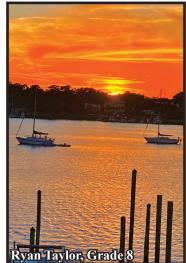


WE ARE #UKNIGHTED

ORT FALL 2020 R F P













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MESSAGE FROM THE SUPERINTENDENT

Dear Hempfield School District Residents,

Opening schools for the 2020-21 school year was certainly a challenge, and our district and school teams actively prepared for the return of students and staff during a pandemic. It is clear to me that this planning helped us open our doors. We sincerely thank you for your efforts to help prepare students for this school year and also your continued efforts to mitigate the spread of COVID-19 in our Hempfield community. If you have students who are attending school in person or virtually, we truly appreciate your patience, flexibility and support!

This Annual Report will look back at the 2019-20 school year. Certainly, the end of the school year was unlike

anything we expected. We are extremely proud of the efforts made by our students, staff, and families to complete the year despite a worldwide pandemic that halted so many of our plans.

In this report, you will find data about our students and staff, as well as our district's finances. We also highlight the Class of 2020. Normally, we would share data related to statewide assessments, such as PSSA testing and Keystone exams; however, these tests were cancelled by the PA Department of Education for the 2019-20 school year as a result of COVID-19.

We are using the pages of this publication to update you about our efforts on the district's Comprehensive Plan for 2019-2022. As a reminder, we have four goal areas: Curriculum, Assessment & Instruction; Reducing Barriers; Community Engagement; and Operational Excellence. I am proud that we are still delivering on these goals, even though we have experienced a lot of change as a school district and community! You can read more about recent accomplishments on pages 5, 7, and 8.



From our district website homepage, www.hempfieldsd.org, you will find a link to our Coronavirus Update Center. Here you will find the latest information about COVID symptoms, testing, precautions, protocols, and notifications. It is our intent to remain diligent with our efforts to help mitigate the spread of this virus, which is why we also provide our reporting charts on the Community Updates page of the Coronavirus Update Center.

I want to end by thanking our amazing Hempfield School District staff, and I hope you consider doing the same! Our staff is working extremely hard in an educational environment that no one has ever experienced. Every Hempfield staff member is doing their best, and I am so proud of what we are accomplishing together!

I have heard it said many times, and I proudly agree, that Hempfield School District is a special place. I look forward to sharing the stories of various staff members in a new podcast we launched, UKNIGHTED Voices. The first episode features a conversation with two of our Mountville Elementary School cafeteria team members. They like to have fun and create a positive atmosphere in the kitchen where they serve breakfast and lunch to our students and staff members. You can read more about where to find our podcast on the back page of this Annual Report.

Thank you for helping to make Hempfield a special place to live, work, and learn! I hope that you feel UKNIGHTED in our school community!

Michael J. Bromirski, M. Ed., M.B.A. *Superintendent of Schools*

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HEMPFIELD SCHOOL DISTRICT BOARD OF DIRECTORS

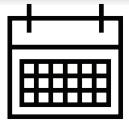
Nine locally-elected School Board Directors volunteer to commit their time to provide Hempfield students with a high quality education while maintaining fiscal responsibility to the community. School Board meetings are held the first and second Tuesday of each month at 7:00 p.m. The School Directors also conduct regularly scheduled committee meetings that are open to the public. The committees include: Buildings & Grounds, Education and Programs, Finance, and Policy, Personnel and Legal.

For additional information on upcoming meeting dates, agendas, minutes, and the School Board's monthly e-news, please visit www.hempfieldsd.org/SchoolBoard

Adam	Linda	Charles
Aloisi	Johnston	Merris
2019-2023	2017-2021	2017-2021
Dylan	Grant	Chris
Bard	Keener	Smiley
2019-2023	2019-2023	2017-2021
Mike	Jim	Pat
Donato	Maurer	Wagner
2017-2021	2019-2023	2019-2023



DISTRICT CALENDAR OF EVENTS



During the 2020-21 school year we are considering a variety of factors to produce events that focus on the mitigation of risk and adhere to our health and safety plan. Visit our Hempfield School District calendar online for updates as they become available for in person and live streaming events such as student assemblies, concerts, and performances.

HSD is providing a livestream exclusively for athletic contests from locations where we have wired access, including the Georgelis Law Firm Stadium, the Quad, and Buchanan Gym.

Please visit our website at www.hempfieldsd.org/LiveSports

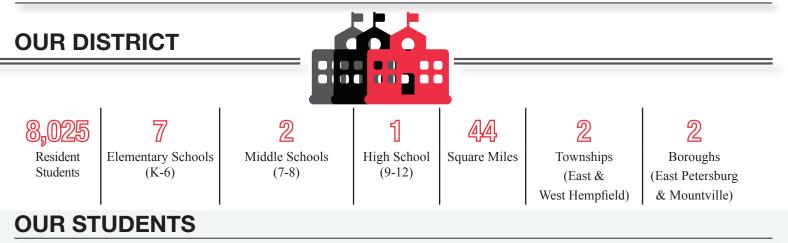
HSD OFFERS FREE MEALS FOR 2020-2021 SCHOOL YEAR

The Hempfield Food Services Department is pleased to announce that as of September 14, 2020 all Hempfield Students enrolled in HAVEN, virtual learning, and in-person learning programs are eligible to receive free breakfast and lunch through June 4, 2021.

HEMPFIELD HONORED WITH OUTSTANDING VISUAL ARTS COMMUNITY AWARD

The Pennsylvania Art Education Association recognized Hempfield School District for our outstanding commitment to visual arts education with the endorsement *Outstanding Visual Arts Community 2020*. Hempfield School District is one of only 26 schools selected across Pennsylvania to receive the 2020 OVAC endorsement. We are so thankful for this recognition and to have such talent displayed across our district. The front cover of this publication showcases some of what our student artists have created in this past year.

2019-20 STUDENT & STAFF DATA





Elementary

Secondary

All Students

33.6% Economically Disadvantaged .91% Dropout Rate

Enrollment Resident Students

- 87.5% HSD Educated
- 1.6% Home Schooled
- 1.4% Career & Technology
- 1.8% Charter/Cyber School
- 8.6% Private School
- 0.2% Private Tutor

Free & Reduced Meals

- 65.3% Paid Breakfast & Lunch
- 31.3 % Free Breakfast & Lunch
- 3.4% Reduced Breakfast & Lunch

Ethnicity

- 70.9% Caucasian
- 15.8% Hispanic
- 5.7% African-American
- 4.4% Asian
- 3% Multi-Racial
- 0.2% American Indian/Alaskan Native
- 0.01% Native Hawaiian or other Pacific Islander

Special Education

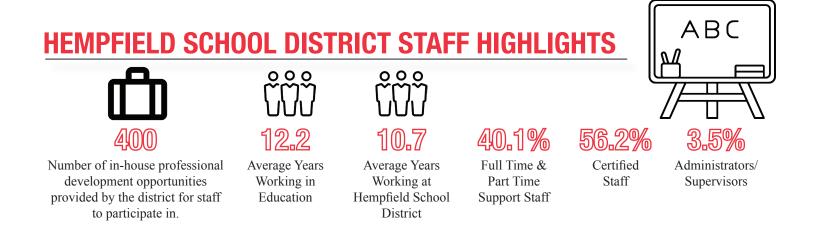
- 18.8 % Special Education
- 7.0 % Gifted Education

English Learners (EL)

- 95.6% Non-English Learner 4.4% English Learner

Gender

51.5% Male 48.5% Female



2019-20 FINANCIAL DATA

= \$126.6 Million Total Budget =

Total Expenditures* - \$126,607,933

63% Instructional Programs
14% Maintenance, Transportation, & Technology Services
8% Debt Service & Other Fund Transfers
7% Student Support & Health Services
5% Administrative & Business Support Services
2% Extracurricular Programs
1% Budgetary Reserve

*Based on real estate tax levy of 16.3474 mills.

Total Revenue - \$125,933,210

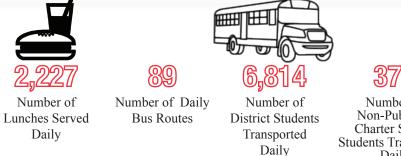
72% Local (\$91,249,941)
Real Estate Tax
(2.7% Index 2.15% Enacted Increase) \$76,250,527
EIT & Other Taxes\$10,523,000
Federal & Local Revenue Pass Through \$1,333,000
Rentals, Tuition, & Other Local Revenue \$2,257,000
Other Revenue \$125,000
27% State (\$33,491,269)
$1.00/ E_{-} = 1.000 (0.000)$

1.0% Federal (\$1,192,000)

HEMPFIELD SCHOOL DISTRICT OPERATIONS HIGHLIGHTS



Daily



Number of Non-Public & Charter School Students Transported Daily



Total Number of Building Square Footage Maintained

COMPREHENSIVE PLAN: OPERATIONAL EXCELLENCE

The district hosted a substitute teacher focus group and identified several common concerns among this employee group including: lack of safety training, not feeling valued as an employee, and not feeling welcomed in certain buildings.



Hempfield School District hires substitutes as Hempfield employees so they receive the same benefits as daily employees. It is imperative to also provide the necessary supports and systems.

In an effort to continue spreading the message that substitutes are district employees, offerings for substitute teachers were communicated in the winter, including the provision of a Hempfield email address and access to Office 365 services such as OneDrive and SharePoint. A new addition was Hempfield photo ID badges being issued for all



substitute teachers. Because substitute teachers will now have photo ID badges, they can enter the building through the main office and simply show their substitute photo ID and report to their assignment.

Additionally, substitute teachers began receiving voluntary, paid safety and security training. Beginning next school year, it will be a requirement for substitutes to attend at least one safety training per year.

CLASS OF 2020 GRADUATE DATA & DIPLOMA PICK UP





WATCH THE CLASS OF 2020 COMMENCEMENT VIDEO | WWW.YOUTUBE.COM/HEMPFIELDNEWSROOM



 $70_{16}\%$ of graduates continuing their education at a 2 or 4-year school.

3.6% of graduates attending college/training program or working directly in a field related to their CTC program.

25 student athletes committed to participating in a sport while continuing their education at a Division I, II, or III level.



Armed Forces.

5 National Merit Commended Students and 2 National Merit Finalists.

Preparing for Success

27 AP courses offered, 56 AP sections,

431 Students took AP classes.



850 students participating in AP

testing scored 3 or above. (The final score for each AP Exam is reported on a 5-point scale that offers a recommendation about how qualified students are to receive college credit and placement.)

294 students participated in dual enrollment with a total of

900 transcipt credit hours earned for

college.



125 internships completed for a career ready workplace learning experience.

COMPREHENSIVE PLAN: COMMUNITY ENGAGEMENT

On Tuesday, June 2, 2020, Hempfield students and their loved ones watched the Class of 2020 virtual graduation ceremony all at one time on the Hempfield School District YouTube page. The virtual graduation processional included the following:

- Welcome and introduction
- National anthem
- Pledge of allegiance
- School Board recognition
- Speeches from Mr. Mike Donato, HSD School Board President, and Mr. Michael Bromirski, HSD Superintendent
- Student speeches from Class of 2020 Valedictorian and Student Council President
- Class of 1970 recognition
- Presentation of diplomas where students and families heard individual names announced as graduates
- Choral benediction and Hempfield alma mater
- Class of 2020 President to turn tassels
- Closing remarks

- ELEMENTARY
- After graduation, a "Community Clamor" occurred in neighborhoods throughout the district where students and families stood outside and cheered for the Class of 2020 from their porches and homes.

Beginning the next day, students had three options to receive their high school diploma.

- **Option #1**: Pick up at one of our six elementary buildings or Landisville Middle School and walk across the stage during a designated time.
- **Option #2**: Drive up to the high school and pick up their diploma.
- **Option #3**: Have their diploma personally delivered to their home.

Our students and families were very pleased to have a range of options available to them. Those who came in person to pick up their diploma were greeted by building principals, district leadership team members, teachers and staff, school counselors, and school board members. There was even time set aside for a few photos.







COMPREHENSIVE PLAN: CURRICULUM, ASSESSMENT, & INSTRUCTION

Our way of life was dramatically impacted by the Coronavirus pandemic and subsequent closure of in-person schools for the conclusion of the 2019-20 school year. Hempfield School District was faced with determining how we would continue to educate students in a virtual environment.

Our school district began with a two-week period of Enrichment and Review and then, on April 7, moved to Planned Instruction, formal teaching and learning similar to what occurs in a classroom setting. We recognized that we cannot replicate exactly what happens in the classroom and that the virtual learning environment is different for all students



and families. However, teachers provided instruction of new content and skills aligned to grade level standards, and an assessment of new learning occurred. Students were able to access the instruction anytime it was possible for them and meaningfully participate in their learning by completing assigned tasks, work, or projects and having regular connections with their teachers through Schoology or live Google Meet sessions.



COMPREHENSIVE PLAN: REDUCING BARRIERS

The Hempfield School District Board of School Directors, administration, and staff take pride in our students and communities that compose our district. Racism and violence in schools run counter to our mission of providing safe environments, experiences, and opportunities that inspire all students to become lifelong learners and contributing citizens in all aspects of their lives. While we strive to meet this mission in everything we do, we recognize the need for continuous growth.



As a result, this summer and throughout the school year, we invited our entire community to join us as we walked and talked around our Landisville campus. We held small group meetings every week at various times throughout the day. Community members attended these meetings and held conversations with our leadership and school board members on topics related to diversity, equity, and inclusion.

Moving forward, we will invite everyone back together who joined us for the summer walk and talk opportunities to hear a summary of what we heard and learned. We will then begin developing action steps to take as a school district. We will provide the School Board with an update and continue holding these events and will also hold small group student sessions throughout the 2020-21 school year.

REGISTER FOR KINDERGARTEN FOR 2021-22 SCHOOL YEAR

Children who will be five years old prior to September 1, 2021 are eligible to begin kindergarten in the fall of 2021. We ask that households complete the online enrollment process no later than Monday, February 22, 2021.

If you do not have Internet access, please call the Student Services Office at 717-459-9009 to schedule an appointment to use a computer. Once online enrollment is complete, the parent/guardian will need to schedule an appointment with the Registration Office to bring copies of the child's birth certificate, proof of residency, immunization records, and parent/guardian photo ID to the Administration Building.

After completing the enrollment process, parents/guardians are invited to participate in Kindergarten Orientation Night at the school building for the appropriate attendance area. Details about orientation night and kindergarten screenings are to be determined and will be provided on our website.



Visit our website https://www.hempfieldsd.org/kindergarten for more details about student registration and readiness.

PRESCHOOL CONNECTIONS CLUB 2020



Any preschool-aged child who will be coming to Hempfield School District for the 2020 school year may attend our Preschool Connections Club with their parent/guardian/caregiver at the school building they will be attending in the future. There will be read-alouds, literacy tips, staff and building introductions, and our Reading Specialists will provide takeaway materials.

Virtual Preschool Connections Club events will begin in January. See our website for dates, times, and details.



IMPORTANT DISCLOSURES

ANNUAL NOTICE TO PARENTS

In compliance with state and federal law, the Hempfield School District will provide to each protected handicapped student, without discrimination or cost to the student or family, those related aids, services, or accommodations, which are needed to provide equal opportunity to participate in, and obtain the benefits of, the school programming to the maximum extent appropriate to the student's abilities. In order to qualify as a protected handicapped student, the child must be of school age with a physical or mental impairment, which substantially limits or prohibits participation in, or access to, an aspect of the school program.

These services and protections for "protected handicapped students" are distinct from those applicable to all eligible or exceptional students enrolled (or seeking enrollment) in special education programs.

For further information on the evaluation procedures and provision of services to protected handicapped students contact the Director of Special Education, 717-898-5563.

ASBESTOS

In accordance with the EPA's Asbestos Hazard Emergency Response Act (AHERA) of 1987 (40 CFR Part 763, Subpart E of the Code of Federal Regulations), school districts are required to give annual notification stating that the Asbestos Management Plan for each building is available for public review. This rule requires local education agencies (LEAs) to identify friable and non-friable asbestos containing material (ACM) in public and private elementary and secondary schools by visually inspecting school buildings for such materials, sampling such materials if they are not assumed to be ACM, and having samples analyzed by appropriate techniques referred to in this rule. In keeping with this legislation, Hempfield School District is being inspected by EPA accredited inspectors and a comprehensive management plan is being updated for handling asbestos containing building material in a safe and responsible manner. Sixmonth periodic asbestos surveillances as well as three-year re-inspections will be performed in accordance with AHERA. A copy of the asbestos management plan is currently kept in the Facilities/Operations and Maintenance Department. These records are available for review during the normal school business hours.

AUTOMATED CALLING SYSTEM

Hempfield School District uses an automated calling system for informing parents/ guardians of emergency situations, student absences, school bus delays, detention reminders at the secondary level, and certain health-related information. This system uses the primary phone number for each student as listed in PowerSchool, followed by each student's emergency contact numbers. If you do not wish to be notified of this information via our automated calling system, please contact the Technology Department at 717-898-5596. At this time, if a parent/guardian should need to update their phone number for these communications they should please contact the Technology Department at 717-898-5596.

CHILD FIND NOTICE

In compliance with state and federal laws, notice is given by Hempfield School District that it conducts ongoing identification activities as part of its school program. The purpose of these activities is to identify those students who may be in need of special education and related services. All information gathered about a child is subject to the confidentiality provisions contained in federal and state law. Hempfield School District has policies and procedures that govern the collection, maintenance, destruction, and disclosure to third parties of this information.

GIFTED EDUCATION

The Hempfield School District provides gifted education services to school-age students identified as gifted who require these services to reach their potential. In compliance with state and federal law (Chapter 16), notice is hereby given by the Hempfield School District that it conducts ongoing identification activities as a part of its school program for the purpose of identifying students who may be in need of gifted education services. If your child is identified by the school district as possibly in need of such services, you will be notified of applicable procedures.

If you believe that your school-age child may be in need of gifted education services, you may request a screening and evaluation at any time, whether or not your child is enrolled in the school district's public school program. Requests for evaluation and screening can be made at the individual school or you can contact the Director of Special Education, 717-898-5563.

INTEGRATED PEST MANAGEMENT NOTIFICATION

The Hempfield School District uses an Integrated Pest Management (IPM) approach for managing insects, rodents and weeds. Our IPM approach focuses on making the school buildings and grounds an unfavorable habitat for these pests by removing food and water sources and eliminating their hiding and breeding places. We accomplish this through routine cleaning and maintenance and monitoring the school building and grounds to detect any pests or weeds that are present. The pest monitoring team consists of our building custodial, office, and teaching staff. Pest sightings are reported to the facilities department, which evaluates the problem and determines the appropriate pest management techniques to address the problem. The techniques can include increased sanitation, modifying storage practices, sealing entry points, physically removing the pest, etc.

From time-to-time, it may be necessary to use chemicals to manage a pest problem. Chemicals will only be used when necessary, and will not be routinely applied. When chemicals are used, the district will use the least toxic product possible. Applications will be made only when unauthorized persons do not have access to the area(s) being treated. Notices will be posted in these areas 72 hours prior to application and for two days following the application.

Parents/Guardians of students who have sensitivities to chemicals may request to receive prior notification of specific pesticide applications made at the school. To receive notification, you must be placed on the school's notification registry. If you would like to be placed on this registry, please contact facilities@hempfieldsd.org to receive a "Request for Notification Before Non-Exempt Pesticide Application." Exemptions to this notification include disinfectants and antimicrobial products; self-containerized baits placed in areas not accessible to students, and gel-type baits placed in cracks, crevices or voids.

Each year the district will prepare a new notification registry. If you have questions, contact the Facilities/Operations and Maintenance Department at 717-898-5632.

NOTIFICATION OF RIGHTS UNDER FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's educational records. They are:

- The right to inspect and review the students educational records within 45 days
 of the day the school receives a request for access. Parents or eligible students
 should submit to the school principal a written request that identifies the records(s)
 they wish to inspect. The school principal will make arrangements for access and
 notify the parent or eligible student of the time and place where the records may be
 inspected.
- 2. The right to request an amendment of the student's educational records that the parent or eligible student believes are inaccurate or misleading. Parents or eligible students may ask the school to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible students when the school is notified of the request for a hearing.
- 3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception, which permits disclosure without consent is disclosure to school officials with legitimate education interest. A school official is a person employed by the school as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the school board; a person or company with whom the school has contracted to perform a special task (such as an attorney, auditor, medical consultant, or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.
- 4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the school system to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is: Family Policy Compliance, with U.S. Department of Education, 400 Maryland Avenue, SW, Washington, DC 20202-4605.

PHOTOGRAPHY NOTICE

Photographs and videos of students may be used for classroom projects, the district website or social media channels, in our print publications, and for other school-related purposes. If you do not wish your child to be photographed, please submit written notice to your child's school, and we will ensure that their image is not used for these purposes. Parents/Guardians will be notified in advance of individual student interviews for external media organizations or any other situations where an outside organization may be taking photographs of specific students. Public events such as athletics and social media accounts will not contain student names, unless such student is being identified as the recipient of an award or honored for an achievement.

SPORTS & ACTIVITIES PHYSICALS

Our school district offers athletic physicals one time per year at the beginning of June. Due to COVID athletic physicals were not offered in June of 2020. Dates and times of athletic events are listed on the HSD athletics website, www.hempfieldsd.org/athletics

TITLE IX: NON-DISCRIMINATION BASED ON SEX

Our school district does not discriminate on the basis of sex. Title IX requires the school district not to discriminate. Our non-discrimination policy, Title IX training materials, and Title IX Coordinator contact information is available on our district website, www.hempfieldsd.org. Reports can be made to our Coordinator at any time, including during non-business hours.

DISTRICT LEADERSHIP CHANGES

ELEMENTARY CURRICULUM SUPERVISOR - JASON HOFFMAN



Jason Hoffman has joined Hempfield School District in the role of Elementary Curriculum Supervisor.

Since 1996, Mr. Hoffman has been employed at Manheim Township School District, beginning as an elementary teacher. Over the course of his career, Jason served as an Instructional Coach, Elementary Math Consultant, Math and Data Consultant, Curriculum and Instruction Supervisor, and K-12 Supervisor of Mathematics.

Jason's undergraduate degree is in elementary education from Messiah College. He received his master's degree in elementary education from Millersville University, as well as his C&I Supervisory Coursework.

SECONDARY CURRICULUM SUPERVISOR - KATHERINE DEISLEY



Katherine Deisley was recommended to assume the role of Secondary Curriculum Supervisor after serving as our 7-12 English Language Arts Supervisor.

Prior to her service at Hempfield, she was employed at West York Area High School as a high school English teacher, and served the Warwick School District in several instructional leadership roles, including the Supervisor of Staff Development and Secondary Language Arts, Supervisor of Staff Development and Federal Programs, and Staff Development Specialist and Secondary Language Arts Teacher. Mrs. Deisley has been a high school English teacher, middle school ELA teacher, and Gifted Enrichment teacher. She holds a B.S. in English Education as well as an M.Ed. in Teaching and Curriculum from The Pennsylvania State University. Her certifications include: PA Instructional II English 7-12, Communications Supervisor 7-12, PK-12 Curriculum and Instruction Supervisor, and Principal PK-12.





NEW DISTRICT PODCAST: UKNIGHTED VOICES

Hempfield School District now produces a monthly podcast named UKNIGHTED Voices. Superintendent Mike Bromirski shares the stories of Hempfield School District staff members who are creating our vision of personal growth, achievement, and success for everyone.

Who is serving up meals - along with a side of positive energy - in the school cafeteria? I wonder where that teacher gets inspiration for the classroom? Is this custodian an alumni of Hempfield High School? Get to know our Hempfield School District team!

Hear the personal and powerful stories of staff members working together to UKNIGHT our district in providing quality public education. Episodes are available on our website under About Us> UKNIGHTED Voices Podcast, or simply subscribe using your podcatcher.

