



2018

Measuring

SUCCESS

at North Allegheny School District



Message from the Superintendent



At the beginning of the 2017-2018 school year, we began the conversation of redefining “success” as it pertains to a school district. Historically, school districts are measured through graduation rates, rankings, and test scores. Here at North Allegheny, we believe that there’s more to success than just numbers and lists.

The Measuring Success Framework continues to guide our District as we place equal emphasis on achievement and growth, future preparation, school climate, and student and staff wellness. By looking at success holistically for each student in the District, we are able to see beyond the typical metrics and ensure that each student knows that he or she is more than just a test score.

When the first Measuring Success Report debuted in the winter of 2017, we were excited to share a publication that was a true reflection of the dedication and hard work of both our students and staff members. Our students continue to excel in academics, arts, and athletics, while also committing their time and energy to extracurricular activities that often have an impact beyond our community, region, state, and even country. Our staff members confidently lead our students down the path of excellence on a daily basis, while also giving them the reins to navigate and determine their own paths along the way.

We are proud to present the Measuring Success Report for 2018 to our students, families, staff, and community. While this publication contains many elements of a typical annual report, including student demographics and financial information, it also paints a clear picture of our achievements, focus, and values as we continue to prepare all students for success in a changing world.

Thank you for your ongoing support of the North Allegheny School District.

A handwritten signature in black ink, appearing to read 'R. Scherrer', written in a cursive style.

Robert Scherrer, Ed.D.
Superintendent of Schools

Table of Contents

Click on
an item to
go directly
to the
associated
page.

Mission, Vision & Goals	4
Demographic Information	5-6
Measuring Success Framework	7
Achievement & Growth	8
Academics.....	9
PSSA Exams	10-12
Keystone Exams.....	13-15
AP Exams	16
School Performance.....	17
Future Ready PA Index	17
Awards and Recognition	18-20
Future Preparation	21
Digital Literacy.....	22
FOCUS 2020	22
BrightBytes Data	23
Career Awareness.....	24
College & Career Readiness.....	24
PSAT/NMSQT Exam.....	24
SAT Exam	25-26
ACT Exam.....	27-28
NOCTI Exam.....	29
Graduate Survey	30
College & Career Readiness — Naviance.....	30
School Climate	31-32
Engagement & Connectedness	33
Positive Environments	34
Safety	35
Student & Staff Wellness	36
Healthy Students & Staff.....	37-38
Employee Engagement.....	39-40
Financials	41
Annual Notices	42
School District Leadership	43
Board of School Directors	44

mission

To prepare all students for success in a changing world.

To be a premier school district that inspires excellence in academics, athletics, arts, and activities for every student every day.

vision

our goals

ACADEMIC ACHIEVEMENT

We will promote the achievement of all students at the highest level of their individual abilities in all areas.

SAFE AND SUPPORTIVE SCHOOLS

We will provide a safe, welcoming, and well-maintained learning environment.

STEWARDSHIP

We will maximize efficiencies in all areas of the District for the continuous improvement and optimization of resources.

CURRICULUM AND PROFESSIONAL PRACTICE

We will foster high quality instruction built upon a dynamic curriculum that fosters creativity, critical thinking, and life-long learning.

INNOVATION

We will innovate our educational practices and become leaders in technology integration.

COMMUNITY ENGAGEMENT

We will foster a collaborative culture that invites and celebrates community support and participation.

DEMOGRAPHIC INFORMATION

The North Allegheny School District serves the municipalities of Bradford Woods Borough, Franklin Park Borough, Marshall Township, and the Town of McCandless. The District covers a total of 48 square miles. This attractive suburban-residential community (population 45,000+) is located 12 miles north of Pittsburgh. North Allegheny is the largest suburban school district in Allegheny County and one of the largest employers in the northern region of Pittsburgh.

This year, the October 1, 2018 enrollment reflects the highest enrollment in the history of the North Allegheny School District. The following is a grade-level breakdown of the October 1, 2018 enrollment for the 2018-2019 school year.

number of schools	enrollment (change vs. last year)
7 elementary schools (grades K-5)	3,731 (+84)
3 middle schools (grades 6-8)	2,038 (-20)
1 intermediate high school (grades 9-10)	1,380 (+71)
1 senior high school (grades 11-12)	1,347 (+6)
.....	
12	8,496 (+141)
total number of schools	total enrollment

DEMOGRAPHIC INFORMATION

Student Demographics K-12

- 77.79%** white or caucasian
- 17.38%** asian
- 2.47%** multi-racial
- 1.78%** black/african american
- .58%** other*

* Includes Pacific Islander, Native American, and Hispanic

- 11.5%** special education
- 10.9%** gifted
- 5.59%** low socioeconomic status
- 1.4%** english language learners

Human Resources Overview

classification of position	employees (as of 3rd day of 2018-2019 school year)
administrators	36
professional employees Full-Time, Part-Time, Long-Term, Substitute	671
paraprofessionals	216
confidential employees	43
custodial/maintenance	77
bus drivers/garage/mechanics	90
total	1,133

Graduating Class of 2018

- 637** students in senior class
- 164** seniors in National Honor Society
- 3** foreign exchange students
- 207** students graduated with 4.0 & above
- 288** students graduated with high honor (3.8+)
- 110** students graduated with honor (3.5-3.79)
- 90.27%** of students planned to attend two-/four-year colleges

National Merit Competition recognition:

- 29** finalists
- 25** commended
- 7** national merit scholarships
- 4** special corporation scholarships
- 1** national hispanic scholar

49.8% of graduating seniors scored at least a 3 or higher on at least one AP exam while in high school.



MEASURING SUCCESS FRAMEWORK

As we unveiled in the 2017-2018 school year, North Allegheny's Measuring Success Framework includes four primary areas of focus:



HOW DOES MEASURE SUCCESS?

Academics
School Performance
Awards & Recognition

**Achievement
& Growth**

North Allegheny School District is well known for being a leading district not only in the Pittsburgh area, but in Pennsylvania, as well as nationally.

The mission of the North Allegheny School District is to prepare all students for success in a changing world. As part of this goal, the District created a Comprehensive Plan that included specific goals for student achievement. The first goal is to promote the achievement of all students at the highest level of their individual abilities in all areas. As achievement and growth are analyzed throughout the year, faculty members look closely at curriculum and instruction and its impact on the performance of students on standardized assessments that include: Pennsylvania System of School Assessment (PSSA), Keystone Exams, Scholastic Aptitude Test (SAT), American College Test (ACT), and Advanced Placement (AP) exams.

Growth refers to changes in student performance over time. The Pennsylvania Department of Education measures this concept using the Pennsylvania Value Added Assessment System (PVAAS) as reported on the School Performance Profiles (SPP). The score is based on indicators of academic achievement, academic growth, closing the achievement gap, and graduation/attendance, and is represented as a number between 0-100.

Academics

Academic achievement and growth at North Allegheny are measured through both state and national assessments which use local, state, and/or national norms to determine students' performance compared to peers, as well as student performance over time. Academic achievement and growth are measured in content areas through standardized tests administered by the Pennsylvania Department of Education and through college placement exams.

Comparator School Districts

For the purpose of academic comparisons, the District identified 15 other "comparator" school districts in Pennsylvania. The [Forecast 5 Sight Analytics](#) tool was used to generate a list of school districts across the Commonwealth of Pennsylvania who were most similar to North Allegheny in terms of student enrollment and socio-economic status. Districts from Central and Western Pennsylvania that had more than 4,000 students, with less than 20% of students who qualify for free/reduced lunch status were then also added to the list. **Below is the list of comparator school districts:**

Bethel Park
Council Rock
Cumberland Valley
Fox Chapel
Garnet Valley

Haverford Township
Lower Merion
Mt. Lebanon
Peters Township
Pine-Richland

Seneca Valley
Spring-Ford
State College
Tredyffrin-Easttown
Upper St. Clair

PSSA Exams



pennsylvania
DEPARTMENT OF EDUCATION

The Commonwealth's assessment system for students in grades 3-8 is known as the Pennsylvania System of School Assessment (PSSA). Tests are required under the Chapter 4 Regulations

of the Pennsylvania State Board of Education and the federal Every Student Succeeds Act (ESSA). The tests are based on the Pennsylvania Core Academic Standards in Mathematics and English Language Arts (ELA) and the Pennsylvania Academic Standards in Science. The focus of the assessment is to determine the degree to which the students and schools in the Commonwealth of Pennsylvania are proficient in achieving the content contained in the Standards. Additionally, the PSSA provides information to teachers and schools to guide the redesign of curriculum and instructional strategies to enable students to master the Pennsylvania Core and Academic Standards.

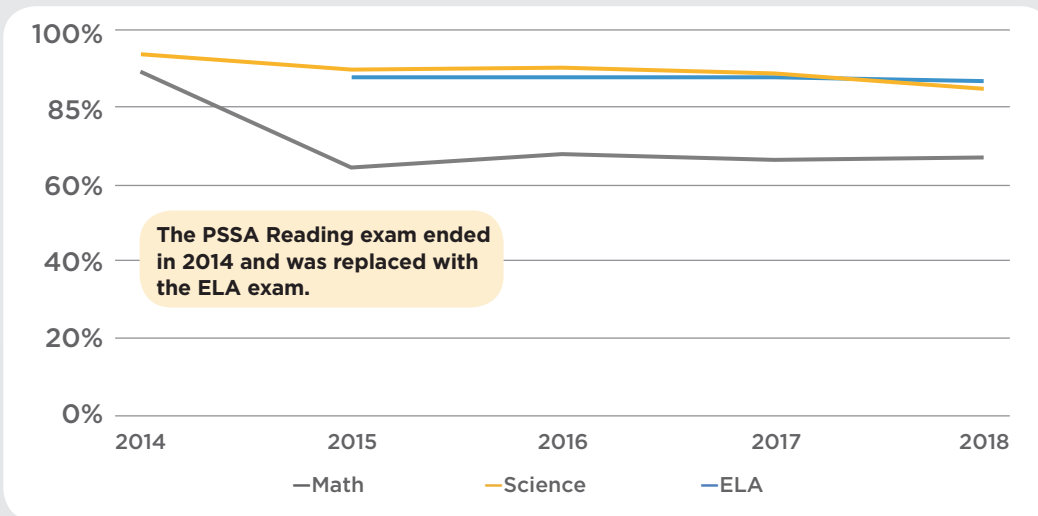
SCHOOL DISTRICT	PROFICIENCY PERCENTAGE (ALL SUBJECTS)	COMPARATOR RANK
Peters Township	87.0%	1
Mt. Lebanon	84.3%	2
Upper St. Clair	84.0%	3
Fox Chapel Area	83.0%	4
Pine-Richland	81.6%	5
Tredyffrin-Easttown	81.5%	6
Lower Merion	81.3%	7
Garnet Valley	78.3%	8
North Allegheny	78.2%	9
Bethel Park	77.6%	10
Haverford Township	76.7%	11
Spring-Ford Area	76.2%	12
Seneca Valley	73.1%	13
Council Rock	72.5%	14
Cumberland Valley	72.3%	15
State College Area	71.8%	16

[Link to PSSA Exam Results](#)

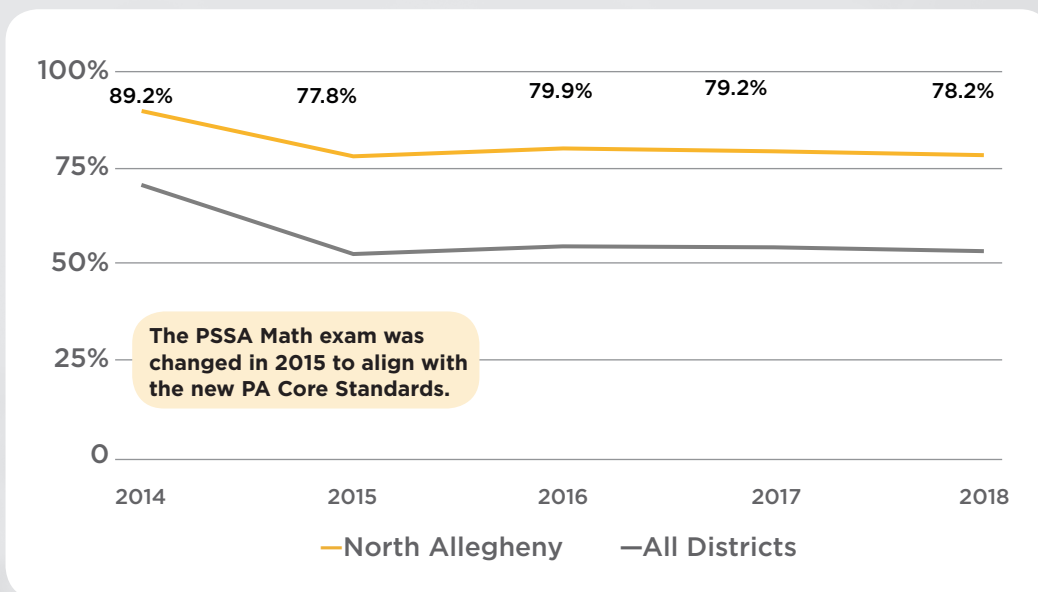
PSSA Exams (continued)

Achievement Data

North Allegheny Proficiency Levels by Subject Over Time



Cumulative Proficiency Trends



PSSA Exams (continued)

Growth Data






Math	4TH GRADE	5TH GRADE	6TH GRADE	7TH GRADE	8TH GRADE	GROWTH MEASURE OVER GRADES STANDARD FOR PA ACADEMIC GROWTH
2016	-0.6	4.0	2.9	0.2	-0.2	1.3
2017	-0.0	2.8	-2.7	-1.6	0.1	-0.3
2018	1.2	3.1	-4.2	0.3	0.2	0.1
3-Year Average Growth Measure	0.2	3.3	-1.3	-0.4	0.0	0.4

Science

4th Grade	AVERAGE SCALE SCORE	GROWTH MEASURE	8th Grade	AVERAGE SCALE SCORE	GROWTH MEASURE
2016	1584.7	41.7	2016	1468.0	4.8
2017	1543.4	36.4	2017	1438.4	16.9
2018	1538.0	29.4	2018	1412.8	-5.9
3-Year Average Growth Measure	1555.7	35.8	3-Year Average Growth Measure	1438.5	5.3

English Language Arts (ELA)

English Language Arts (ELA)	4TH GRADE	5TH GRADE	6TH GRADE	7TH GRADE	8TH GRADE	GROWTH MEASURE OVER GRADES STANDARD FOR PA ACADEMIC GROWTH
2016	1.5	6.0	-3.9	1.1	-1.5	0.6
2017	0.8	4.7	-5.4	1.7	-0.9	0.2
2018	2.1	2.9	-7.4	-0.3	-3.5	-1.2
3-Year Average Growth Measure	1.5	4.5	-5.6	0.8	-1.9	-0.1

	Significant evidence that the District exceeded the standard for PA Academic Growth
	Moderate evidence that the District exceeded the standard for PA Academic Growth
	Evidence that the District met the standard for PA Academic Growth
	Moderate evidence that the District did not meet the standard for PA Academic Growth
	Significant evidence that the District did not meet the standard for PA Academic Growth

Keystone Exams



pennsylvania
DEPARTMENT OF EDUCATION

The Keystone Exams are end-of-course assessments designed to assess performance in the content areas of Algebra I, Biology, and Literature. The Keystone Exams were developed by Pennsylvania

educators and are aligned to the Pennsylvania Core Standards. These exams are one component of Pennsylvania's system of high school graduation requirements.

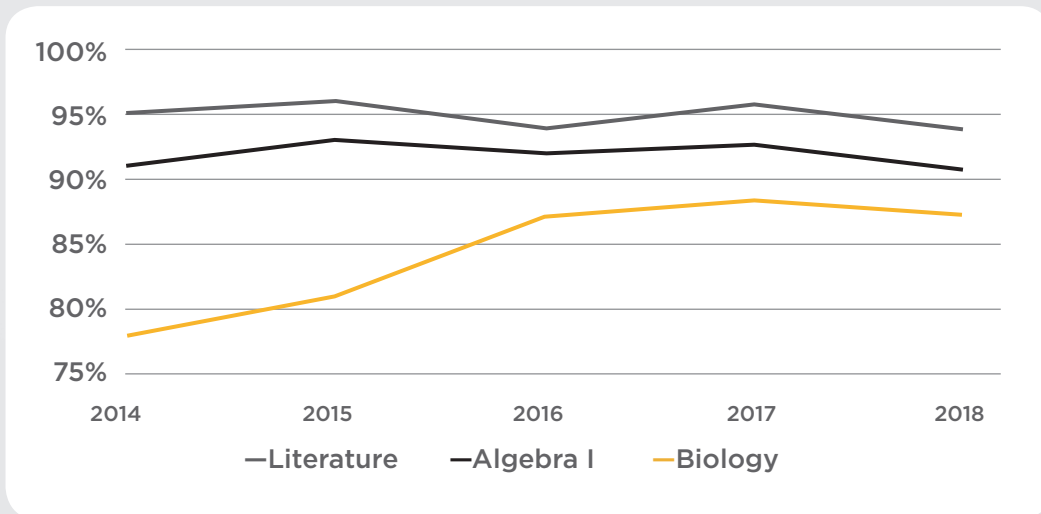
SCHOOL DISTRICT	PROFICIENCY PERCENTAGE (ALL SUBJECTS)	COMPARATOR RANK
Peters Township	93.1%	1
Mt. Lebanon	92.8%	2
Tredyffrin-Easttown	92.4%	3*
Upper Saint Clair	92.4%	3*
Fox Chapel Area	91.7%	5
Spring-Ford Area	91.6%	6
North Allegheny	90.7%	7
Haverford Township	90.1%	8
Pine-Richland	88.5%	9
Lower Merion	87.6%	10
Seneca Valley	85.6%	11
Garnet Valley	84.0%	12
Council Rock	81.2%	13*
State College Area	81.2%	13*
Bethel Park	79.8%	15
Cumberland Valley	77.4%	16

[Link to Keystone Exam Results](#)

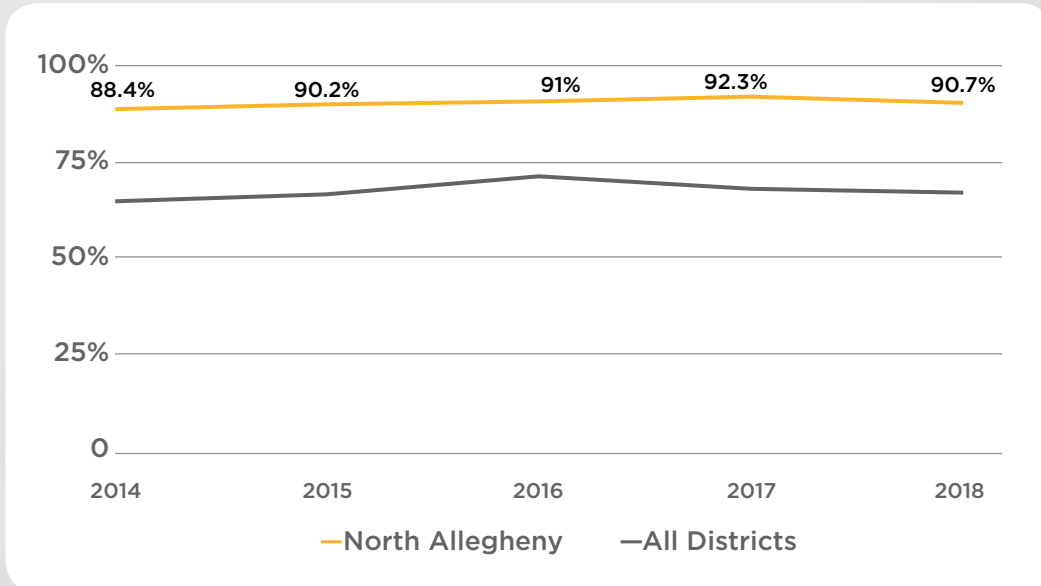
Keystone Exams (continued)

Achievement Data

North Allegheny Proficiency Levels by Subject Over Time



Cumulative Proficiency Trends








Keystone Exams (continued)

Growth Data

Algebra	AVERAGE SCALE SCORE	GROWTH MEASURE
2016	1529.3	6.9
2017	1534.6	6.3
2018	1525.6	0.0
3-Year Average Growth Measure	1529.8	4.4

Biology	AVERAGE SCALE SCORE	GROWTH MEASURE
2016	1552.1	6.1
2017	1548.5	4.1
2018	1547.7	4.2
3-Year Average Growth Measure	1549.5	4.8

Literature	AVERAGE SCALE SCORE	GROWTH MEASURE
2016	1553.4	8.3
2017	1562.5	13.3
2018	1558.1	6.1
3-Year Average Growth Measure	1558.1	9.2

	Significant evidence that the District exceeded the standard for PA Academic Growth
	Moderate evidence that the District exceeded the standard for PA Academic Growth
	Evidence that the District met the standard for PA Academic Growth
	Moderate evidence that the District did not meet the standard for PA Academic Growth
	Significant evidence that the District did not meet the standard for PA Academic Growth

AP Exams

The Advanced Placement (AP) exams are published by the College Board. Participating in AP courses gives students an opportunity to take college-level classes in high school and gain valuable skills and study habits for college. By taking an AP exam and scoring a qualifying score of 3 or better, students can earn college credit or advanced placement status.

During 2017-2018, the North Allegheny School District offered 24 AP courses to students, with more than 682 students taking AP courses during the school year. In the 2018 graduating class, 49.8% scored at least a 3 or better on at least one AP exam during their high school career.

AP SCORE	TOTAL GRADES REPORTED	PERCENTAGE OF TOTAL
5	744	43%
4	565	33%
3	306	18%
2	81	5%
1	16	1%
TOTAL	1,712	100%

AP Scholars

AP Scholars = 103
 AP Scholars with Honor = 50
 AP Scholars with Distinction = 183
 National AP Scholars = 64

} **total scholars**

336 with an average score of 4.38

Please note that the total equals 400. This is because the College Board does not include National AP Scholars in their total.

682 total number of students, in all grades, to take an AP exam

1,712 total number of AP exams taken

95.7% percentage of students taking AP exams who received a 3 or better

49.8% percentage of graduating seniors who scored at least a 3 or higher on at least one AP exam while in high school

School Performance

In fall 2018, the PA Department of Education (PDE) introduced the Future Ready PA Index—a new, public-facing, one-stop location for comprehensive information and data on student and school success.

Future Ready PA Index

Pennsylvanians wanted a more holistic tool for evaluating schools. In 2015, Governor Wolf charged the Department of Education with developing a new school measurement tool that would include a broader set of meaningful indicators. Over three years, PDE leaders met with thousands of educators, parents, advocates, policymakers, and business leaders to determine what that new tool should look like.

The Future Ready PA Index recognizes that students, and the schools that serve them, are more than just results on standardized tests. It features a collection of indicators that illustrate academic proficiency, on-track progress, and college and career readiness—helping to demonstrate how schools are doing in preparing students for postsecondary success.

The Future Ready PA Index's dashboard approach heightens transparency around school and student performance by including data on achievement and growth by student group, including economically disadvantaged students, English learners, students receiving special education services, and racial and ethnic groups.

The Future Ready dashboard is easy to navigate—searchable by district, school, career and technical center, or location; and it includes basic information and demographic data for each school. The Future Ready PA Index also features helpful filters and options to compare multiple schools.

Future Ready PA Index



Our students and schools are much more than standardized tests

Awards & Recognition

North Allegheny is often recognized for the high quality of education, extra-curricular activities, and the overall student experience. The next three pages highlight a few of the awards and recognitions from the 2017-2018 school year.



Academics and Activities

North Allegheny students are dedicated and determined. Whether it's pursuing a passion or exploring an area of interest, students at every grade level are motivated to succeed in all aspects of academics inside of the classroom. Outside of the classroom, students participate in a vast variety of extracurricular activities that range from hobbies to philanthropic efforts. While there were many accomplishments throughout the District in 2018, a few of the many notable achievements throughout the District include:

Fourth-grade students from Marshall Elementary received the 2018 Together Against Bullying Award from PACER's National Bullying Prevention Center.

Marshall Middle School's Science Bowl team won the title in the Regional Department of Energy Southwestern Pennsylvania Science Bowl.

For the 4th year in a row, the high school Speech and Debate Team won the State Championships in March.

For the 12th year in a row, the NASH Student Council was awarded the National Gold Council of Excellence Award from the National Association of Student Councils.

For the 21st year in a row, the Junior Classical League won the State Championship.

Students placed first, second, and third during the Family, Career and Community Leaders of America (FCCLA) State Leadership Conference in March.

Arts

It's not uncommon to be left in awe of the creativity and talent that North Allegheny students possess. Ambitious student actors, artists, dancers, musicians, and singers amaze audiences with their talents and garner recognition beyond the District boundaries.

NAMM® For the past 12 years, North Allegheny has been recognized by the National Association of Musical Merchants (NAMM) Foundation as one of the Best Communities for Music Education.

Not only did middle and high school students receive various awards in the 2018 Regional Scholastic Art Awards, but several high school students received National Medals in the 2018 Scholastic Art and Writing Awards, presented by the Alliance for Young Artists and Writers.

The high school spring musical, "Disney's The Little Mermaid," had sold out shows for each performance, hosting a total of 10,000+ attendees.

The North Allegheny Marching Band dazzled crowds far and wide with their harmonious talents, earning them the Three Rivers Winter Ensemble Association Championship, the Basic Caummisar Battle of the Bands Grand Champion Award at the Kentucky Derby, 6th place at the 2018 WGI Mid-East Percussion/Winds Power Regional, and "Best Overall Band" and a Superior Rating at the Music in the Parks Festival.

North Allegheny's Orchestra traveled to Myrtle Beach in May to participate in the Fiesta-val Music Adjudication. The NAI String Orchestra, NASH String Orchestra, and combined NAI and NASH Chamber Orchestras competed and received Superior Ratings.

Athletics

Aside from succeeding in the classroom, student athletes also train and practice year round in order to carry on the tradition of North Allegheny's stellar athletics program. North Allegheny students know what it takes to be a Tiger both on and off the field. Because of the well-rounded students and dedicated coaches on our sports teams, North Allegheny continues to bring home win after win, year after year.

In the 2019 Niche rankings, North Allegheny was ranked as the 7th district nationwide and 1st in Pennsylvania under the "Best School Districts for Athletes" category.

For 15 consecutive seasons, North Allegheny has received the TribLive Sports Cup (formerly the MSA Sports Cup) as the top athletic program in Western Pennsylvania.

In the 2017-2018 season, North Allegheny claimed 15 section titles, 10 WPIAL titles, and 6 PIAA titles.

A quartet of swimmers—Mason Gonzalez, Andrew Zhang, Jack Wright, and Ricky Mihm—set a new National Federation of State High School Associations record in the 400 Free Relay with a time of 2:53:81. The record was previously held by a team with two future Olympian swimmers.

District Accomplishments

- #4 Best Places to Teach and District with the Best Teachers in Pennsylvania according to the 2019 Niche Rankings
- #4 Safest School District in Allegheny County according to 2019 Niche Rankings
- #6 Best School District in Pennsylvania according to 2019 Niche Rankings
- #6 Top Pittsburgh Regional School District on the Pittsburgh Business Times' 2018 Honor Roll
- #13 Top High School in Pennsylvania by U.S. News and World Report

Notable Achievements

- 2018 Heart Award from the Pennsylvania State Association for Health, Physical Education Recreation & Dance, Inc. (PSAHPERD) and the American Heart Association.
- A+ Overall Grade from Niche.com in the fall of 2017.
- Pittsburgh Post-Gazette Top Workplaces Award—2016, 2017, 2018.
- Chris Jackson, Peebles Elementary Health and Physical Education Teacher, was named the 2018 PSAHPERD Elementary Physical Education Teacher of the Year.
- Franklin Elementary School was named a National Blue Ribbon School.
- Bradford Woods Elementary, Ingomar Elementary, and Marshall Elementary were each recognized as Common Sense Media Schools.
- The Communications Department received three awards from the Pennsylvania School Public Relations Association. Both the 2017 Measuring Success Report and the 2017-2018 District Calendar received Awards of Excellence, while Tiger News received an Award of Honor.
- Linda Granite, Marshall Middle School Band Director, was a finalist for 2018 Pennsylvania Teacher of the Year.
- The North Allegheny School Board Received the D. Richard Wynn Distinguished School Board Award.



HOW DOES  MEASURE SUCCESS?



Digital Literacy
Career Awareness
College & Career
Readiness

Future Preparation

The goal for the District is to prepare every student at North Allegheny in three areas:

- > Digital Literacy
- > Career Awareness
- > College & Career Readiness

There are a number of initiatives underway that will help the District achieve this goal.

Digital Literacy

Digital Literacy

The District is providing additional technology-based resources in classrooms and creating more opportunities for students to learn. Teachers are updating and changing their classroom practices and tools so that students and teachers are actively learning together. The District's technology resources allow for personalized learning, encouraging collaboration and creativity along with abstract thinking, critical reasoning, and problem solving. Digital citizenship skills are increasingly integral to all classrooms as students are prepared to be college- and career-ready and academically successful. Intertwining digital citizenship into everyday instruction makes learning more authentic and thereby "stickier" for students.

Focus 2020

In the 2014-2015 school year, the North Allegheny School District formed a Technology Advisory Committee. This Committee, which consisted of parents, teachers, administrators, school board members, and members of the community-at-large, came together to research and study how technology might help transform the learning environment for North Allegheny students. Throughout this collaborative process, the Committee learned that in order to personalize learning for students, and continue to provide the best educational experiences for the District's young men and women, technology needed to be part of the learning process. The Committee specifically recommended the District:



1. Create an equitable technology environment for all students and teachers
2. Adopt a one-to-one (1:1) computing environment in grades 1-12
3. Expand staffing appropriately to support success

These recommendations are now embedded into what is called "**FOCUS 2020**—Preparing NA for a Changing World." By providing the necessary resources and support, District educators will be able to create deep and meaningful learning experiences that will promote the growth and achievement of all students. It's important to note that technology is not an event or the end-all by itself, but rather an important tool to support student learning.

Prior to the start of the school year, students in grades 4-8 were assigned iPads, and students in grades 9-12 were assigned laptop computers. During the 2018-2019 school year, students in grades 1-3 were also assigned iPads, giving all students grades 1-12 access to a personal device.

BrightBytes Data

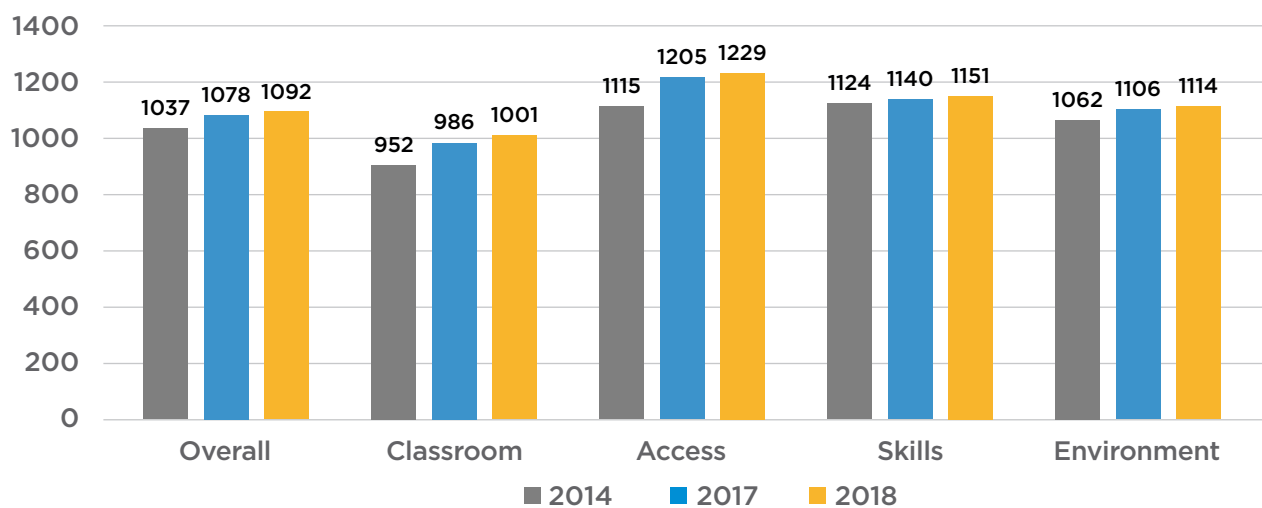


Given the District's investment in technology, it is important to measure the impact it is having on teaching and learning.

There are four specific technology domains that are analyzed each year through the BrightBytes survey: Classroom, Access, Skills, and Environment. These are the essential factors needed for successful implementation of technology in the classroom.

This past spring (2018), the District used the BrightBytes survey to gather data from students in grades 3-12, and K-12 educators. The District was once again designated "Proficient."

In one year, the District's overall score increased by 14 points to 1092. North Allegheny's 2018 overall score is higher than the national (1068) and Pennsylvania (1056) scores as are all four domains scores, as noted below. Prior to FOCUS 2020, the District's scores were below the state and national averages.



Comparing North Allegheny School District to Other Participating Districts

Beginning: 800 - 899
 Emerging: 900 - 999
 Proficient: 1000 - 1099
 Advanced: 1100 - 1199
 Exemplary: 1200 -1300

	CLASSROOM SCORES	ACCESS SCORES	SKILLS SCORES	ENVIRONMENT SCORES
All Participating Districts	984	1184	1132	1036
Participating Pennsylvania Districts	966	1182	1123	1075
North Allegheny School District	1001 (Proficient)	1229 (Exemplary)	1151 (Advanced)	1114 (Advanced)

[Link to BrightBytes Results](#)

Career Awareness

Connecting students' interests to their potential career paths early in the process ensures active participation in their own academic success and opens their eyes to the wide world of career opportunities. Career awareness activities allow students to understand how their strengths, goals, skills, aspirations, and interests can lead to exciting careers.

Naviance/Family Connections Program

During the 2016-2017 school year, the District began using the Naviance/Family Connections program to support career awareness and college and career readiness. Naviance/Family Connections helps districts and schools align student strengths and interests to postsecondary goals, improving student outcomes, and connecting learning to life. The District is currently in the process of developing assured learning experiences for all students K-12 regarding career awareness activities.

College & Career Readiness

The goal for all North Allegheny graduates is that they are prepared for postsecondary opportunities; whether at a college or university, a technical/training program, the military, or moving directly into the workforce or self-employment. College readiness can be measured through assessments such as the PSAT/NMSQT, SAT, ACT, and AP exams and by using the comparison tools available in Naviance/Family Connections.

PSAT/NMSQT Exam

The PSAT/NMSQT stands for Preliminary SAT/National Merit Scholarship Qualifying Test. It is a standardized test that provides first-hand practice for the SAT. It is also the qualifier for the National Merit Scholarship Corporation's scholarship programs. Similar to the SAT, the PSAT/NMSQT includes an Evidence-Based Reading and Writing (ERW) section and a Math section. The PSAT/NMSQT is designed to be taken in the junior year, however, it can be taken earlier.

In 2017-2018, 329 juniors took the PSAT/NMSQT. North Allegheny students continue to outperform their state and national peers.

	READING & WRITING SCORE	MATH SCORE	TOTAL MEAN SCORE	TEST TAKERS	MET BOTH ERW & MATH	MET ERW (390)	MET MATH (500)	MET NONE
Nation	512	502	1014	1,797,130	44%	68%	46%	30%
Pennsylvania	505	497	1002	68,988	43%	67%	45%	32%
North Allegheny	617	619	1237	329	86%	97%	87%	2%

SAT Exam

The Scholastic Aptitude Test (SAT) is an entrance exam used by colleges and universities, which is published by the College Board. The test is typically taken by juniors and seniors. The scores are one indicator of a student's potential to do college work. Colleges and universities use SAT results for admission in specific programs and as a basis for awarding merit-based financial aid. From 2005 to 2016, the SAT was comprised of three categories: Critical Reading, Writing, and Mathematics. Each section had a maximum score of 800 for a total possible score of 2400. In the spring of 2016, the College Board changed the assessment to just two categories: Math and Evidence-Based Reading and Writing (ERW). Each section has a maximum score of 800 for a total possible score of 1600. The 2018 SAT numbers use the new 1600 point scale.

The SAT is designed to ask questions that focus on the skills that matter most for college readiness and success, according to the latest research.

2018 SAT Average Scores

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
Mean Score (out of 1600)	1233	1098	1117
ERW Mean Score (out of 800)	610	552	556
Math Mean Score (out of 800)	623	546	561

2018 SAT College- and Career-Readiness Benchmarks

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
Met Both Benchmarks	82%	54%	57%
Met ERW	95%	80%	79%
Met Math	83%	56%	61%
Met None	4%	18%	18%

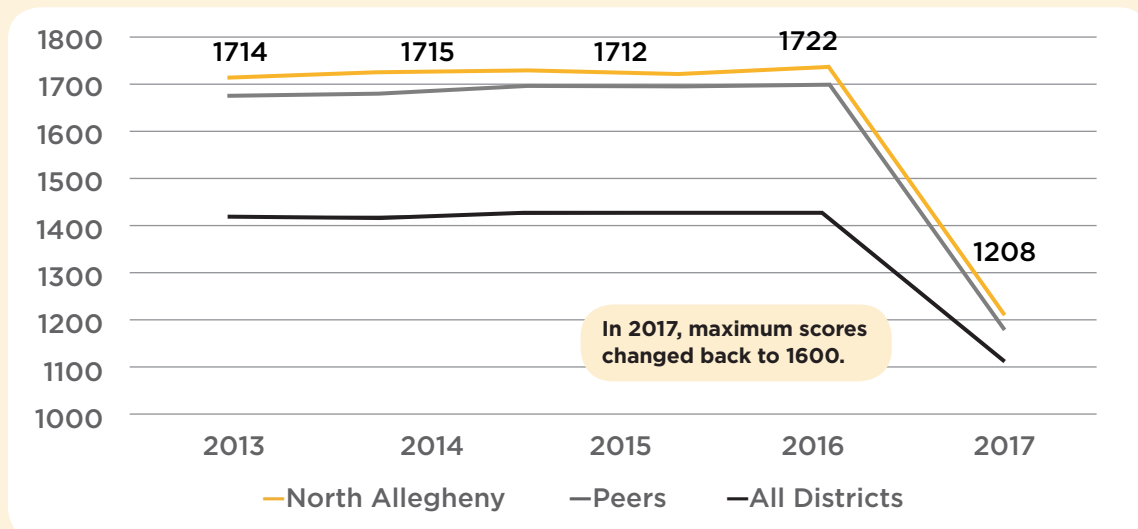
SAT Exam (continued)

2017 SAT Average Scores for Comparator School Districts

SCHOOL DISTRICT	2017 MEAN SAT SCORE	STUDENTS TESTED	COMPARATOR RANK
Tredyffrin-Easttown	1281	433	1
Lower Merion	1230	218	2
Upper St. Clair	1223	301	3
Council Rock	1217	361	4
Fox Chapel Area	1217	240	5
North Allegheny	1208	556	6
State College Area	1200	474	7
Mt. Lebanon	1198	364	8
Peters Township	1192	294	9
Pine-Richland	1186	302	10
Garnet Valley	1183	344	11
Cumberland Valley	1169	519	12
Haverford Township	1164	347	13
Spring-Ford Area	1162	449	14
Seneca Valley	1136	471	15
Bethel Park	1122	266	16

North Allegheny SAT Average Scores Over Time

(based on 2400 maximum score in 2013-2016, and 1600 maximum score in 2017.)



ACT Exam

The American College Test (ACT) is designed to measure high school students' general education development and their ability to complete college-level work. The test covers four skill areas: English, Mathematics, Reading, and Science Reasoning. The findings from the ACT help a student with educational and career planning. In addition, ACT Test Results assist teachers and school administrators in developing and implementing more effective educational services to students. Scale scores range from 1 (low) to 36 (high).

2018 ACT Average Scores

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
English	26.7	23.3	20.2
Math	26.3	23.2	20.5
Reading	26.9	24.0	21.3
Science	26.0	23.1	20.7
Composite Score	26.6	23.5	20.8

2018 ACT College-Readiness Benchmarks

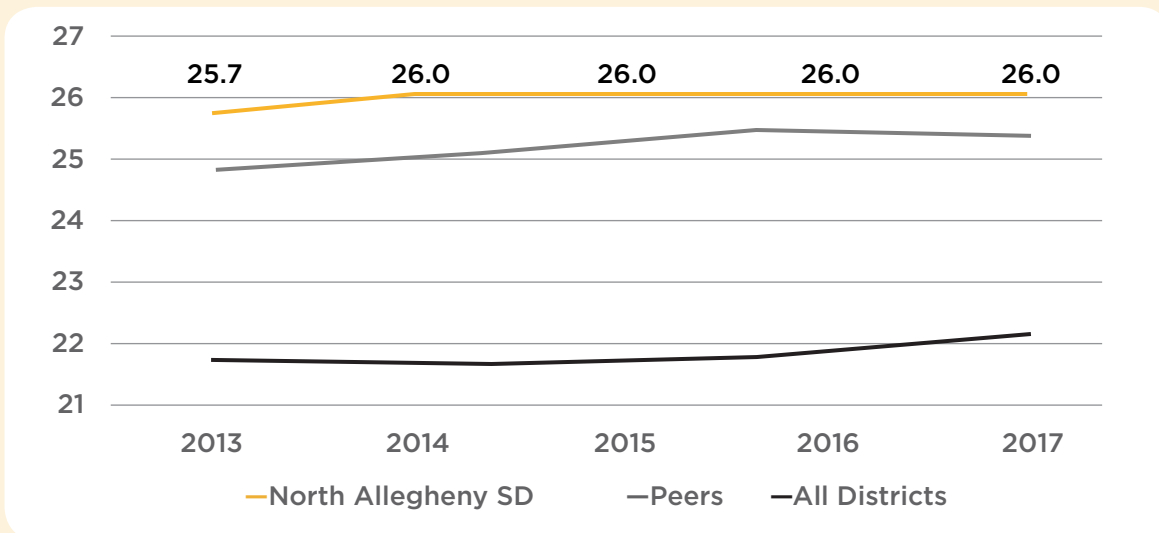
	NORTH ALLEGHENY	PENNSYLVANIA
Met All Four	65%	43%
Met College Biology	73%	55%
Met Social Science	80%	64%
Met College Algebra	80%	60%
Met College English Composition	95%	80%

ACT Exam (continued)

2017 ACT Average Scores for Comparator School Districts

SCHOOL DISTRICT	2017 COMPOSITE ACT SCORE	STUDENTS TESTED	COMPARATOR RANK
Lower Merion	28.0	172	1
Tredyffrin-Easttown	27.0	254	2
Upper St. Clair	27.0	219	3
Fox Chapel Area	27.0	121	4
State College Area	27.0	75	5
North Allegheny	26.0	414	6
Mt. Lebanon	26.0	273	7
Cumberland Valley	26.0	228	8
Council Rock	26.0	202	9
Peters Township	26.0	198	10
Garnet Valley	26.0	140	11
Seneca Valley	25.0	317	12
Spring-Ford Area	25.0	274	13
Pine-Richland	25.0	203	14
Haverford Township	25.0	147	15
Bethel Park	24.0	143	16

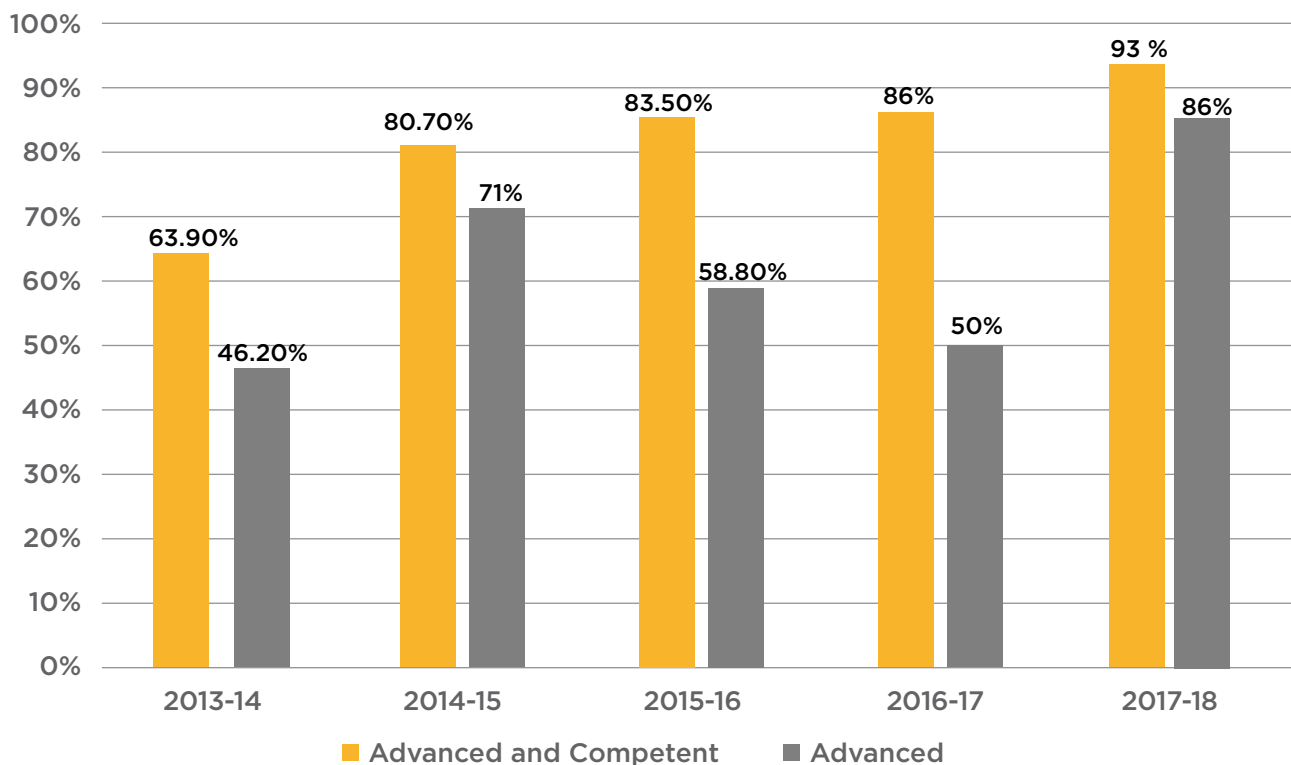
North Allegheny ACT Average Scores Over Time



NOCTI Exam

Student readiness in many career and technical areas can be measured through the National Occupational Competency Testing Institute (NOCTI) exam. NOCTI serves as the assessment provider for the Student Occupational Competency Testing program required by the Pennsylvania Department of Education Bureau of Career and Technical Education for students in approved career and technical programs. North Allegheny is one of nine school districts that utilize the A.W. Beattie Career and Technical Center for these programs. As students move through their course of study, the culminating assessment is the NOCTI test which has both a multiple-choice and performance component. Students can score at the Basic, Competent, or Advanced levels.

Below is a five-year analysis of the percentage of North Allegheny students who scored Advanced or Competent on the assessment. During the 2017-2018 school year, 14 students took the assessment.



Graduate Survey

In addition to looking at test scores, it is also important to receive feedback from students a few years after they graduate to determine, anecdotally, how well their experiences in the District prepared them for life after North Allegheny. The District is in the process of developing a graduate survey to collect this information on an annual basis. The first survey is scheduled to go out in December 2018. This data will be included in future Annual Reports.

College & Career Readiness — Naviance

In addition to career awareness activities, Naviance/Family Connections includes information on postsecondary planning, scholarships, and resume writing. It also includes an electronic portfolio where information can be saved, and making it a valuable tool for all students applying to postsecondary schools. Naviance/Family Connections includes a wealth of material to assist students in planning for life beyond North Allegheny.



HOW DOES  MEASURE SUCCESS?



School Climate

Engagement &
Connectedness

Positive
Environments

Safety

The District currently collects school climate data in the spring. This section contains information from 2018 as well as data from the baseline year of 2017. In the spring of 2018 after the Climate Survey had been completed, the District enacted several programs and hired several additional staff to help improve both school climate and overall security. At the middle level, the District enacted a School Connectedness Program to provide an advisory component for students. In addition, the District hired two McCandless Police Officers to serve as School Resource Officers. One officer is stationed at NAI, and the other is stationed at NASH. The District also hired a Manager of School Safety and Security who oversees the comprehensive security plans for all buildings. Results tied to these changes will be available in the 2019 survey results.

In 2018, students in grades 4-12 were surveyed to gain perspectives in the following areas:

- > Student Engagement and School Connectedness
- > Positive School Environments
- > Student Safety

The school climate surveys provided the following engagement feedback. Percentages represent students who agree or strongly agree with the questions associated with each topic level.

Engagement & Connectedness

	2017	2018
Overall	78.07%	79.61%
Cultural and Linguistic Competences	79.60%	82.12%
Relationships	78.60%	81.03%
School Participation	76.00%	75.68%

Safety

	2017	2018
Overall	79.88%	80.01%
Emotional Safety	75.60%	75.13%
Physical Safety	86.99%	88.85%
Bullying/Cyberbullying Prevention	71.00%	71.58%
Substance Abuse Prevention	79.20%	73.90%
Emergency Response Knowledge	86.60%	90.58%

Positive Environments

	2017	2018
Overall	69.80%	70.22%
Physical Environment	64.20%	66.12%
Instructional Environment	75.70%	74.27%
Mental Health	64.90%	67.28%
Discipline	74.40%	73.20%

Engagement & Connectedness

Engagement is defined as strong relationships between students, teachers, families, and schools, and strong connections between schools and the broader community. Student engagement is a key element of a positive school climate, with a large body of research linking it to academic achievement. Students are emotionally engaged when they like school, and are interested and identify with school. Students are cognitively engaged when they exert extra effort to do well in school, when they self-regulate, have high academic self-concept, engage in meaningful and relevant learning activities, and set goals for their academic success.

School Connectedness refers to those activities that allow students to explore areas of interest outside the classroom, including extracurricular activities and athletics.

The school climate surveys provided the following engagement feedback. Percentages are number of students that agree or strongly agree with the statement.

Areas of Strength

93.95% There are lots of chances for students at this school to get involved in sports, clubs, and other school activities outside of school
-0.45

93.66% If I am absent, there is a teacher or some other adult at school that will notice my absence
+0.06

91.66% People of different cultural backgrounds, races, or ethnicities get along well at this school
+0.76

Areas of Growth

73.49% Students respect one another
+3.99

67.17% Teachers understand my problems
+0.27

54.15% At this school, students have lots of chances to help decide things like class activities and rules
+4.35

Gray text indicates comparison to last year's percentages.

Positive Environments

A positive school environment is defined as a school having appropriate facilities, well-managed classrooms, available school-based health supports, and a clear, fair disciplinary policy. There are many hallmarks of the academic, disciplinary, and physical environments of schools with a positive climate that support effective student outcomes.

The school climate survey provided the following environment feedback. Percentages are number of students that agree or strongly agree with the statement.

Areas of Strength

96.29% My teachers expect me to do my best all the time
+0.79

94.46% My teachers make it clear when I have misbehaved in class
+1.46

88.06% The school grounds (outside) are kept clean
+4.96

Areas of Growth

60.73% My teachers often connect what I am learning to life outside the classroom
-0.77

45.57% Students at this school stop and think before doing anything when they get angry
+3.27

39.74% The temperature in this school is comfortable all year round
-0.06

Gray text indicates comparison to last year's percentages.

Safety

School safety is defined as schools and school-related activities where students are safe from violence, bullying, harassment, and substance use. School safety is linked to improved student and school outcomes. In particular, emotional and physical safety in school are related to academic performance. Programs that educate students about social and emotional skills can substantially improve students' physical and emotional safety.

The school climate survey provided the following safety feedback. Percentages are number of students that agree or strongly agree with the statement.

Areas of Strength

92.17% I feel safe at this school
+1.17

82.43% I am happy to be at this school
-0.07

80.54% I feel like I am part of this school
-2.86

Areas of Growth


65.41% Students at this school try to stop bullying
-2.59

70.01% At this school, students listen to others to understand what they are trying to say
+10.61

55.15% Students at this school try to work out their disagreements with other students by talking to them
-0.35

Gray text indicates comparison to last year's percentages.

HOW DOES  MEASURE SUCCESS?



Student & Staff Wellness

Healthy
Students & Staff

Employee Engagement

Healthy Students & Staff

While the District continues to focus on continuous growth in the areas of academics, school climate, and future preparation, there is a renewed emphasis on cultivating happy and healthy students and staff members. Wellness is defined as the quality or state of being in good health and involves a variety of sustainable healthy habits.

Student Wellness

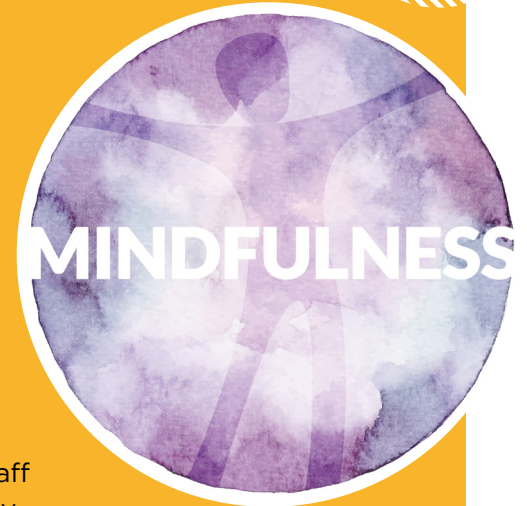
At North Allegheny, student wellness is looked at through a variety of lenses including physical, social, and emotional wellness.

Emotional wellness involves coping effectively with life and creating satisfying relationships. At the beginning of the 2017-2018 school year, North Allegheny laid out a plan to better address emotional wellness. The District is currently moving down two parallel paths. The first path focuses on providing mindfulness training for students and staff members. These practices focus on developing attention skills, resiliency, social-emotional outcomes, and ultimately stress reduction. These efforts add to the robust supports currently available to students through the pupil personnel teams in each building. The District recognizes the stress students feel and thus has a renewed focus on creating positive, happy, and healthy learning environments, as well as experiences for everyone.

The second path focuses on identifying systemic factors that play a role in affecting emotional wellness. This ongoing effort specifically explores school start times, homework practices, and standardized testing. The North Allegheny School District is excited to continue these conversations to support the emotional well-being of students.

Developing a sense of connection, belonging, and a well-developed support system are central tenets of **social wellness**. The District's school climate survey helps measure how well student needs are being met in this area across all grade levels and provides insight on how to effectively move forward. For example, at the beginning of the current school year, the District's three middle schools implemented the "Connections" program. The goals of the Connections program are to create healthy individuals grounded in character, developing healthy relationships, and enhancing decision-making skills. Students meet twice a week in small groups with a dedicated staff member to move through this program.

Physical wellness recognizes the importance of physical activity, proper nutrition, and good sleep hygiene. These efforts are apparent in many ways across the District, including the health and physical education program. From kindergarten through high school, students are exposed to a variety of activities that stress the importance of health and physical literacy. These lifelong behaviors are further supported through a variety of in-school activities and a robust athletic program that begins in middle school. Important information is also shared with families so that physical wellness is a part of the student's daily experience at home as well.



Tiger Strong Live Long



“Tiger Strong Live Long” is the District’s Staff Wellness program designed to ignite positive behavior among staff members through

dedicated health and wellness initiatives. The District’s goal is to improve the overall health and well-being of District employees, spouses, families, and retirees by influencing positive behavioral change through education, communication, increased wellness activities, and meaningful incentives. The approach focuses on physical, nutritional, mental, and emotional health and well-being.

In the second year of the Tiger Strong Live Long Wellness Campaign, Wellness Champions within each building held various health and wellness building-level events and served on the TSLL Staff Wellness Committee. The continued partnership with UPMC resulted in numerous District-wide activities. A sample of staff participation includes:

Reported Some Level of Points in Campaign **844** employees

Health and Wellness Fair **411** employees

Preventative Exam Focus in January-April 2018 **380** employees

Health Risk Assessment Completion **233** employees

Biometric Screening in August 2018 **125** employees

Take a Healthy Step Completion **111** employees

Employee Engagement

To meet the District's mission of *preparing all students for success in a changing world*, staff members must see how their contributions directly impact student outcomes. Employees who are engaged, and believe in the effectiveness, direction, and leadership of the District, are committed to creating optimal learning opportunities for students and continuing the District's tradition of excellence.

North Allegheny School District measures employee engagement and satisfaction through an annual survey with Energage. In 2018, 74% of the workforce responded to this confidential survey by responding to a variety of factors in four larger themes (connection, alignment, effectiveness, my manager) as well as other basics. Employees are asked to rate their level of agreement to each question on a scale of 1 (negative) to 5 (positive).

highest scores

- > My job makes me feel like I'm part of something meaningful (4.80)
- > North Allegheny School District operates by strong values and ethics (4.65)
- > Employee health and wellness is a priority at North Allegheny (4.65)
- > Employees feel enabled to work at their full potential (4.33)

most-improved scores

- > My manager makes it easier to do my job well (+5%)
- > North Allegheny operates by strong values (+4%)
- > I feel genuinely appreciated at North Allegheny School District (+4%)

key improvement areas

- > Meetings at North Allegheny make good use of my time (3.25)
- > I feel well-informed about decisions in the District (3.66)

Here are excerpts from the Energage Employee Satisfaction Survey:

“I feel appreciated and am genuinely happy working for this District. Everyone that I have met is kind and caring and the students are wonderful. I like that the District is moving in a forward direction on many topics.”

— Paraprofessional —

“There is an overall atmosphere of being hardworking and successful so you want to keep up to make sure you do your part to contribute to that success.”

— Secondary Teacher —

“I feel I am able to be engaged in my teaching daily as well as engage my students, and I have support from my administration team to do these things. I love that NA is unafraid to tackle new and at times difficult ideas (start times, GPA weights, safety). I feel my voice is heard and celebrated.”

— Secondary Teacher—

“The staff is all so focused on the students. Each person is completely dedicated to their job and willing to help one another in order to best serve our students.”

— Elementary Teacher—

“I like the opportunity to collaborate with my colleagues after learning about new initiatives. I think it is very meaningful to have time to apply what we have learned or troubleshoot how it will work for us.”

— Elementary Teacher —

“I feel that I am in a position to make a difference every day and that I am valued for the skills and abilities that I bring with me. I love the fact that at the end of the day we are helping to prepare tomorrow’s leaders for success.”

— Administrator—

“It is unique. I have the opportunity to be creative. I deal with the community and feel my interactions are necessary and appreciated. I help calm tense situations in some cases—in other cases, I have the ability to be helpful and supportive.

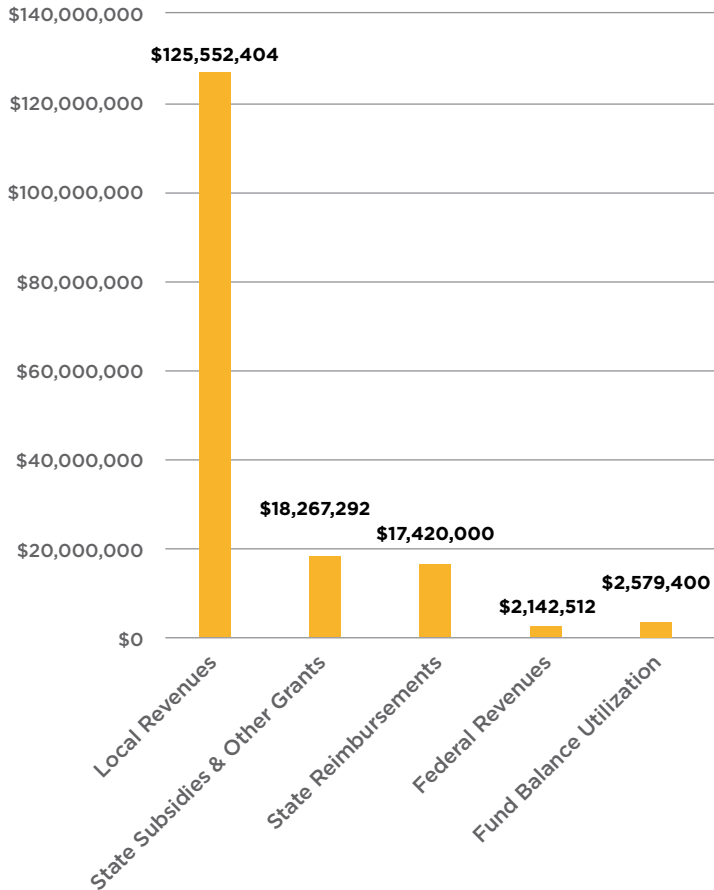
—Confidential Employee—



The North Allegheny School District Operating Budget for 2018-2019 is \$165.96 million, an increase of 5.48% compared to 2017-2018. The 2018-2019 millage is 18.4557, which is the seventh lowest among the 42 suburban school districts in Allegheny County.

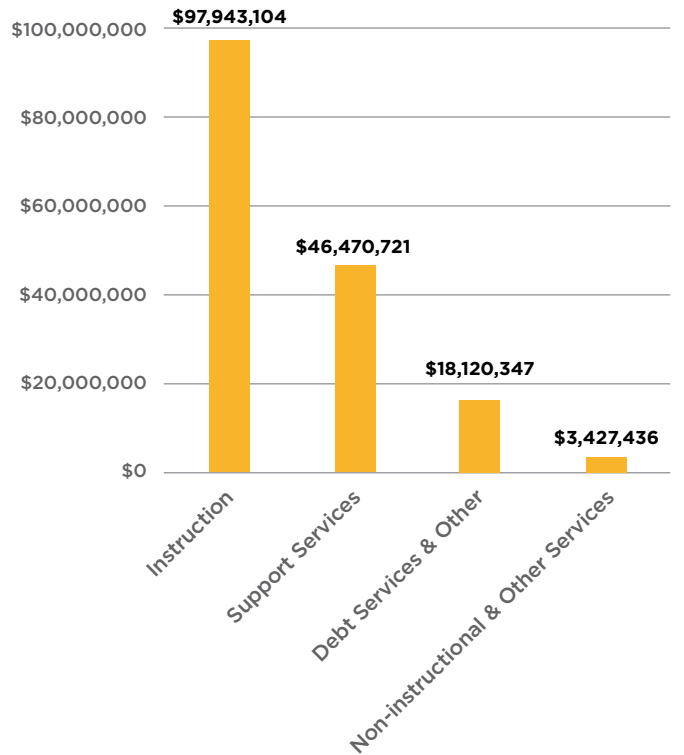
Source of Revenue

2018-2019 Revenue Budget \$165,961,608

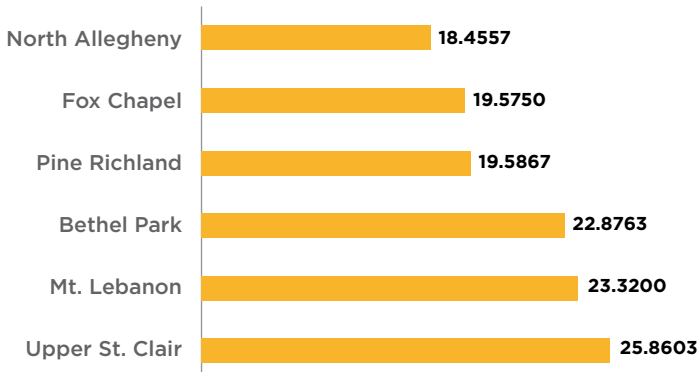


Expenditure Budget

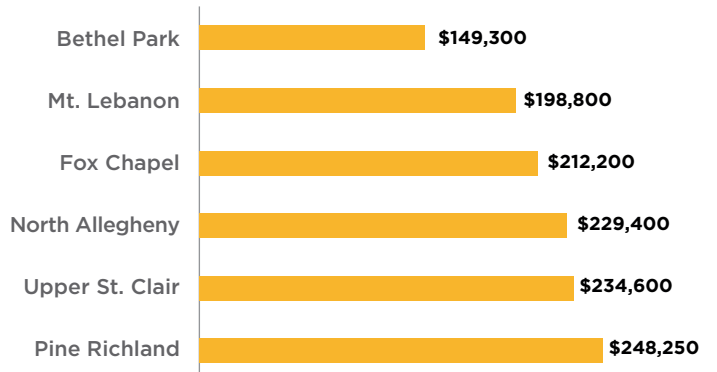
2018-2019 Expenditure Budget \$165,961,608




Allegheny County Comparator School District Millage Rates



Allegheny County Median Home Values





ANNUAL NOTICES

**Please click on the following links to review the
North Allegheny School District's Annual Notices:**

[North Allegheny School District is Smoke-Free](#)

[Asbestos Reinspections](#)

[Dog Walking](#)

[For Those Who Are Highly Sensitive to Pesticides](#)

Protection of Pupil Rights

[EEO and Title IX Statement](#)

[Services for Preschool Children](#)

[Services for School-Age Students with Disabilities](#)

[Services for Students who are Mentally Gifted](#)

[Services for Students in Nonpublic Schools](#)

[Services for Protected Handicapped Students](#)

Pupil Services

[Student Records](#)

[Special Notice Regarding Directory Information](#)

[Maintenance of Records](#)

[Mode of Communication](#)



SCHOOL DISTRICT LEADERSHIP



Superintendent of Schools
Robert J. Scherrer, Ed.D.



Assistant Superintendent of
Secondary Education/Deputy
Superintendent
David Christopher



Assistant Superintendent of
Elementary Education
James M. Bradley, Ed.D.



Director of Student
Services
Joseph Scullo, Ph.D.



Director of Curriculum,
Assessment, and Professional
Development
Jillian Bichsel, Ed.D.



Director of
Human Resources
**Mary J. Hawley,
SHRM-SCP**



Director of Finance
Michael Hopkins



Director of Operations
Roger Sechler



Director of Facilities
Rob Gaertner, P.E.



Director of Technology
and Innovation
Richard Platts, CETL



BOARD OF SCHOOL DIRECTORS

The North Allegheny School District Board of School Directors is comprised of nine well-educated, highly committed, and experienced individuals whose determination to deliver outstanding educational opportunities to our children is second to none.

The Board of School Directors is the policy-making body of the District, deriving its legal authority from the statutes of the Commonwealth of Pennsylvania. It sets the exemplary standards that best serve the interests of the children and the residents of the District. Board members are elected by popular vote to two- or four-year terms. Service as a Director is voluntary.



Scott E. Russell,
President



Richard McClure,
Vice President



Libby Blackburn



Andrew Chomos



Christopher Disque



Christopher Finley



Kevin Mahler



Michael Meyer



Allyson Minton