION WORK ON THE ONSITE HEALTHCARE CENTER.

The healthcare center is intended for North Penn School District employees and their family members. It is estimated to cost \$1.1 million for construction of the facility as well as site preparation costs. The District has been applying for grants and is hopeful a portion of the construction costs will be offset by grant funding. The healthcare center is intended to reduce health care costs for the district, while also providing a local, convenient option for employees and their families to receive health services. The estimated cost savings are \$10 million over ten years. The healthcare center will be located next to Penndale Middle School and will be run by Everside Health and staffed by two full-time employees.

# NPSD 2021-2022 FINANCIAL SUMMARY\*

REVENUE	EXPENDITURES
LOCAL: <b>\$222,824,483</b>	INSTRUCTION: <b>\$177,693,053</b>
STATE: <b>\$55,882,162</b>	SUPPORT SERVICES: <b>\$82,234,122</b>
FEDERAL: <b>\$8,077,716</b>	NON-INSTRUCTIONAL: <b>\$2,909,739</b>
OTHER: <b>\$500,000</b>	OTHER FINANCING: <b>\$16,047,215</b>
<b>TOTAL REVENUES: \$287,284,361</b>	<b>TOTAL EXPENDITURES: \$278,884,129</b>
<b>ESTIMATED UNASSIGNED ENDING FUND BALANCE: \$21,753,255</b>	

\*UNAUDITED RESULTS



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Live & On-Demand  
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[www.northpenncep.org](http://www.northpenncep.org)



[www.npenn.org/advantage](http://www.npenn.org/advantage)



[www.northpennnews.org](http://www.northpennnews.org)

WNPV 98.5 FM



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**NORTH PENN SCHOOL DISTRICT**

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Lansdale, PA 19446

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**NPSD**

**ELEMENTARY SCHOOLS**

KINDERGARTEN-GRADE 6

AM KULP

BRIDLE PATH

GENERAL NASH

GWYN-NOR

GWYNEDD SQUARE

HATFIELD

INGLEWOOD

KNAPP

MONTGOMERY

NORTH WALES

OAK PARK

WALTON FARM

YORK AVENUE



PROUD GRADUATES! CONGRATULATIONS CLASS OF 2022

**NPSD**

**SECONDARY SCHOOLS**

GRADES 7-12

PENNBROOK (GRADES 7-9)

PENNDALE (GRADES 7-9)

PENNFIELD (GRADES 7-9)

NORTHBRIDGE (GRADES 7-12)

NORTH PENN HIGH SCHOOL  
(GRADES 10-12)



NEW AND IMPROVED CRAWFORD STADIUM AT NORTH PENN HIGH SCHOOL