



# CENTRAL BUCKS SCHOOL DISTRICT



The background of the entire image is a dark blue gradient with a pattern of white musical notes and symbols, including treble clefs, eighth notes, and sixteenth notes, scattered across the space. A horizontal light blue band runs across the middle of the image, containing the text.

CENTRAL BUCKS EAST HIGH SCHOOL  
**SELECT CHOIR**

DIRECTED BY CHRISTOPHER VILLANTE

CENTRAL BUCKS  
SCHOOL  
BOARD



**Dr. John J. Kopicki**  
Superintendent of Schools



**Glenn M. Schloeffel**  
President (Region III)



**Karen Smith**  
Vice President (Region I)



**Dennis Weldon**  
Region II



**Dr. Nicole Young**  
Region IV



**Tracy R. Suits**  
Region V



**Sharon Collopy**  
Region VI



**Jodi R. Schwartz**  
Region VII



**Beth Darcy**  
Region VIII



**John H. Gamble**  
Region I

CENTRAL BUCKS  
SUPERINTENDENT'S CABINET



**Andrea L. DiDio-Hauber**  
Director of Human Resources



**Dr. Frances Garner**  
Director of Special Education



**Dr. Nadine Garvin**  
Assistant Superintendent for Elementary Education



**Jason Jaffe**  
Director of Technology and Innovation



**Robert Kleimenhagen, Jr. CFM, SFP**  
Director of Facilities and Energy Management



**Dr. Abram Lucabaugh**  
Assistant Superintendent for Secondary Education



**David Matyas**  
Director of Business

# HIGH SCHOOL PRINCIPALS AND ASSISTANTS

## WEST



**Tim Donovan**  
Principal  
West



**Helen Zaleski**  
Assistant Principal  
West



**Todd Cantrell**  
Assistant Principal  
West



**David Hoffman**  
Assistant Principal  
West

## SOUTH



**Jason Bucher**  
Principal  
South



**Dr. Matthew Gale**  
Assistant Principal  
South



**Joseph Piselli**  
Assistant Principal  
South



**Bridget Pustay**  
Assistant Principal  
South

## EAST



**Lori Gallagher-Landis**  
Principal  
East



**Dr. Matt Fash**  
Assistant Principal  
East



**Dr. J. Luke Hadfield**  
Assistant Principal  
East



**Tracey DeRosier**  
Assistant Principal  
East

# MIDDLE SCHOOL PRINCIPALS AND ASSISTANTS



**Kevin Shillingford**  
Principal  
Holicong



**David Newdeck**  
Assistant Principal  
Holicong



**Geanine Saullo**  
Principal  
Lenape



**Frank Pustay**  
Assistant Principal  
Lenape



**Dr. Brian Caughie**  
Principal  
Tamanend



**Kyle Dudley**  
Assistant Principal  
Tamanend



**Kevin Marton**  
Principal  
Tohickon



**John Murtha**  
Assistant Principal  
Tohickon



**Dr. Chad Watters**  
Principal  
Unami



**Jonathan Boyle**  
Assistant Principal  
Unami

# ELEMENTARY PRINCIPALS AND ASSISTANTS



**Dr. Joseph Brereton**  
Principal  
Barclay



**Kevin Cochran**  
Principal  
Bridge Valley



**Stacey Pedersen**  
Assistant Principal  
Bridge Valley



**Dan Estep**  
Principal  
Buckingham



**Karl Funseth**  
Principal  
Butler



**Jesse Brosious**  
Assistant Principal  
Butler



**Brian Finger**  
Principal  
Cold Spring



**Kate Fantaskey**  
Principal  
Doyle



**Kelly MacCall-Carter**  
Principal  
Gayman



**Dave Heineman**  
Principal  
Groveland



**Jennifer Opdyke**  
Assistant Principal  
Groveland



**Matthew Croyle**  
Principal  
Jamison



**Christina Adelberger**  
Principal  
Kutz



**Mike Testani**  
Principal  
Linden



**Shawn Ortman**  
Principal  
Mill Creek



**Amy Adelman**  
Assistant Principal  
Mill Creek



**Dr. Amanda Mumford**  
Principal  
Pine Run



**Dr. Steve Cashman**  
Principal  
Titus



**Cheryl Leatherbarrow**  
Principal  
Warwick

# THE CENTRAL BUCKS SCHOOL DISTRICT IS AN AMAZING PLACE TO LEARN AND GROW.

Our students, our teachers, and our staff achieve great things day in and day out. However, if we are really committed to greatness, to embracing growth, change, and the hard work that it takes to **meet the needs of all learners** – *we have more mountains to climb.*



Each day we provide our students with access to the resources they need to take advantage of the many opportunities that a Central Bucks education provides to them.



FUTURE



---

**HIGHER MOUNTAINS TO CLIMB**

---

Together as a school community, we set forth to develop a Vision and Strategic Plan – a path forward designed around...

# FIVE PILLARS OF EXCELLENCE





CENTRAL BUCKS  
SCHOOL DISTRICT

## PILLARS *of* EXCELLENCE

### OUR MISSION

The Central Bucks Schools will provide all students with the academic and problem-solving skills essential for personal development, responsible citizenship, and life-long learning.

TECHNOLOGY

COMMUNITY CONNECTIONS

TEACHING & LEARNING

FINANCES

FACILITIES

### OUR STUDENTS WILL BECOME...

Complex Thinkers   Quality Producers   Skilled in Technology  
Collaborative Workers   Self-Directed Learners   Effective Communicators  
Informed and Responsible Citizens

Each of these “Pillars of Excellence” has a guiding vision and focus areas with measurable goals that were designed to set forth a clear path for continuous improvement and educational excellence.

**A GOOD TEACHER IS LIKE A CANDLE.  
IT CONSUMES ITSELF TO LIGHT THE WAY FOR OTHERS.**



A candle is like a teacher  
Who first provides the spark  
That kindles love of learning  
In children's minds and hearts.

Like a burning candle  
Teachers light the mind  
Enriching the lives and futures  
By the sharing of their time.

So when you light this candle  
May its glow convey to you  
Warm appreciation  
For all the things you do.



## **OUR MISSION**

The Central Bucks Schools will provide all students with the academic and problem-solving skills essential for personal development, responsible citizenship, and life-long learning.

# TEACHING & LEARNING

## VISION

The Central Bucks School District **will put success within reach for all students** by meeting their academic, social and emotional needs with rigorous, engaging and innovative curriculum, instruction, and assessment.



TEACHING & LEARNING  
ELEMENTARY



# TEACHING & LEARNING

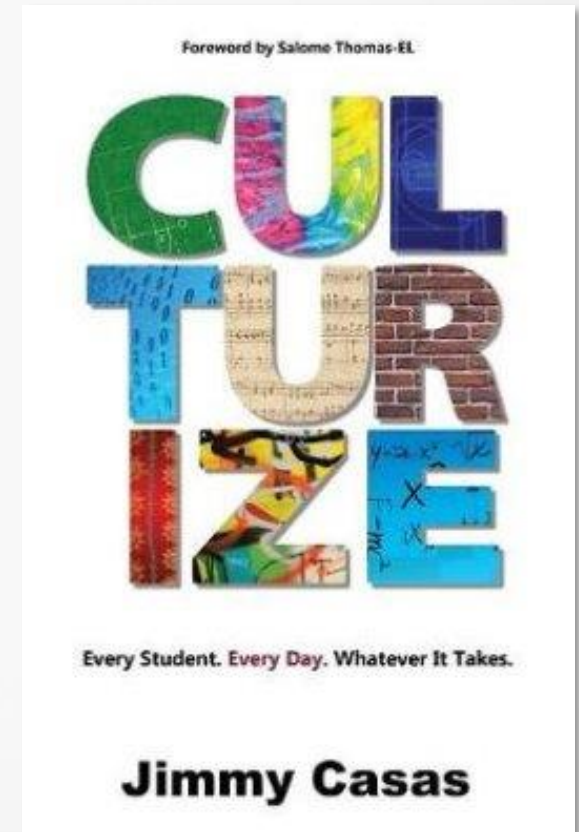
- Adopted the Math in Focus resources to replace Everyday Math in our K-6 classrooms
- Executed Phase I of the Math in Focus resources implementation using the Calendar Math Component in all K-6 classrooms
- Examined assessment data as a component for driving instructional decision-making regarding curriculum
- Continued focus on incorporating 21<sup>st</sup> Century Skills in all areas of Curriculum, Instruction and Assessment





# TEACHING & LEARNING

- Created Project-Based Learning opportunities for students in K-6 classrooms across the district
- Focused on social and emotional wellness for all elementary students and staff
  - Read *Culturize* by Jimmy Casas – creating a positive school climate and culture
  - Created Positive Behavior Management Systems in Schools (i.e. Zones of Regulation, School-wide Reward Programs, etc.)
  - Instituted Mindfulness practices in many schools (students and staff)



# CBSD V. STATE 2018 % PROFICIENT OR ADVANCED

**GRADES 3-8  
COMBINED**

2018 **ELA** PSSA  
**GRADES 3-8**  
COMBINED



CENTRAL BUCKS  
**85%** STATE  
**61%**



2018 **MATH** PSSA  
**GRADES 3-8**  
COMBINED



CENTRAL BUCKS  
**66%** STATE  
**42%**



2018 **SCIENCE** PSSA  
**GRADES 3-8**  
COMBINED



CENTRAL BUCKS  
**83%** STATE  
**65%**



**ELA**  
**PSSA**  
**CENTRAL BUCKS**  
**GRADES 4-8**

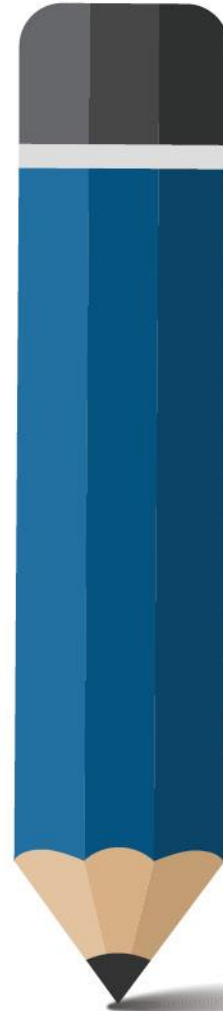


**#1**

OF 13 PUBLIC SCHOOL DISTRICTS  
IN BUCKS COUNTY.

**#22**

OF 638 PARTICIPATING SCHOOL DISTRICTS  
IN THE COMMONWEALTH



**MATH**  
**PSSA**  
**CENTRAL BUCKS**  
**GRADES 4-8**



**#2**

OF 13 PUBLIC SCHOOL DISTRICTS  
IN BUCKS COUNTY.

**#31**

OF 638 PARTICIPATING SCHOOL DISTRICTS  
IN THE COMMONWEALTH



**97%**

**AVERAGE DAILY ATTENDANCE RATE FOR CBSD**

**93%**

**AVERAGE NATIONAL DAILY ATTENDANCE RATE**

FUTURE



---

**HIGHER MOUNTAINS TO CLIMB**

---

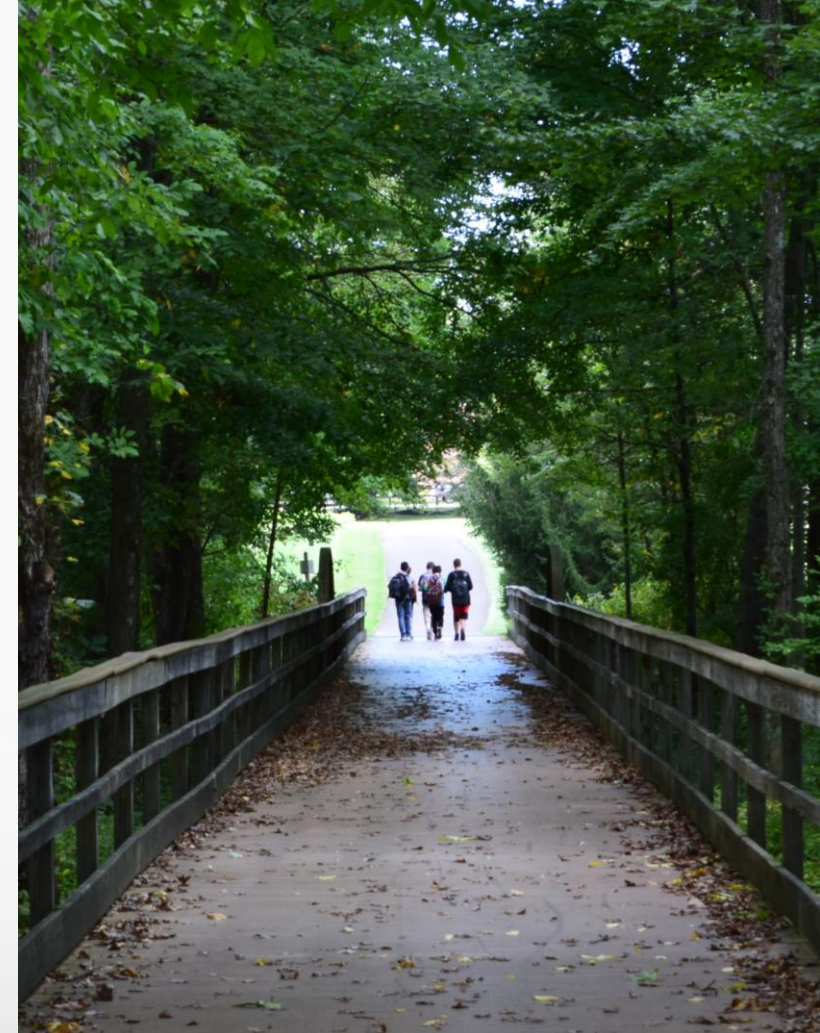
# TEACHING & LEARNING

- Implement Phase II of the Math in Focus Curriculum in all K-6 classrooms
- Develop opportunities for students to connect and collaborate both locally and globally
- Align curriculum, instruction, assessment and professional development to ensure rigorous and engaging opportunities for all K-6 students
- Design and implement performance-based assessments that provide students with opportunities to:
  - Set personal goals
  - Monitor their own progress
  - Reflect on their learning



# TEACHING & LEARNING

- Analyze student assessment data to communicate progress and evaluate program effectiveness
- Continue to make social and emotional well-being a priority for staff and students through:
  - Social skills instruction
  - Wellness instruction
  - Related professional development
- Integrate technology and 21<sup>st</sup> century learning throughout the curriculum, developing opportunities for students to connect both locally and globally





TEACHING & LEARNING  
SECONDARY





# TEACHING & LEARNING

- Introduced 10 new courses/course revisions for implementation in 2019-2020
- Analyzed CBSD assessment data to inform decision-making around teaching and learning
- Partnered with Lakeside Counseling Service to deliver a comprehensive program that addresses students' diverse needs
- Analyzed and presented Pennsylvania Youth Survey data
- Held focus groups to more deeply understand students' perspectives regarding healthy choices
- Introduced an innovative Augmented Reality/Virtual Reality course



**MORE THAN 240**

**COURSE OFFERINGS FOR SECONDARY STUDENTS**

**MORE THAN 280**

**EXTRACURRICULAR OPPORTUNITIES  
60 CO-CURRICULAR PROGRAMS**

**43**

**PIAA SPORTS**

# CBSD V. STATE 2018 % PROFICIENT OR ADVANCED

SPRING 2018  
KEYSTONE

LITERATURE  
SPRING 2018  
KEYSTONE



CENTRAL BUCKS  
85.3%  
STATE  
40.9%



ALGEBRA  
SPRING 2018  
KEYSTONE



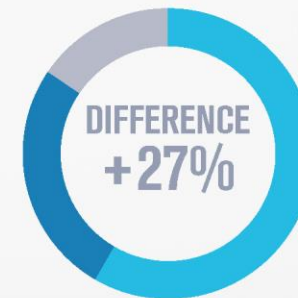
CENTRAL BUCKS  
80.9%  
STATE  
48.9%



BIOLOGY  
SPRING 2018  
KEYSTONE



CENTRAL BUCKS  
85.1%  
STATE  
58.1%





**ALGEBRA**  
**TEST SCORES**  
CENTRAL BUCKS

**#1**

OF 16 SCHOOLS IN BUCKS COUNTY

**#4**

OF 582 PARTICIPATING SCHOOL DISTRICTS  
IN THE COMMONWEALTH



**LITERATURE**  
**TEST SCORES**  
CENTRAL BUCKS

**#2**

OF 16 SCHOOLS IN BUCKS COUNTY

**#14**

OF 563 PARTICIPATING SCHOOL DISTRICTS  
IN THE COMMONWEALTH



**BIOLOGY**  
**TEST SCORES**  
CENTRAL BUCKS

**#3**

OF 16 SCHOOLS IN BUCKS COUNTY

**#22**

OF 571 PARTICIPATING SCHOOL DISTRICTS  
IN THE COMMONWEALTH

**1,191**

**AVERAGE SAT SCORE**  
**TOP 5% IN PENNSYLVANIA**

**25.6**

**AVERAGE ACT COMPOSITE SCORE**  
**23.7 IS PENNSYLVANIA AVERAGE**

# 5,003

**ADVANCED PLACEMENT SEATS IN 2018**

# 67%

**AP STUDENTS ELECTED TO TAKE AP EXAM**

# 87%

**SCORED 3, 4 OR 5 ON AP EXAMS**

# 97%

**OF OUR STUDENTS GRADUATE  
IN 4 YEARS.**

**99% GRADUATE IN 5.**

**AVERAGE PA GRADUATION RATE IS 86%  
NATIONAL GRADUATION RATE IS 84%**

FUTURE

**HIGHER MOUNTAINS TO CLIMB**





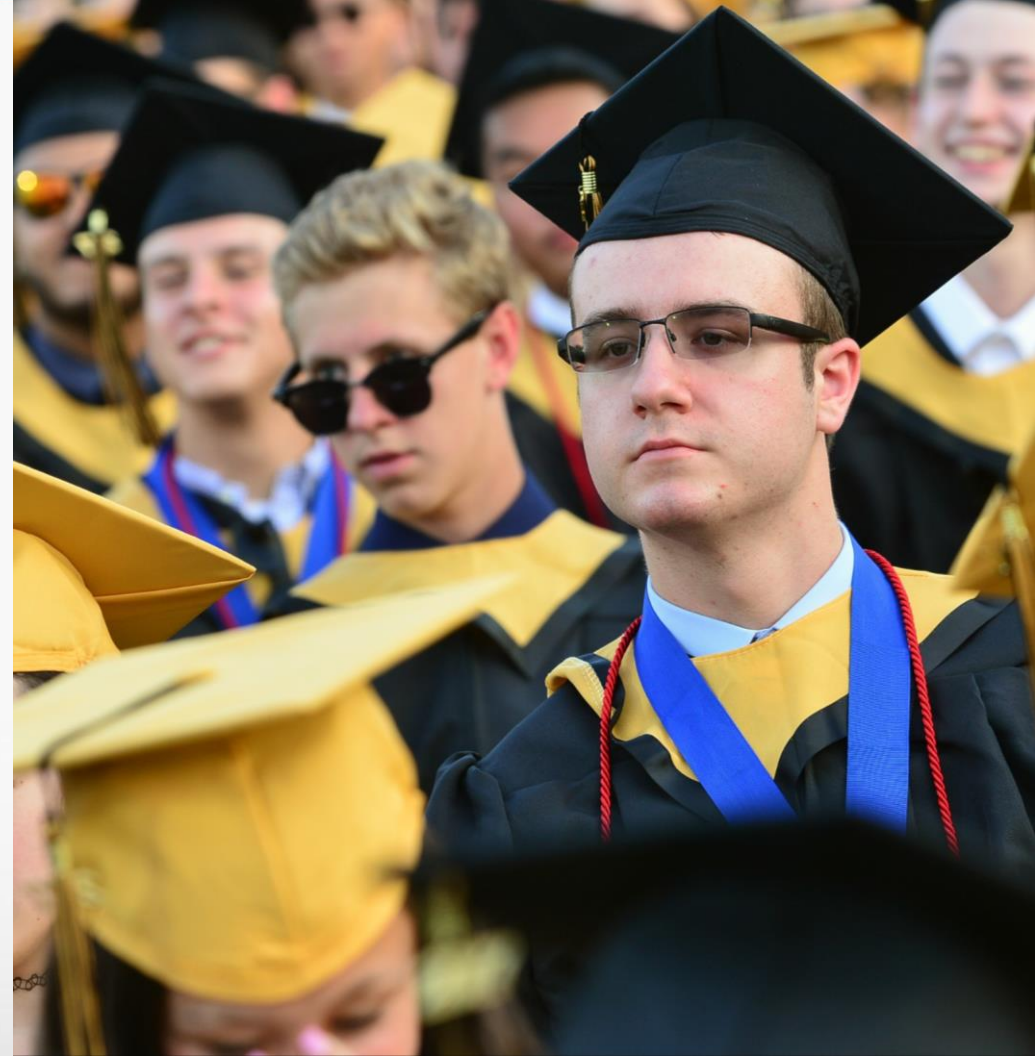
# TEACHING & LEARNING

- Finalizing dual enrollment agreement with Montgomery County Community College that allows students to earn college credit while taking high school courses
- Developing and introducing comprehensive secondary grading guidelines designed to promote students' mastery of content prior to summative evaluation
- Currently developing an innovative Augmented Reality/Virtual Reality course introducing students to modern and relevant technologies, as well as application development and digital marketing concepts



# TEACHING & LEARNING

- Developing comprehensive community education program to address opioid epidemic and students' mental health and wellness (February 25th, 2019)
- Utilize the Pennsylvania Youth Survey Data (PAYS) to identify attitudes, behaviors and trends that exist among students at the middle and high school levels, and leverage resources that address issues like vaping, anxiety, and other social and emotional factors



The background of the entire image is a dark blue gradient with a pattern of white musical notes and symbols, including eighth notes, quarter notes, and treble clefs, scattered across the space. A solid light blue horizontal band runs across the middle of the image, serving as a background for the text.

CENTRAL BUCKS WEST HIGH SCHOOL  
**CHAMBER STRINGS**

DIRECTED BY JESSICA TOSTI



TECHNOLOGY



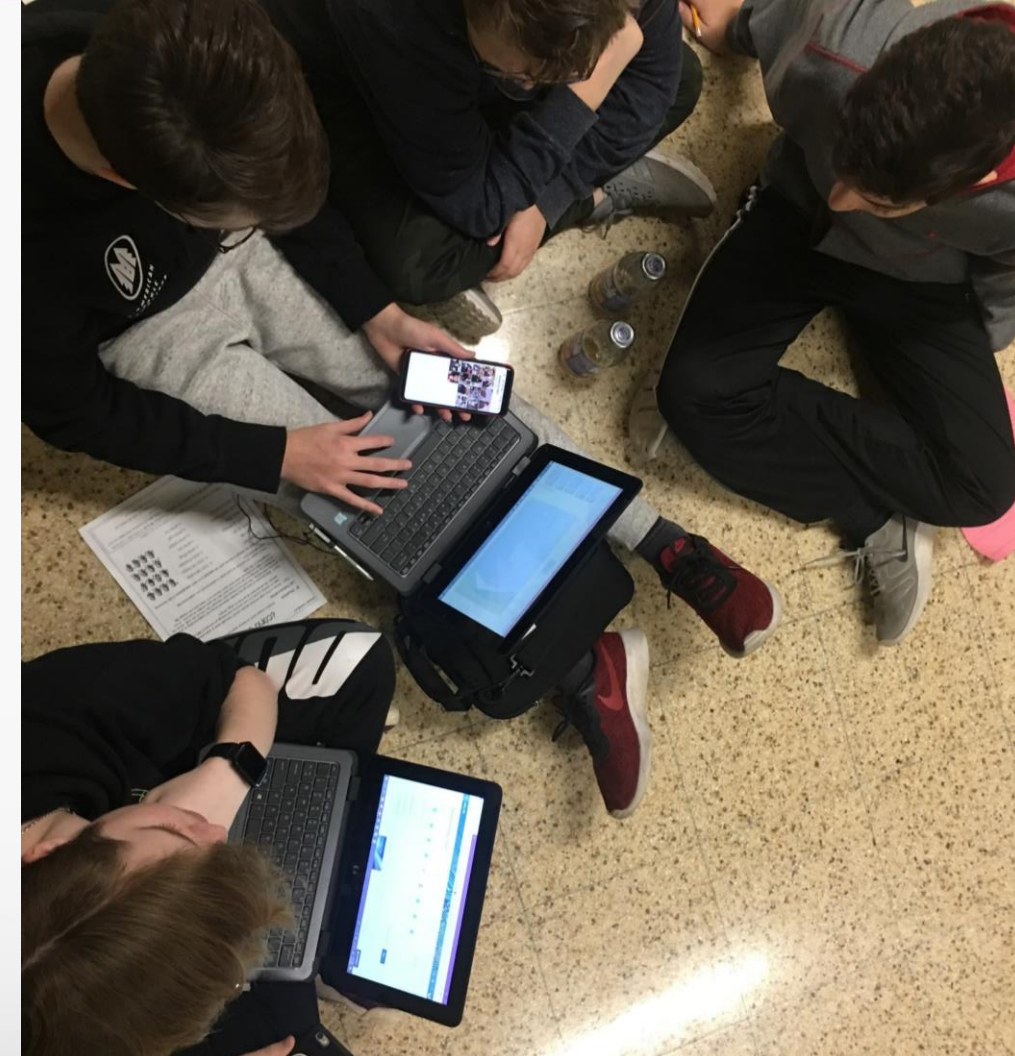
# TECHNOLOGY

## VISION

The Central Bucks School District is committed to utilizing educational technology and digital tools that **expand access to curriculum and promote personalized learning**. We will prepare students for their future by utilizing a variety of instructional practices and **tools that support higher order thinking**.

# TECHNOLOGY

- 1:1 Roll-out
- Learning Management System
- Developed a classroom model of technology
- Replaced interactive white boards and projectors
- Added WiFi access points to all instructional areas K-9
- Re-Evaluated the network to update equipment nearing end of life
- Maximized technology team efficiency through evaluation of duties and responsibilities
- Updated instructional technology policies and procedures
- Updated equipment inventory system to assist with budget and long-range planning
- Created a process for teachers to apply for innovation grants that go beyond the benchmarks



FUTURE



---

**HIGHER MOUNTAINS TO CLIMB**

---

# TECHNOLOGY



TECHNOLOGY



# TECHNOLOGY

- Make district data available and more easily accessible to district decision-makers.
- Devise a disaster recovery plan that includes moving all district servers to the cloud.
- Increase access to technology for all students to enhance student learning and prepare students for the future through integration of 21<sup>st</sup> Century Skills.





# COMMUNITY CONNECTIONS



# COMMUNITY CONNECTIONS

## VISION

The Central Bucks School District will provide up-to-date, relevant information to its constituents while placing **great value on the input these constituents can provide** back to the district. The district will **develop partnerships** within the community and participate in a joint sharing of resources.



# COMMUNITY CONNECTIONS

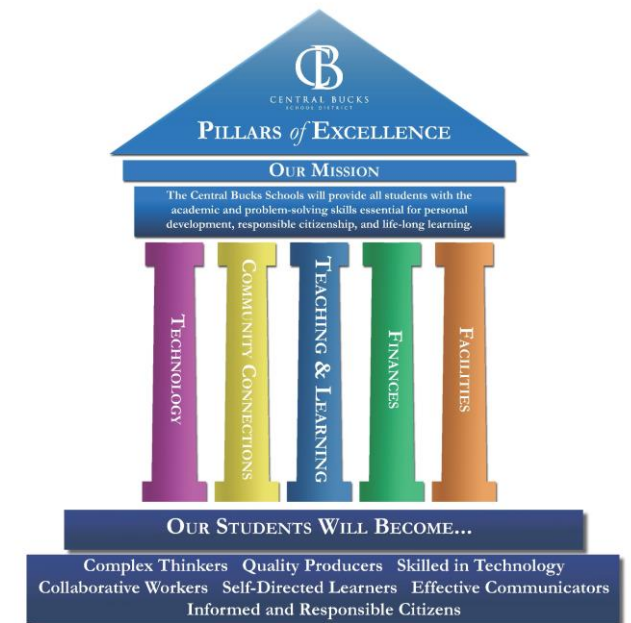
- CB Cares Educational Foundation Innovative Learning Grants
- 40 Assets – CB Cares
- Parent Positive – CB Cares and Doylestown Health Partnership
- Health Matters Video Series
- New Logo and Branding, Website Template
- Superintendent's Community Connections meetings in all schools, fall and spring
- Monthly meetings with local Chiefs of Police



# COMMUNITY CONNECTIONS

- Hired Community Relations Administrator
- Developed School Board Notes newsletter
- Positioned Vision posters in all schools
- Re-invigorated and updated social media presence
- Developed regular “CB Moments” video series
- Principals focus on and regularly communicate through social media, weekly newsletters, and up to date websites

## A VISION for Our SCHOOLS



*Providing Access, Resources, & Opportunities*

**MEETING THE NEEDS OF ALL LEARNERS**



COMMUNITY CONNECTIONS

FUTURE



---

**HIGHER MOUNTAINS TO CLIMB**

---

# COMMUNITY CONNECTIONS

- Focus efforts on developing and executing strategic and organized communications
- Ensure equity in access to information
- Develop business partnerships, create opportunities for internships, and sponsorships
- Develop meaningful alumni relationships
- Promote regular open dialogue and feedback gathering surveys
- Conduct continuous evaluation of communications effectiveness





# FACILITIES





# FACILITIES

## VISION

The Central Bucks School District will provide facility and energy management services that are **clean, safe, secure, reliable, financially sound, and environmentally responsible** in alignment with District goals. We will meet the needs and **exceed the expectations** of our internal and external customers.

# FACILITIES

- Contracted certain facility management services to ensure efficient use of resources
- Conducted an operational review of all custodial services to ensure best management practices
- Explored vendors that provide custodial services
- Consider the environment when choosing cleaning products



# FACILITIES

- Analyzed staffing to develop a department reorganization plan
- Communicate successes, celebrate partnerships with other operational areas, and make connections with those ways that FEMO supports education and instruction
- Working to improve communication – internally and externally

FUTURE



---

**HIGHER MOUNTAINS TO CLIMB**

---

# FACILITIES

- Implementation of a comprehensive facilities condition assessment and condition index program – beginning summer 2019
- Conduct an operational review of all custodial services to ensure best management practices are in place, and develop a custodial services manual and train all staff.
- Develop a sustainability plan for the District - research existing sustainability efforts, identify focus areas, finalize and distribute plan, focus on energy conservation.
- Develop energy analytics for sustainability. Benchmark energy consumption at the facility level with the implementation of the EnergyCAP system.





FINANCES



# FINANCES

## VISION

The Central Bucks School District will **support the academic needs of students** by providing the financial resources required to support a highly-rated staff, provide appropriate facilities and technology, and be respectful to the community by **using resources in an efficient and cost-effective manner.**

# FINANCES

- Developed and refined the zero-based budgeting tool.
- Consider, evaluate, and/or identify new financial and food service management software.
- Identified new audit firm.
- Analyze transportation operations to review the efficiency of the transportation department.
- Conducting a review of staffing patterns, general economics, and enrollment projections to help anticipate faculty needs for the fiscal time periods 2018-19 through 2021-22.



# FINANCES

- Developed a capital project plan that uses data from the district feasibility study along with internal reviews and other third-party data to determine capital project priorities.
- Updated technology financial plans and priorities based on input received from the technology department as well as the school board – to be completed annually.
- Ensured the confidentiality of students who may have a low or negative lunch payment balance.

**30%**

**OF STAFF WITH LESS THAN 10 YEARS OF SERVICE**

**51%**

**OF STAFF WITH 10-20 YEARS OF SERVICE**

**17%**

**OF STAFF WITH 20-30 YEARS OF SERVICE**

**2%**

**OF STAFF WITH GREATER THAN 30 YEARS OF SERVICE**

**86%**

**OF TEACHING STAFF HOLD A  
MASTER'S DEGREE OR GREATER**

# 2nd Lowest Per Pupil Costs Among 13 School Districts in Bucks County

## Five of the Last Six Budgets Passed with Zero Tax Increase

Operational efficiency is critical to our district's financial well-being. Our ability to efficiently and accurately track dollars and secure the best return on the investment our taxpayers make is a responsibility we take seriously. Over 80% of our financial resources come from local taxpayers, and 80% of our budget is dedicated to classroom instruction.

### 2018-2019 Budget Expenditures

<b>47.96%</b>	<b>SALARIES</b> \$161,687,103
<b>29.22%</b>	<b>EMPLOYEE BENEFITS</b> \$98,497,678
<b>5.81%</b>	<b>CAPITAL PROJECTS</b> \$19,600,000
<b>5.77%</b>	<b>OTHER PURCHASED SERVICES</b> \$19,440,166
<b>3.86%</b>	<b>DEBT SERVICE</b> \$13,024,444
<b>2.42%</b>	<b>SUPPLIES</b> \$8,165,124
<b>1.87%</b>	<b>PURCHASED PROF. &amp; TECH. SERVICES</b> \$6,309,944
<b>1.44%</b>	<b>PURCHASED PROPERTY SERVICES</b> \$4,850,008
<b>0.97%</b>	<b>UTILITIES</b> \$3,284,951
<b>0.48%</b>	<b>CHARTER SCHOOL TUITION</b> \$1,628,400
<b>0.16%</b>	<b>PROPERTY</b> \$548,594
<b>0.03%</b>	<b>OTHER OBJECTS</b> \$104,238

FUTURE



---

**HIGHER MOUNTAINS TO CLIMB**

---

# FINANCES

- Develop a food service bid requirement, review submissions, school board interviews, if desired, and award a contract for five one-year periods.
- Develop a 10-year capital funding projection based upon the latest building feasibility study and school board goals. Incorporate the findings into the yearly budget process.
- Discuss, consider, and budget for creating a district owned bus depot to park 120–150 school buses. The depot could be used for district owned buses or leased to a contractor.
- Analyze software offerings to determine the best fit to utilize data-based metrics for budget planning and cost control.



CENTRAL BUCKS  
SCHOOL DISTRICT

# MEETING THE NEEDS OF ALL LEARNERS

TECHNOLOGY | COMMUNITY CONNECTIONS | TEACHING & LEARNING | FINANCES | FACILITIES



**ACCESS**



**RESOURCES**



**OPPORTUNITIES**

The background of the entire image is a dark blue gradient with a pattern of white musical notes, including eighth notes, quarter notes, and treble clefs, scattered across the space. A horizontal light blue band runs across the middle of the image, serving as a background for the text.

CENTRAL BUCKS SOUTH HIGH SCHOOL

# JAZZ BAND

DIRECTED BY BRIAN COX





CENTRAL BUCKS  
SCHOOL DISTRICT

TRUE COLORS