

2020 ANNUAL REPORT



North Allegheny School District



MESSAGE FROM THE SUPERINTENDENT

This past year has been challenging in many ways. As a school district, we found new ways of teaching and learning to nurture our student success. The 2019-2020 school year ended unlike any other in recent history, and we can look back and be proud of the resourcefulness and resilience of our students, staff, and families. We never cease to be amazed at how our community worked together to make the best of an ever-changing situation for our schools and world.

The 2020 Annual Report may look a little different because of changes to our assessment systems due to the COVID-19 pandemic. However, this report paints a clear picture of our achievements, focus, and values as we continue to prepare all students for success in a changing world. In the face of adversity, our students continued to excel in all facets of academics, athletics, arts, and activities.

In addition to student performance, this publication contains many elements of a typical annual report, including student demographics and financial information. These metrics are important because the District also faced many challenges to the “business side” of our operations due to the pandemic. The opportunities we will be able to provide for our students in the future depends greatly on how well we manage these business decisions.

While this report is a review of the 2019-2020 school year, I want to take a moment to look ahead. Effective July 1, 2021, Dr. Melissa Friez will become the Superintendent of North Allegheny. I’ve been impressed with Dr. Friez since I joined the District in July 2020. Her appointments are the result of much hard work and passion for the development and learning of all students and staff throughout her career. I am confident that the possibilities for our District are limitless with her at the helm.

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

A handwritten signature in black ink that reads "Patrick T. O'Toole".

Patrick T. O’Toole, Ed.D.
Acting Superintendent of Schools





TABLE OF CONTENTS

- Mission, Vision, & Goals..... 4**
- Demographic Information..... 5-6**
- Achievement & Growth..... 7**
 - Academics 7
 - AP Exams 8
 - Awards and Recognition 9
- Future Preparation..... 12**
 - College & Career Readiness..... 12
 - PSAT/NMSQT Exam..... 13
 - SAT Exam 14-15
 - ACT Exam 16-17
 - NOCTI Exam..... 18
 - Graduate Survey..... 19
 - College & Career Readiness – Naviance 19
- Student & Staff Wellness 20**
 - Healthy Students & Staff 20-21
 - Employee Engagement..... 22
- Financials..... 23**
- School District Leadership & Board of School Directors 24**

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





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 50,000+) 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.

The following is a grade-level breakdown of the October 1, 2020, enrollment for the 2020-2021 school year.

Number of Schools	Enrollment (change vs. last year)
Cyber Academy (NACA)	2,556 (n/a)
1 North Allegheny Cyber Academy (grades K-12)	
Elementary	3,780 (-77)
7 Brick & Mortar Schools (grades K-5)	2,329
NACA (grades K-5)	1,451
Middle	1,973 (-38)
3 Brick & Mortar Schools (grades 6-8)	1,369
NACA (grades 6-8)	604
Intermediate	1,373 (-23)
1 Brick & Mortar School (grades 9-10)	1,085
NACA (grades 9-10)	288
Senior High	1,360 (+65)
1 Brick & Mortar School (grades 11-12)	1,147
NACA (grades 11-12)	213
13	8,486 (-73)
Total number of schools	Total enrollment



DEMOGRAPHIC INFORMATION

Student Demographics K-12

- 73.6%** White or Caucasian
- 18.9%** Asian
- 2.9%** Multiracial
- 2.7%** Hispanic
- 1.7%** Black/African American
- .20%** Other *

*Includes Pacific Islander and Native American

- 11.8%** Special Education
- 10.2%** Gifted
- 7.6%** Low Socioeconomic Status
- 1.4%** English Language Learners

Human Resources Overview

Classification of Position

Employees

(as of third day of 2020-2021 school year)

Administrators	35
Professional Employees	701.3
<small>Full-Time, Part-Time, Long-Term Substitutes</small>	
Paraprofessionals	209
<small>Full-Time, Part-Time, Long-Term Substitutes</small>	
Confidential Employees	48.4
Custodial/Maintenance	87
Bus Drivers/Garage/Mechanics	95
Total	1,175.7

Graduating Class of 2020 Overview

- 639** Students in the senior class
- 195** Seniors in National Honor Society
 - 2** Foreign exchange students in the senior class
- 245** Students graduated with a 4.0 & above
- 309** Students graduated with high honors (3.8+)
- 107** Students graduated with honors (3.5-3.79)
- 93%** Plan to pursue post-secondary education or go into the military

93% of students taking AP exams received a score of 3 or better

National Merit Competition Recognition

- 23** Finalists
- 23** Semifinalists
- 39** Commended
 - 7** National Merit Scholarships
 - 2** Special Corporation Scholarships
 - 1** Presidential Scholar



ACHIEVEMENT & GROWTH

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

School districts across the nation were challenged by the COVID-19 pandemic during the 2019-2020 school year. With such a drastic shift to the instructional model, states throughout the country were forced to make adjustments to their testing schedule and requirements. The U.S. Department of Education was also forced to make adjustments to the testing requirements across the country. These adjustments are what led Pennsylvania to cancel the Spring Keystone and PSSAs for all districts across the commonwealth. Therefore, North Allegheny does not have the ability to provide a report on the Pennsylvania System of School Assessment test scores and comparisons in this section of the Measuring Success report this year.

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).

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.



ACHIEVEMENT & 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 2019-2020 the North Allegheny School District offered 29 AP courses, with more than 658 students taking AP courses during the school year. In the 2020 graduating class, 47.9% of students scored at least a 3 or better on at least one AP exam during their high school career.

AP SCORE	TOTAL GRADES REPORTS	PERCENTAGE OF TOTAL
5	528	36%
4	489	33%
3	304	21%
2	117	8%
1	26	2%
TOTAL	1,464	100%

AP Scholar Summary

Total Scholars: **301**

Average Score: **4.31**

	AP SCHOLAR	AP SCHOLAR WITH HONOR	AP SCHOLAR WITH DISTINCTION	NATIONAL AP SCHOLAR
Number of Scholars	96	56	149	63
Average Score	3.59	4.08	4.39	4.61

658 Total number of students, in all grades, to take an AP exam

1,464 Total number of AP exams

93.0% Percentage of students taking AP exams who received a score of 3 or better



ACHIEVEMENT & GROWTH

Awards and Recognition

North Allegheny is proud to recognize students and staff who are awarded special awards or recognition related to education, extra-curricular activities, and the overall student experience. The following are highlights from the 2019-2020 school year.

Academics and Activities

North Allegheny has a long history of providing a high class and quality education to the District's K-12 students. The following are examples where awards and recognition were provided to recognize these academic achievements and accomplishments.

NA's Speech and Debate Team earned membership in the National Speech and Debate Association's prestigious 600 Club.

McKnight Elementary's fifth-grade GOAL class won first place in the Citizenship Challenge held at the Heinz History Center.

NA German teachers earned the distinction of being a German Center of Excellence from the American Association of Teachers of German (AATG).

NASH senior Carsyn Nash was selected to participate in the 2019 FBI Pittsburgh Teen Academy.

David Ban was among 161 high school seniors named in the 2020 class of U.S. President Scholars.

23 NASH students were named semifinalists in the 2020 National Merit Scholarship Competition.

Aarushi Jain contributed to iHeartMedia's podcast special "Commencement: Speeches for the Class of 2020" and was selected as a "Doritos Valedictorian." Her speech was shared alongside public figures such as Bill and Melinda Gates, John Legend, and Eli Manning. Aarushi was just one of five students to win tuition assistance as part of the prize.

The MMS Kindness Committee launched a campaign to raise money to purchase non-perishable food items for the McCandless Food Distribution Program.

Ingomar Elementary School (IES) was recognized with a Presidential Award from Scholastic for its outstanding Arctic Adventure book fair.

Students with the NAI Tiger Shop presented a donation to "Sprite" and "Mini-Pearl", miniature horses with Orchardview Stables, a local non-profit organization that provides equine-assisted activities and therapies to children and adults.

A.W. Beattie Career Center inducted nine NA students into the National Technical Honor Society.



ACHIEVEMENT & GROWTH

Arts

North Allegheny provides students with a rich foundation of experiences and content knowledge related to the arts. Below are examples where this rich foundation has assisted students and staff in being recognized for these experiences and opportunities in the arts.

The Uproar, North Allegheny Senior High School's student-run multimedia news site, received a Distinguished Site Award for 2019-2020 by Student Newspapers Online.

Thirty students from NAI and NASH participated in the PMEA Honors String Orchestra Festival. Students must pass a competitive audition in order to be accepted to participate.

NASH senior Caroline Lucas earned one of the top three scores on an essay she submitted for the Western PA Trial Lawyers Association President's Scholarship Essay Contest.

Faith Nguyen, a NASH junior, created and submitted a short film to the Scholastic Art & Writing Awards and received these prestigious accolades: Gold Medal, Civic Expression Award, & Best-In-Grade.

NASH students placed first in the 2nd annual "Just Drive" public service announcement video contest held by NJM Insurance Group and the PA DUI Association.

For the past 14 years, North Allegheny has been recognized by the National Association of Musical Merchants (NAMM) Foundation as one of the Best Communities for Music Education.

Athletics

While the District provides students with valuable experiences related to academics and the arts, students also are provided with opportunities and experiences related to athletics from an early age. These experiences help to develop talented athletes who have been recognized in multiple areas.

In 2019, the NA Girls' Volleyball Team captured their third consecutive PIAA championship. Coach Heidi Miller became the second coach in NA volleyball history to win three straight state championships.

The NA Boys' Cross Country Team took third place at the PIAA finals. Daniel McGoey was chosen for the first-team all-state and won silver in both the WPIAL and PIAA championships.

The NA Girls' Cross Country Team won the PIAA crown for the second year in a row. Coach Neff was named the Girls' Cross Country Coach of the Year.

The NA Girls' Soccer Team won the first WPIAL title in program history with a 2-0 win over Norwin at Highmark Stadium.



ACHIEVEMENT & GROWTH

District Accomplishments

- #1 Best High Schools for Athletics in Pennsylvania - *Niche ranking*

- #2 North Allegheny High School: Best Public High Schools in Pittsburgh Area - *Niche ranking*

- #2 Franklin Elementary School: Best Public Elementary Schools in Pittsburgh Area - *Niche ranking*

- #6 District with the Best Teachers in Pennsylvania - *Niche ranking*

- #6 Best Place to Teach in Pennsylvania - *Niche ranking*

Notable Achievements

Each year, the Pennsylvania State Association for Health, Physical Education, Recreation, and Dance presents Teacher of the Year awards to one teacher at each level. The Association's Physical Education Teacher of the Year award honors physical education educators who are deemed to be outstanding with regard to their knowledge, application of pedagogy, and contributions to the profession. In 2019, the Association named Mr. Dean Boronyak, a health and physical education teacher at Ingomar Elementary School, the Elementary Health and Physical Education Teacher of the Year.

NASD was named a Top Workplace by the Pittsburgh Post-Gazette for the 5th consecutive year. NA received the Meaningfulness Award and finished #3 overall for large companies (400 employees or more) in the Pittsburgh region!

COVID-19 Response

North Allegheny Family and Consumer Sciences (NAFCS) teachers rose to the occasion and made masks for NASD workers who remained on the front lines in our school buildings. NAFCS teachers were able to fashion and supply 100 masks to essential workers in the District.

The amazing team of cafeteria staff and volunteers continued to work tirelessly throughout the spring of 2020 to provide breakfast and lunch to over 1,100 students during the beginning stages of the COVID-19 pandemic.

The Baking Club went virtual! FCCLA Members made baked goods in their own homes to benefit local organizations. Over 250 items were donated to Outreached Arms and nearly 500 items were donated to ConcordiaLM of Franklin Park!



FUTURE PREPARATION

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. To assist school districts in this work, the Pennsylvania Department of Education has developed Career Education and Work Standards to address four areas of knowledge:

- Career Awareness and Preparation
- Career Acquisition (Getting a Job)
- Career Retention and Advancement
- Entrepreneurship

Implementation requires the District to develop a student portfolio documenting their interaction with these standards. Each of the four Career Strands mentioned above must be addressed at least once in the six total pieces of evidence.

- Two (2) pieces of evidence are required by the completion of grade 3
- Two (2) additional pieces of evidence by the completion of grade 4
- Two (2) additional pieces of evidence by the completion of grade 5

Naviance/Family Connections

Naviance/Family Connections helps districts and schools align student strengths and interests to post-secondary goals, improving student outcomes, and connecting learning to life. Students and families can utilize Naviance to explore careers, colleges, and universities. Additionally, Naviance is used by the District to assist in documenting the implementation of Pennsylvania's Career Education and Work Standards. Further, students and their families can gauge their performance on the PSAT/NMSQT, SAT, ACT, and AP Exams using comparison tools available in Naviance/Family Connections.

College and Career Readiness

The goal for all North Allegheny graduates is to be prepared for success in a changing world whether it be a post-secondary opportunity, a technical/training program, the military, or moving directly into the workforce or self-employment. College or university readiness can be measured through assessments such as the PSAT/NMSQT, SAT, ACT, and AP Exams. Results from those assessments can be found on the following pages.



FUTURE PREPARATION

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 2019-2020, 323 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	531	510	1041	741,977	49%	76%	51%	22%
PA	528	510	1000	25,350	50%	76%	52%	22%
North Allegheny School District	600	577	1177	323	80%	95%	81%	4%



FUTURE PREPARATION

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. Each section has a maximum score of 800 for a total possible score of 1600. There is also an optional essay section that consists of three dimensions: reading, analysis, and writing.

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.

2020 SAT Average Scores

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
Mean Score (out of 1600)	1248	1153	1179
ERW Mean Score (out of 800)	618	578	586
Math Mean Score (out of 800)	630	575	593

2020 SAT College- and Career-Readiness Benchmarks

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
Met Both Benchmarks	84%	67%	70%
Met ERW	94%	86%	86%
Met Math	85%	69%	73%
Met None	3%	11%	10%



FUTURE PREPARATION

SAT Exam *(continued)*

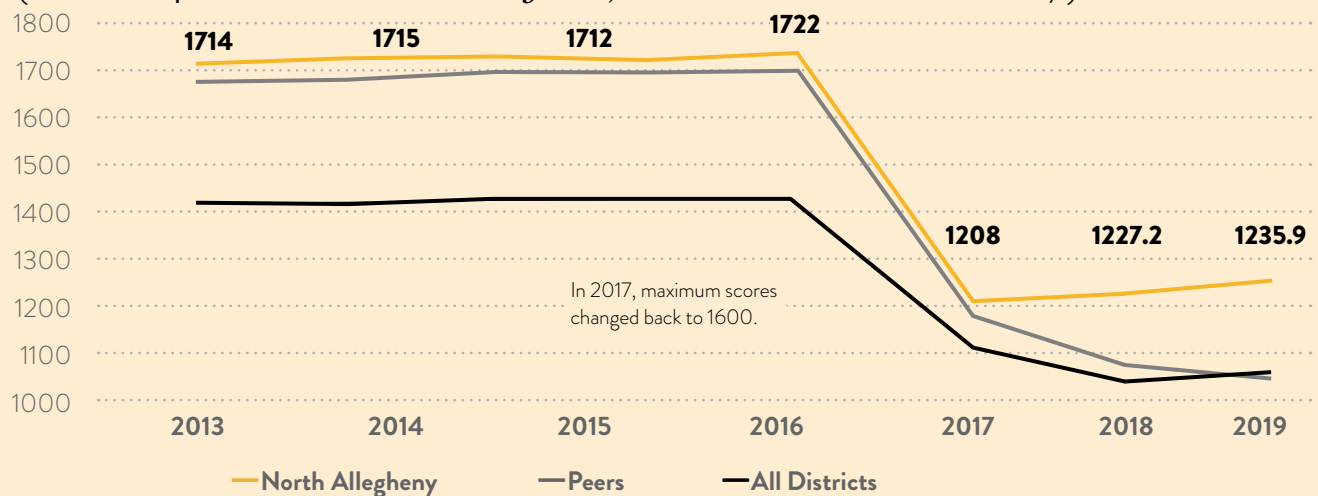
2019 SAT Average Scores for Comparator School Districts

DISTRICT	2019 MEAN	STUDENTS TESTED	COMPARATOR RANK
Tredyffrin-Easttown	1267.0	465	1
Lower Merion	1246.1	266	2
Upper St. Clair	1238.9	275	3
North Allegheny	1235.9	628	4
Fox Chapel	1224.2	258	5
Mt. Lebanon	1220.4	388	6
Council Rock	1203.6	365	7
Pine-Richland	1201.4	359	8
Garnet Valley	1189.5	600	9
State College Area	1188.7	490	10
Cumberland Valley	1182.4	506	11
Haverford Township	1179.6	596	12
Peters Township	1173.9	342	13
Spring-Ford Area	1172.1	490	14
Seneca Valley	1151.4	461	15
Bethel Park	1126.7	268	16

In 2019, North Allegheny ranked number 2 among comparator districts on the SAT Exam.

North Allegheny SAT Average Scores Over Time

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





FUTURE PREPARATION

ACT Exam

The American College Test (ACT) is designed to measure high school students' general educational development and their ability to complete college-level work. The ACT results are used by colleges and universities for admission in specific programs and as a basis for awarding merit-based financial aid. The test is typically taken by juniors and seniors. 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 results assist teachers and school administrators in developing and implementing more effective educational services. Scale scores range from 1 (low) to 36 (high).

2020 ACT Average Scores

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
English	27.1	23.4	19.9
Math	26.9	23.2	20.2
Reading	27.8	24.3	21.2
Science	26.9	23.4	20.6
Composite Score	27.2	23.7	20.6

2020 ACT College- and Career-Readiness Benchmarks

	NORTH ALLEGHENY	PENNSYLVANIA	NATIONAL
Met English	93%	79%	58%
Met Math	83%	60%	37%
Met Reading	81%	64%	45%
Met Science	78%	55%	36%
Met All Four	69%	44%	26%



FUTURE PREPARATION

ACT Exam *(continued)*

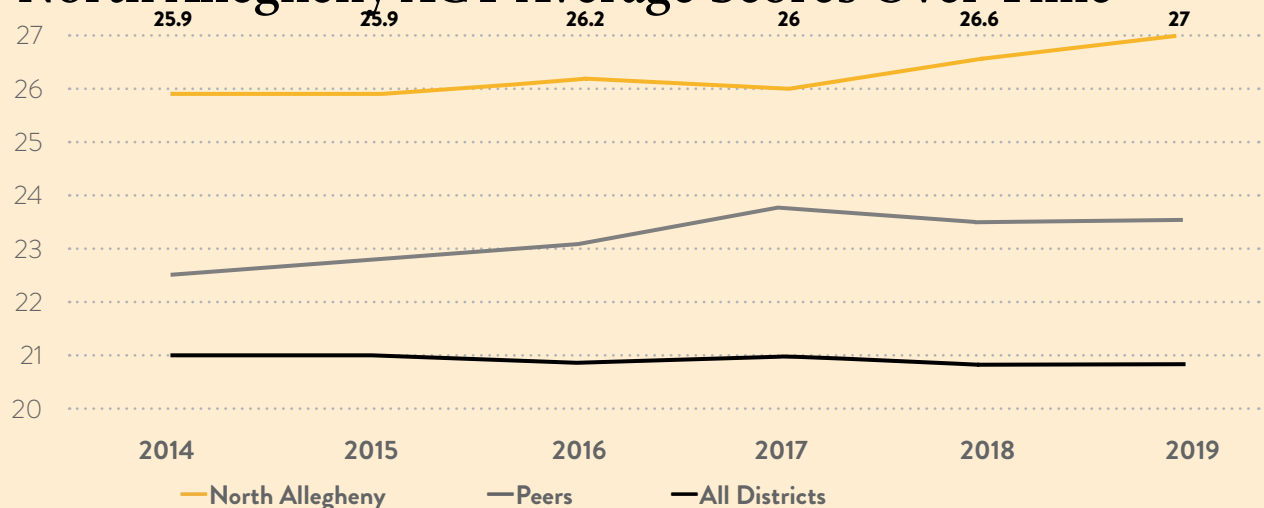
2019 ACT Average Scores for Comparator School Districts

Scores in this chart were rounded

DISTRICT	2019 MEAN	STUDENTS TESTED	COMPARATOR RANK
Lower Merion	28	157	1
North Allegheny	27	359	2
Tredyffrin-Easttown	27	193	3
Garnet Valley	27	72	4
Mt. Lebanon	26	265	5
Council Rock	26	167	6
Upper St. Clair	26	164	7
Fox Chapel	26	94	8
Spring-Ford Area	25	214	9
Cumberland Valley	25	182	10
Pine-Richland	25	168	11
Peters Township	25	159	12
State College Area	25	96	13
Seneca Valley	24	277	14
Bethel Park	24	131	15
Haverford Township	23	131	16

In 2019, North Allegheny ranked number 2 among our comparator districts on ACT Average Scores.

North Allegheny ACT Average Scores Over Time



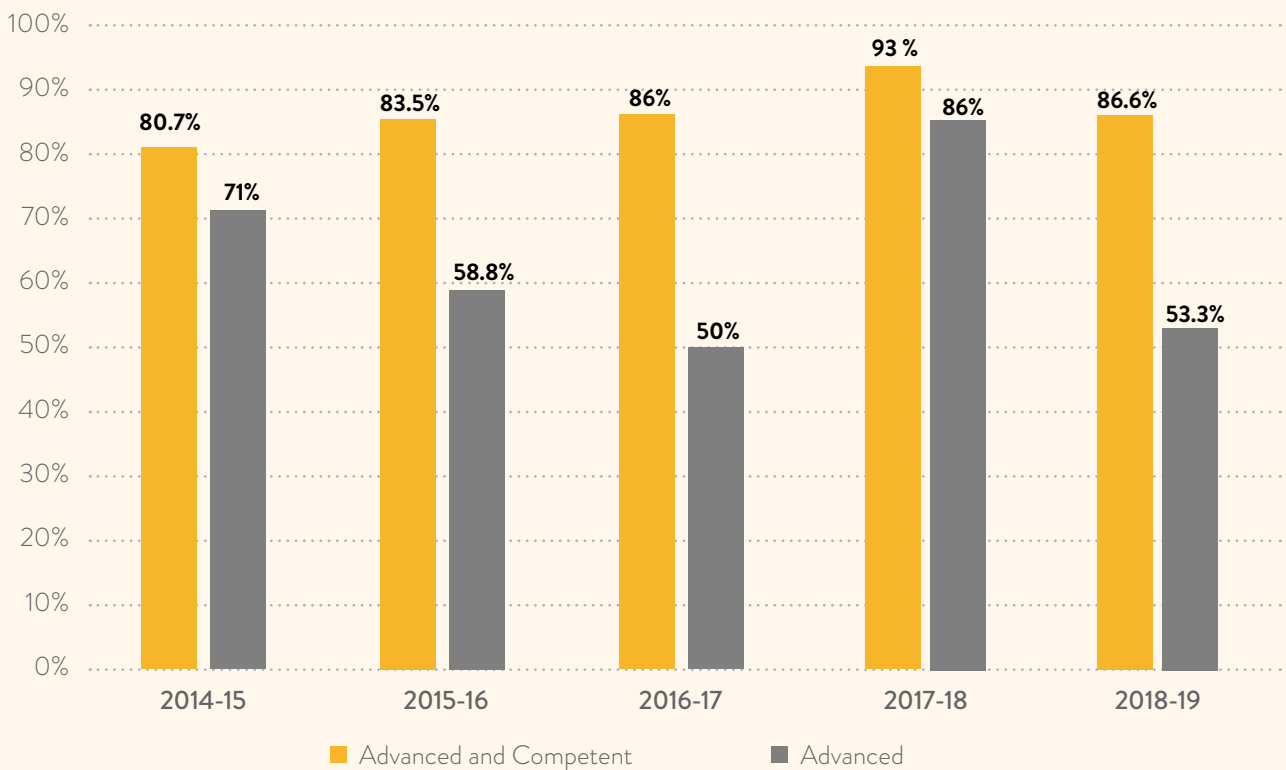


FUTURE PREPARATION

NOCTI Exam

Preparation 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. Unfortunately, due to COVID-19, the exams were not given during the 2019-2020 school year.





FUTURE PREPARATION

Graduate Survey

Overview of Survey

North Allegheny School District partnered with Hanover Research (Hanover) to analyze findings from their survey for 2012 to 2019 graduates. The survey focused on how satisfied recent North Allegheny graduates were with various aspects of their experience, including academic services, courses, academic skill development, and life skill development.

Strengths

- Almost all respondents report feeling prepared for their future college/career plans upon graduating from North Allegheny. Specifically, 78% report feeling prepared for their future plans, and 88% report that their school prepared them to be successful.
- Alumni view problem-solving as the most important skill for college and career success (94%) and nearly all respondents agree that North Allegheny is at least somewhat effective in preparing students in this area (95%). Similarly, 93% of respondents believe that time management is very important, and 90% agree that North Allegheny prepared them effectively in this skill.

Opportunities for Growth

What does the survey show?

- The School District can still improve the extent to which students are taught financial literacy. Over 70% of respondents indicate that this skill is important to their college and career success, but 59% report that the district does not teach this effectively.
- Respondents most commonly agree that to support college and career readiness in the District, more emphasis should be placed on Career Interest Inventories (55%) & College Counseling (50%).

How will we use this data to grow?

- North Allegheny will continue to explore ways in which financial literacy can be taught and how Naviance can be used to explore Career Interest Inventories throughout their school career. In addition to this, School Counselors will begin having meaningful conversations about students' career, education, and work plans beginning in 8th grade.



STUDENT & STAFF WELLNESS

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.

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. 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.

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.

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.

Celebrating the Class of 2020

On May 20, more than 200 volunteers traveled more than 200 miles to honor the class of 2020 with a car parade.

Houses throughout the District illuminated their houses in Senior Community Light Up Night to celebrate the graduating class.

Over 230 North Allegheny staff volunteers surprise delivered yard signs to each graduating senior.

The senior class hosted a virtual Day of Service as a way to give back to those in need. Members of 17 organizations and clubs within the District selected an area of service that was meaningful to their group.



STUDENT & STAFF WELLNESS

Staff Wellness – 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 and lifestyle change through education, communication, increased wellness activities, and meaningful incentives.

TIGER STRONG LIVE LONG

Long (TSSL) Wellness Campaign, Wellness Champions within each building continued to promote and support various health and wellness building-level events as well as served on the TSSL Staff Wellness Committee. The dimensions of wellness target nutritional, physical, mental and emotional, social, and financial health and well-being. The continued partnership with UPMC supported numerous District-wide activities prior to the on-site restrictions instituted due to COVID-19, which resulted in remote work for most District staff. For the

In the fourth year of the Tiger Strong Live

second year in a row, staff nominated and the District awarded 15 District Health Heroes as ambassadors of the continued health and wellness efforts promoted by TSSL. The data below was also impacted by COVID-19 restrictions. For example, well visits to physicians decreased during the shutdown, and the District was not able to host its annual back-to-school Health and Wellness Fair, which typically would provide many opportunities for healthy engagement. As a result, the point totals, completion rates, and other statistics were negatively impacted. A sample of staff participation, despite the challenges, is reflected below:

Health Risk Assessment Completion:	373
Take a Healthy Step Completion:	206
Reported Some Level of Points Earned in Wellness Campaign:	308
Health Hero Nominations:	74 submitted

There was a significant shift from on-site wellness engagement to employee use of the Employee Assistance Program (EAP) website after the pandemic surfaced. The District promoted the online tools, including the EAP Skill Builder courses, as a means of personal and professional enrichment. Over 1,800 more EAP SkillBuilder courses were completed by District staff members than in the previous year.



STUDENT & STAFF WELLNESS

Employee Satisfaction and Engagement

To meet the District's mission of preparing all students for success in a changing world, our workforce must feel a strong correlation between their contributions and the impact on 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.

One of the ways North Allegheny School District measures employee engagement and satisfaction is through an annual survey with Energage. The District's workforce contributed to this confidential, anonymous survey by responding to a variety of statements which measure 15 drivers of engaged cultures that are critical to the success of any organization, including alignment with vision and values, execution and effectiveness of management and programs, and connection to our mission and each other, just to name a few. We are pleased to announce that for the fifth consecutive year, North Allegheny was named a Top Workplace by the Pittsburgh Post-Gazette based upon the results of the survey. More valuable than any award, however, is the feedback garnered by listening to employees. Such feedback provides a path to workplace improvement and long-term performance.

As part of the survey, employees were asked to rate their level of agreement to each statement on a scale of 1 (negative) to 5 (positive). Below are the highest scores and most improved scores from the previous year.

Employee engagement continues to be a priority as it directly influences our ability to recruit and retain the talent necessary to support all aspects of our successful District.

Highest scores for 2020

- My manager makes it easier to do my job well (4.8)
- My job makes me feel like I'm part of something meaningful (4.7)
- My manager cares about my concerns (4.8)
- North Allegheny School District operates by strong values (4.8)
- North Allegheny School District enables me to work at my full potential (4.4)

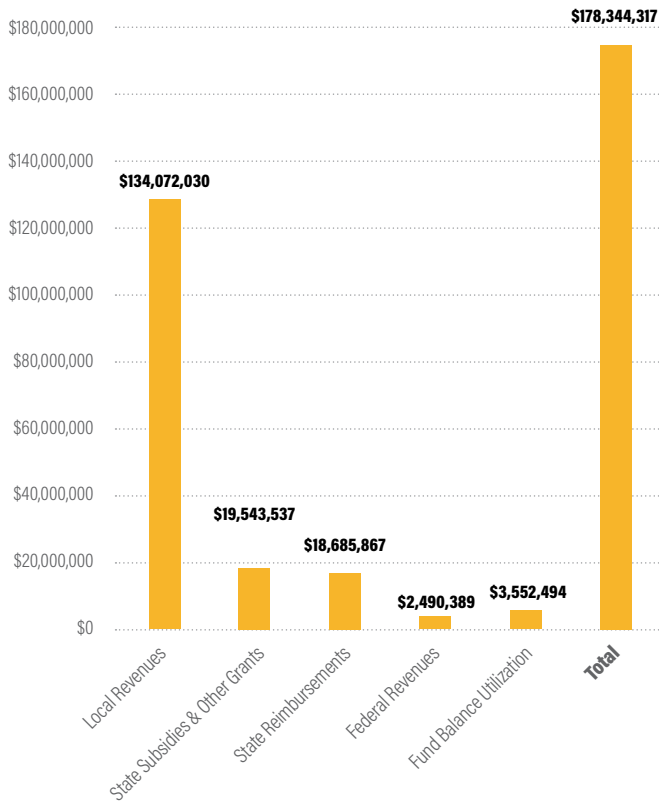


FINANCIALS

The North Allegheny School District Operating Budget for 2020-2021 is \$178.34 million, an increase of 1.40% compared to 2019-2020. The 2020-2021 millage is 19.1408, which is the sixth-lowest among the 41 suburban school districts in Allegheny County.

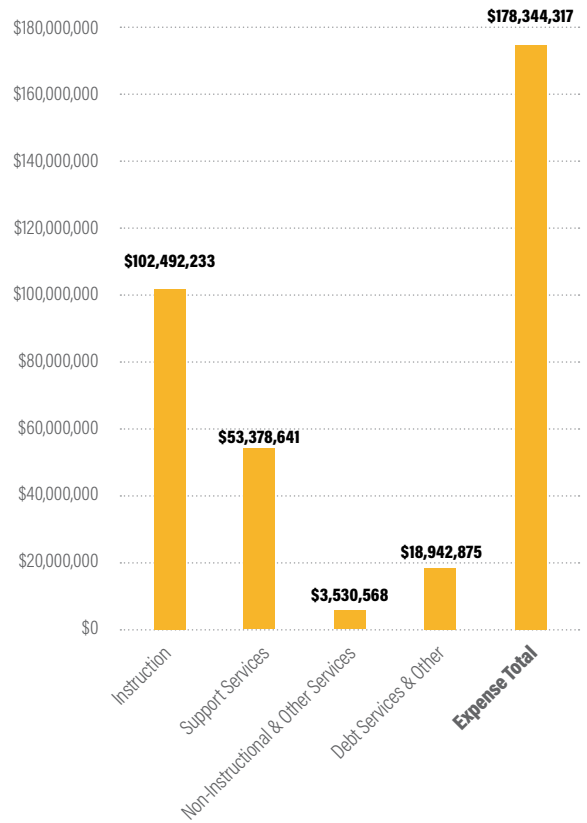
SOURCE OF REVENUE

2020-2021 Revenue Budget of \$178,344,317

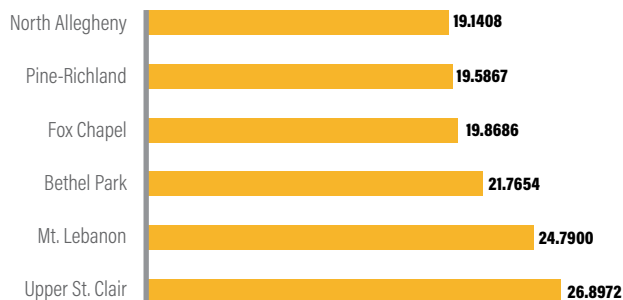


EXPENDITURE BUDGET

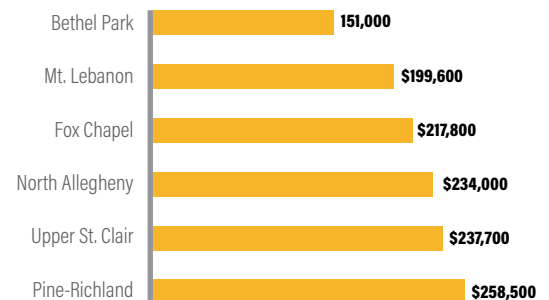
2020-2021 Expenditure Budget \$178,344,317



ALLEGHENY COUNTY COMPARATOR SCHOOL DISTRICT MILLAGE RATES



ALLEGHENY COUNTY COMPARATOR MEDIAN HOMESTEAD VALUES





SCHOOL DISTRICT LEADERSHIP



Acting Superintendent of Schools
Patrick T. O'Toole, Ed.D.



Deputy Superintendent /
Assistant Superintendent
of Secondary Education
Melissa Friez, Ed.D.



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



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



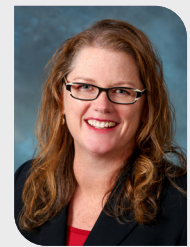
Director of Technology
and Innovation
Richard Platts, CETL



Director of Student Services;
Title IX Coordinator
Joseph Sciallo, Ph.D.



Director of Operations
Roger Sechler



Director of
Human Resources;
Title IX Coordinator
Marijane Treacy

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.



Andrew Chomos
President



Marcie Crow
Vice President



Libby Blackburn



Kevin Mahler



Richard McClure



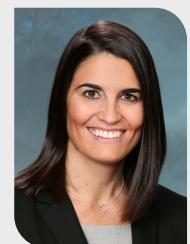
Allyson Minton



Scott E. Russell



Elizabeth Warner



Shannon Yeakel