Workshop Meeting
Tuesday, September 15, 2026 6:00 PM Eastern

Parkland Administration Center
1210 Springhouse Road
Allentown, PA 18104

1. Call to Order
    1.1. Link for Live Broadcast
2. Parkland School District 2026-2027 Goals
3. Public Comment
4. Adjournment

Parkland School District
Administrative Goals for the
2026 - 2027 School Year

Safety and Security

The goals and objectives for the Parkland School District Safety Department are to afford a safe learning environment for all students and staff. The focus of the department's efforts is to evaluate and improve current district practices and technologies via data-driven decision making in order to meet the vision of the Parkland School District and the US Department of Education Safety Framework (Prevention, Protection, Mitigation, Response, and Recovery).

DEPARTMENT GOALS FOR 2026-2027

Goals will be identified as either NEW, ONGOING, or COMPLETED

🔀 = Interdepartmental Goal

DEPARTMENT GOALS	STATUS
Conduct two district level Emergency Management Committee Meetings with the local law enforcement agencies serving PSD.	**Ongoing**
Implement the regulations set forth in the ACT 44 of 2018. (M)	**Ongoing**
Implement the regulations set forth in ACT 18 of 2019. (M)	**Ongoing**
Implement security improvements established by the Crime Prevention Through Environmental Design Program and PCCD.	**Ongoing**
Implement the regulations set forth in ACT 55 of 2022. (M)	**Ongoing**
Implement the regulations set forth in ACT 47 of 2025. (M)	**Ongoing**
Install impact-resistant window film as stated in PCCD Grant# 47843.	**Ongoing**
Utilize ZeroEyes Weapons Detection System as part of ACT 44 security based drills	**New**

School Services

The goals and objectives for the Parkland School District School Services Department are to provide safe passage for students, staff and community. The focus of the department's efforts is to evaluate and improve operational efficiency related to current district practices and technologies via data-driven decision making.

DEPARTMENT GOALS FOR 2026-2027

Goals will be identified as either NEW, ONGOING, or COMPLETED

🔀 = Interdepartmental Goal

DEPARTMENT GOALS	STATUS
🔀Implement Apptegy as the Transportation Department's communication system for the school community.	**New**
Continue to provide safe passage for students, staff and community.	**Ongoing**
Continue to improve staff development for bus garage mechanics to keep them current on the latest technologies.	**Ongoing**
🔀Continue to improve staff development for the Central Registration Department.	**Ongoing**
Analyze and create a plan to implement recommendations from the PASBO Assessment of the Transportation Department.	**New**
🔀Increase physical and cybersecurity for the Transportation Department	**New**

Facilities and Operations

The Comprehensive Plan goals and objectives for Facilities and Operations are to strive for excellence and optimal efficiency in maintaining our facilities and operations. Ensuring the best possible environment for our students to grow, learn, explore, and achieve; our staff to teach and inspire while at the same time minimizing financial demands on our community.

DEPARTMENT GOALS FOR 2026-2027

Goals will be identified as either NEW, ONGOING, or COMPLETED

DEPARTMENT GOALS	STATUS
Close out Operations Center, Kernsville, and Fogelsville Projects	**New**
Work with stakeholders to plan the rest of Vision 2030	**New**
Work logistically with the staff on the HS Project.	**New**
Restructure the office to allow people to work to their strengths.	**Ongoing**
Complete a Department manual.	**New**

Human Resources

The Comprehensive Plan and Objectives for the Human Resources Department are to provide strong leadership, deliver outstanding customer service, and offer effective solutions to employees for their human resources-related needs. We will collaborate with all departments to meet district staffing goals by attracting and retaining top talent, while supporting the compliance objectives set by the district team. Additionally, the department will design and lead leadership development and training initiatives to strengthen the skills of both current and emerging leaders across the district.

DEPARTMENT GOALS FOR 2026-2027

Goals will be identified as either NEW, ONGOING, or COMPLETED

🔀 = Interdepartmental Goal

DEPARTMENT GOALS	STATUS
Continue to address staffing demands, including substitutes and shortages, building on the success of processing 300+ hires and conducting 700+ interviews.	**Ongoing**
Continue to deliver policy training (harassment, boundaries, social media), support Collective Bargaining Agreement implementation. Maintain a clearance database for all employees in the district.	**Ongoing**
Maintain the 5-year professional development plan for Maxwell initiatives (Collaboration with Dr. Minotti - Mark's vision)	**Ongoing**
Assist with Evolving Leadership II and leader development throughout the district.	**New**
Continue to expand the substitute pool and leverage the Future Teachers grant (with Nicole and Kelly).	**Ongoing**
🔀Manage attendance tracking, absence follow-up, leaves, and ensure accuracy and compliance in collaboration with Payroll and Benefits.	**Ongoing**
🔀Track unpaid days for all support staff with the new process created by the district team.	**New**
🔀Implement the new process for contract stipend district positions.	**New**
Continue formalized HR staff training with a leadership component to increase efficiencies (HR Academy).	**Ongoing**

FUTURE READY HR through enhancing HR systems and preserving institutional knowledge.	**New**
🔀Collaborate with Food Services, Community Relations, School Services, Transportation, Athletics, and Arts to accomplish shared goals.	**Ongoing**
🔀Establish on-site HR presence quarterly at the Ed/OPS building to provide accessible, face-to-face support for Facilities, Transportation, and Food Services administrative and administrative assistant staff regarding HR-related questions, procedures, and guidance.	**New**

BUSINESS OFFICE

The Comprehensive Plan goals and objectives for Financial Management are to utilize effective strategies, methods, and programs to manage human and financial resources within the district to ensure the success of students and staff.

DEPARTMENT GOALS FOR 2026-2027

Goals will be identified as either NEW, ONGOING, or COMPLETED

🔀 = Interdepartmental Goal

DEPARTMENT GOALS	STATUS
🔀 Inter-Departmental Child Accounting: The core team spans the Business Office, Technology/PIMS, Student Services, and Central Registration to streamline mandated PDE data collection.	**Ongoing**
FIS Optimization: Continuous evaluation of the CSIU 16 FIS platform to exploit advanced fund accounting, payroll, and benefit workflow features.	**Ongoing**
🔀 Long-Term Financing: Aligning funding structures with the Vision 2030 and Capital Action plans to support future district-wide capital and construction needs.	**Ongoing**
Policy Governance: Ongoing multi-year review and revision of the 600 series Board Policies governing business operations.	**Ongoing**
🔀 HR & Benefits Software Optimization: deploy the online open enrollment software for healthcare eligible employees while also optimizing the distribution of digital salary and benefit letters via FIS Staff portal	**Ongoing/New**
Budgetary Control & reporting Realignment: operationalize the newly established budget management plan across all buildings and departments while completing the final data alignment to the revised PDE financial reporting standards	**Ongoing/New**
🔀 Artificial Intelligence (AI) Integration in School Business Operations: deliver relevant and targeted professional development programs focused on Artificial Intelligence (AI) applications to streamline and automate operational procedures	**New**

Office of Teaching and Learning

Comprehensive Plan Goals and Objectives for Teaching and Learning are to continue to develop, implement and monitor a quality educational program including curriculum, instruction and assessment which considers the specific needs of Parkland students and the community, supports high academic standards and addresses Pennsylvania State Board of Education requirements.

DEPARTMENT GOALS FOR 2026-2027

Goals will be identified as either NEW, ONGOING, or COMPLETED

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TEACHING AND LEARNING GOALS	STATUS
Implement and support 5th Grade Departmentalization across all 9 elementary schools.	**New**
Analyze Social Studies content taught in grades 3 - 5 and align topics to support and enhance Arts & Letters themes and knowledge building.	**New**
Develop curriculum for elementary and secondary media specialists for implementation in the 2027-2028 school year.	**New**
Implement curriculum and resources for MS Health, AP Social Studies, FACS, and AP Business in grades 6-12.	**New**
Review resources for all other levels of Social Studies in grades 6-12.	**New**
🔀 Support student services with behavioral MTSS/PBIS at the middle school level (OMS & SMS)	**New**
Implement a curriculum for an online personal finance course to meet the demand of Financial Literacy Standards.	**New**
🔀Implement Arts & Letters knowledge-rich resource supporting teachers on the instructional design, the alignment with the Science of Reading, and its application to meet the diverse needs of all students.	**Ongoing**
🔀 Continue to work with secondary administration to plan for the future of PSD secondary schools.	**Ongoing**

🔀Implement Artificial Intelligence (AI) Literacy content in Information Technology and Media Center Curriculum and Instruction	**Ongoing**
🔀Support the Innovation Design Lab Course for the Middle Schools 7th grade instruction.	**Ongoing**
Implement Middle School Multi Tiered System of Support (MTSS) with the use of Flextime Manager to incorporate academic, social-emotional, and activities support.	**Ongoing**
Aligned Arts & Letters content to eligible content in grades 3 - 5 to ensure all tested content is instructed throughout the school year.	**Completed 2025-2026 SY**
Piloted 5th grade 2 teacher teams at Jaindl, Kernsville & Veterans Memorial for potential implementation across grade 5 during the 2026-2027 school year.	**Completed 2025-2026 SY**
Developed curriculum for elementary PE for implementation in the 2026-2027 school year.	**Completed 2025-2026 SY**
Work with a Teacher Leadership team to review the curriculum for Financial Literacy Standards in Secondary Family Consumer Science Courses and Business Departments.	**Completed 2025-2026 SY**
Secondary Science Leadership team to align curriculum to the new PA Science Technology Engineering and Environmental Science Standards (STEELs) promoting best practices for instruction.	**Completed 2025-2026 SY**

ASSESSMENT GOALS	STATUS
Support teacher leadership team using Linkit Intervention Manager for progress monitoring in Middle Schools.	**New**
🔀Continue to support LinkIt! Use to streamline data and expand their effective use of the platform.	**Ongoing**
🔀 Continue to expanded PSD's MTSS to empower teachers and school leaders to use a data-driven approach to support all students academically and emotionally.	**Ongoing**
Provided students in Grades 3 - 5 with online English Language Arts assessment opportunities, designed to build proficiency and readiness for the online PSSA.	**Completed 2025-2026 SY**

Prepared teachers for the shift in the 2026 Science PSSA aligned to STEEL Standards, including a change in testing grade for elementary.	**Completed 2025-2026 SY**
Transitioned to Online Assessment for PSSA and Keystone Exams, as mandated by PDE.	**CCompleted 2025-2026 SY**
Coordinate and work with secondary administration to structure conversations within content PLCs to plan for common authentic assessments.	**Completed 2025-2026 SY**

PROFESSIONAL DEVELOPMENT GOALS	STATUS
Drive instructional equity and rigor in K–5 Arts & Letters classrooms by training teachers to shift cognitive tasks to students and elevate peer-to-peer discourse.	**New**
Empower grades 6 - 12 educators to embed Structured Literacy frameworks across all academic disciplines.	**New**
🔀Align instructional professional development with Student Services' middle school MTSS and PBIS frameworks to foster a unified school culture.	**New**
🔀Continue to empower secondary staff to productively integrate Artificial Intelligence into their classrooms through targeted professional learning opportunities.	**Ongoing**
Continue to provide K-5 educators with ongoing professional development to foster access and equity for all learners through a knowledge-building ELA focus.	**Ongoing**
Continue to support and promote understanding of the new structure for earning flex hours.	**Ongoing**
Continue to support new hires through a 2-year induction program.	**Ongoing**
🔀 Prepared educators to utilize effective digital testing practices to prepare students for online PSSA and Keystone assessments.	**Completed 2025-2026 SY**
🔀Implemented a new structure for earning flex hours.	**Completed 2025-2026 SY**

🔀MTSS PD for middle school staff.	**Completed 2025-2026 SY**
PD on STEELS Standards K - 12.	**Completed 2025-2026 SY**

ALTERNATIVE EDUCATION GOALS	STATUS
🔀Identify a more efficient PVA/eSchool grade submission practice to eliminate hours spent inputting student grades into eSchool.	**New**
🔀 Create a long term strategic vision for the Parkland Virtual Academy which will increase our ability to provide a competitive virtual instruction model for the Parkland community.	**New**
🔀Develop more cohesive processes for PVA enrollment, academic monitoring, and school counseling.	**New**
🔀 Explore a High School MTSS-B plan to consistently address student behaviors and provide tiered behavioral instruction and supports across grades 9-12 to enhance overall student success.	**New**
Re-establish AEDY transition protocols with high school administration.	**Ongoing**
🔀 Support a Middle School MTSS-B plan to consistently address student behaviors and provide tiered behavioral instruction and supports across grades 6-8 to enhance overall student success.	**Ongoing**
🔀Implement a structured physical education program in the AEDY program designed to increase physical activity levels for Alternative Education Students to promote a healthy and active lifestyle.	**Ongoing**
Continue to strengthen communication with PVA students to increase awareness of PSD events and the program.	**Ongoing**
Continue to train staff in behavioral modification practices and AEDY requirements.	**Ongoing**
Continue to increase awareness of the Parkland Virtual Academy to the community to offer online learning opportunities to Parkland Students.	**Ongoing**
Continue to recruit students from competing cyber programs to join the Parkland Virtual Academy.	**Ongoing**

🔀Implement a new alternative education program for grades 6-12, combining a flexible online platform with a therapeutic environment, alongside a new structure for in-person programming.	**Completed 2025-2026 SY**
🔀Rebrand the Parkland Virtual Academy to advertise the options available to PSD students.	**Completed 2025-2026 SY**

Special Education and Student Services

The Comprehensive Plan Goals and Objectives for Special Education and Student Services focus on providing programs and services that support each learner's social, emotional, behavioral, physical, and academic growth and development.

DEPARTMENT GOALS FOR 2026-2027

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GOAL	STATUS
🔀 Implementation of behavioral MTSS/PBIS at the middle school level (OMS & SMS)	New
🔀 Planning for 27-28 implementation of MTSS/PBIS at the high school	New
Design and facilitate whole group PD for special education paraeducators related to behavior and Applied Behavior Analysis	New
Complete PDE cyclical monitoring "audit" for Table 8A - Initial Special Education Evaluations	New
Complete PDE cyclical monitoring "audit" for Indicator 13 - Post-secondary Transition Services	New
Complete PDE Special Education Plan for 2027-2030	New
🔀 Continue implementation of behavioral MTSS/PBIS at the elementary level	Ongoing
🔀 Support OTL with continued implementation of academic MTSS framework at OMS and SMS	Ongoing
Expand implementation of the PDE Autism Initiative (PIA) in the district's MDS-B and LSS programs	Ongoing
Continued implementation of student support groups via MARS at the middle school and PHS	Ongoing
🔀 Continue to support OTL with implementation of new regular education reading curriculum (K-5)	Ongoing

🔀 Implementation of additional alternative education program at the Education and Operations Center (EOC)	Completed 25-26 SY

TECHNOLOGY DEPARTMENT

The Technology Department is dedicated to providing seamless and secure solutions that enhance the educational experience and operational efficiency of our school community through innovative hardware, software, and services.

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TECHNOLOGY GOALS	STATUS
🔀 Support Apptegy and Arbiter by coordinating interdepartmental tasks to ensure seamless operations.	New
🔀 Conduct PowerSchool SIS discovery meetings to identify system optimization opportunities.	New
🔀Support generative Artificial Intelligence (AI) for educational use through staff professional development and student/teacher literacy programs.	Ongoing
🔀Integrate Google Classroom features to support instructional goals.	New
🔀Reconfigure door access control clearances to enhance building security.	New
🔀Install new camera servers and security cameras to eliminate blind spots.	New
🔀Revise the PSD Registration Manual to reflect updated central registration procedures.	New
🔀Update the district website to meet all ADA accessibility compliance standards.	New
Execute the student Chromebook refresh plan to maintain hardware performance across grade levels.	New
Implement PaperCut color print limits to realize district-wide cost savings.	New
Apply for E-Rate funding for firewall and wireless infrastructure upgrades.	New

Perform a comprehensive security audit of all software, applications, and Chrome extensions.	New
Deploy Clever IDM and MFA solutions to enhance identity management.	New
Launch a new cybersecurity awareness training platform with Abnormal.	New
Optimize the Linewize web filter for improved content control.	New
Integrate Informacast and RiseVision systems for emergency communication.	New
Adopt Gemini product enhancements to support innovative district practices.	New
Implement Linewize Parent controls to provide a balanced approach to digital device usage.	New
Update PowerSchool Enrollment forms to streamline the Central Registration process.	New
Coordinate the installation and professional development for Interactive Flat Panels (IFP) to support enhanced classroom instruction.	New
Prepare and submit the 2026 Civil Rights Data Collection report for PIMS.	New
Disseminate information to stakeholders regarding state reporting changes for 26-27, specifically regarding economic disadvantage qualifiers.	New
Complete all PIMS submissions according to the state reporting timeline	New
Transition district forms to utilize Google eSignature, which will generate savings on other paid digital signature platforms.	New

Communications & Community Engagement

To disseminate information to all parties, including staff, parents, students, taxpayers and the general public, in order to provide transparency in operations, while garnering support for our public education program.

DEPARTMENT GOALS FOR 2026-2027

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🔀 = Interdepartmental Goal

DEPARTMENT GOALS	STATUS
🔀Screen Time Overview from 2026-27 - Communicate Results	New
🔀 Implement Athletic Coaches using Apptegy as Requirement for Communication	New
🔀Apptegy Training for implementation to replace SchoolMessenger, Class Intercom, Schoology Messages and Updates, and Talking Points software across the district.	New
🔀 Summer Meals Communication	Ongoing
🔀 Parent University/Parent Communication Initiatives & Calendar	Ongoing
🔀 Work with Townships and Tech Dept. for Sr. Cit Programming	Ongoing
🔀 Prepare Central Registration Welcome Packets/Web Portal	Ongoing
🔀 Expand PHS Course Selection Book with new tools/cyber security	Ongoing
🔀Promote Vision 2030 for Community Understanding and Support	Ongoing
🔀Use Rise Vision Boards to Communicate	Ongoing
🔀 Develop ADA compliance communications training for all staff	Ongoing
🔀Develop strategic communication initiatives promoting Parkland as a regional leader in public education, focusing on dual enrollment, the Virtual Academy, and flagship programs to drive enrollment.	New
🔀Work with the Business Office to communicate bite sized budget information monthly for staff to discuss and promote the Digital Innovation Suggestion Box for staff to submit cost saving ideas.	New
🔀Introduce Student Services to the Positive Behavior system with Apptegy for implementation.	New
🔀Audit Apptegy's website platform system to decide if we will migrate our Finalsite website to Apptegy next summer with Tech Dept.	New

🔀Help PHS School Store with online store launch, selling Parkland jewelry in support of Post Prom, partner with marketing class to brainstorm future jewelry partnership for store.	New
Re-create the senior citizens dinners to be engaging and self-sustaining events.	New

2026-2027
Priority Goals



- **STRENGTHEN** physical safety and cybersecurity across Parkland School District.
- Continue **ADVANCING** literacy instruction through the Science of Reading, with a focus on strengthening foundational skills, comprehension, and student growth.
- **DELIVER** academic, mental health, emotional, and behavioral services through targeted core instruction and timely interventions (Multi-tiered System of Supports- MTSS).
- **UNIFY** and **EXPAND** a K-12 continuum of care by embedding evidence-based Positive Behavior Intervention Supports (PBIS) to ensure a safe school climate.
- **MODERNIZE** the high school experience via personalized learning and authentic career engagement.
- **CULTIVATE** professional **GROWTH** and **LEADERSHIP** development to drive continuous improvement and educational excellence, including the responsible use of Artificial Intelligence (AI).
- **ELEVATE** district-wide messaging to keep all internal and external stakeholders informed, valued, and actively engaged in the district's long- term vision and operations.
- **IMPLEMENT** a structured, long-term financial plan that addresses immediate fiscal challenges while advancing the district toward sustainable structural balance.

Celebrating AMERICA'S 250TH ANNIVERSARY 1776 ★ 2026

PARKLAND SCHOOL DISTRICT

Vision

EDUCATING for Success,
INSPIRING Excellence

Mission

The Parkland Community fosters a **SAFE LEARNING ENVIRONMENT**, empowering students through **OPEN COMMUNICATION** to educate the **WHOLE CHILD**