A BRIGHTER FUTURE BEGINS TODAY
LIVE ✦ LEARN ✦ LEBANON

DISTRICT PROFILE
The district's State and Nationally recognized Hybrid Learning program is in its third year. Our teachers are using a research based educational model that is having a positive influence on student engagement, performance and achievement.

**WHY SHOULD LEBANON SCHOOL DISTRICT BE YOUR FIRST CHOICE?**

Our vision is to be the district of choice by parents for their children because we take a personal interest in each child, and we provide a positive learning environment that significantly accelerates learning. Utilizing the best that technology has to offer, our dedicated staff approaches teaching and learning with enthusiasm as we strive to ensure that all of our students are college and career ready when they graduate. We work in partnership with our parents and families to provide the best opportunities for our youth.

We are a “full service” district that invites students to learn in a variety of ways: through our virtual program which students can access from their own homes, in our hybrid program both at school and at home, in our county Career and Technology Center, in our College in the High School and Dual Enrollment classes, or, in a more traditional classroom setting. We provide extraordinary opportunities to a strong arts and music program, competitive sports, student government and service clubs. Our schools connect students with caring adults at school and in the business community, who help guide them toward a fulfilling future.

The Board of Directors of the Lebanon School District has shown its commitment to our students and community by updating our buildings, both inside and out, so that our classrooms are ready for 21st century learners who come to us as digital natives. Over the past eight years, already four of our elementary schools and our high school have been renovated. Building renovations include new roofing, state of the art digitally controlled heating and cooling systems along with new ceilings, flooring and interior finishes plus building expansions where possible. All of our classrooms and libraries are technologically integrated. Our high school has been redesigned to be a state of the art facility, resembling a college campus. Lebanon High School has earned Leadership in Energy and Environmental Design (LEED) certification. This recognition makes us a leader among high schools in design not only in this county, but also in the state.

Our commitment is to ensure that all buildings are held to the same high quality standard. We are well on our way to fulfilling that commitment.

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**Building Renovation Schedule**

<table>
<thead>
<tr>
<th>Building</th>
<th>Original Construction</th>
<th>Renovation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middle School</td>
<td>1930</td>
<td>1990</td>
</tr>
<tr>
<td>Henry Houck</td>
<td>1924</td>
<td>2005-2006</td>
</tr>
<tr>
<td>Harding</td>
<td>1918</td>
<td>2006-2007</td>
</tr>
<tr>
<td>Southeast</td>
<td>1954</td>
<td>2007-2008</td>
</tr>
<tr>
<td>Southwest</td>
<td>1954</td>
<td>2007-2008</td>
</tr>
<tr>
<td>High School</td>
<td>1969</td>
<td>2010-2012</td>
</tr>
<tr>
<td>Northwest</td>
<td>1976</td>
<td>Under Construction</td>
</tr>
</tbody>
</table>

"I'm indebted to the Lebanon School District not only for providing me with the skills and knowledge I need to be successful in college, but also for helping me secure employment in the field of wildlife conservation immediately after graduating. I am currently the PA-DMVA Seasonal Wildlife Biologists’ Aide/PARS Lebanon County Coordinator."

Jacob L. Cramer, Class of 2015
According to a recent (November, 2014) parent involvement survey, 99% of our families are either satisfied or extremely satisfied with our schools!

We have received over 2,500 completed surveys, representing the majority of our parents. We are thrilled to partner with parents to help our students succeed in school.

Rich and Varied Curriculum

Our high school students have many opportunities including dual enrollment where students may take college courses in their junior and/or senior year. These college courses will be counted as both high school and college credit, which saves families a significant amount of money for college.

Advanced Placement Courses such as Calculus, Chemistry, Psychology, English, Biology, U.S. Government & Politics, Computer Science, Music Theory, and U.S. History are also available.

We are the only school in the county that offers Chinese Language, taught by a teacher from China.

Finally, all juniors and seniors have the opportunity to attend the Lebanon County Career and Technology Center.

Business Update

Standard & Poor’s Ratings Services, dated January 9, 2015, assigned an A/Stable rating to the Lebanon School District for the most recent issuance of general obligation bonds. The report highlighted the improved finances, strong reserves and a focus on controlling costs and using conservative budget assumptions to retain this rating. We are the only urban school district to receive an A/Stable rating.

Special Education

The Special Education Department addresses each student’s programming on an individualized basis, highlighting unique strengths and focusing on needs. The department maintains a full-continuum of services for students with special needs and the team approach ensure open and effective communication throughout a student’s career at Lebanon.

The Special Education Department continually undergoes state mandated Cyclical Monitoring of programs, regulations, and procedures to ensure compliance under the Individuals with Disabilities Education Act (IDEA) in that we are providing a Free and Appropriate Public Education (FAPE). On many occasions the state has offered our program commendations for continued compliance.

“I took full advantage of a great staff of teachers, coaches and administrators and I accomplished all of my goals. I am succeeding in a tough program at Temple University Business school and in the working world because of my education at Lebanon High School.”

Adam M. Kuhn, Class of 2010

Assessment and Accountability

Achievement

There are many ways to measure the achievement of our students and also determine the effectiveness of our programs. One of those tools is the Pennsylvania Value Added Assessment System (PVAAS). PVAAS determines the amount of growth a student experiences in his or her academic year. The standard is for our students to grow one year for each school year they are with us. Below is a summary of our students’ academic growth as measured by PVAAS.

Mathematics

Students in grades 4, 6, and 7 exceeded the growth standard as averaged over the past three years. In our high school, students’ growth over the past three years achieved an average that also exceeds the standard set by the state.

Reading

Students in grades 4, 7, and 8 exceeded the growth standard for the average of the past three years. High school students met the standard as averaged over the same three years.

Compared to the rest of our state

When one compares our school district to the rest of the state, we find that our elementary schools achieve growth rates higher than over 50% of the school districts in Pennsylvania. Also, the growth rates for students in the Lebanon School District exceed those of students in most of the charter and cyber-charter schools in our state. We offer effective programs in the Lebanon School District that allow our students to reach their potential and meet academic goals.

Academic Support and Acceleration

In order to provide the best opportunity for our students to succeed and meet or exceed the state academic standards, the district offers intervention and academic assistance programs, as well as classes and courses that meet the needs of students who are gifted and/or advanced. In addition to our core instruction, enrichment and intervention programs are tailored to the needs of individual students. We begin with a thorough evaluation of each student’s current level of performance and select from a range of options available to our teachers, students, and their parents. These programs include instruction that occurs as part of the student’s school day but can be extended through before school and after school sessions offered at various schools, as well as accessing some programs online. Currently, over 500 students take advantage of literacy interventions in our schools with many more receiving classroom-based assistance. In addition we have over 150 students who are gifted, and more than 75 students taking Dual Enrollment or College in the High School courses that earn college credit.

Professional Development

In the Lebanon School District, our teachers are learners, too. In order to meet the needs of our students and keep pace with changes in curriculum and instruction, every member of our staff participates in over 100 hours of professional development each year. Topics include, the use of data to determine ways to assist students, effective teaching strategies, using technology in the classroom, and implementing programs aligned with Pennsylvania’s new Common Core Standards. In addition to the learning opportunities offered by the district, our staff also attend conferences through our intermediate unit, the Pennsylvania Training and Technical Assistance Network (PaTTAN), and other outside providers.
DID YOU KNOW?

• Over the years, The Lebanon School District Board of Directors has been recognized for consistent years of service. The following Board Members have served for more than ten years in this voluntary position:
  Rose Marie R. Kotay has over 30 years of experience
  Michael J. Kuhn has over 20 years of experience
  Peter N. Pyles has over 15 years of experience
  Debra L. Bowman has 15 years of experience
  Thomas L. Schaffer has 12 years of experience

• Lebanon School District was named as one of the best communities for music education by the National Association of Music Merchants (NAMM). In addition, its superintendent, Dr. Marianne Bartley, was selected to receive the 2012 Outstanding Superintendent Award given by the Pennsylvania Music Educators Association. Each year the PMEA recognizes chief school administrators who recognize the importance of music and the arts in school curriculum.

• Laura Cramer, Class of 2013, was named a Semifinalist in the 2013 National Merit Scholarship Program and has the opportunity to continue in the National Merit Scholarship competition. Currently, she is a student at the University of Pittsburgh.

• Southwest Elementary School’s Odyssey of the Mind team received second place at the regional competition. This is the second year we made it to the state competition.

• The Lebanon School District achieves daily attendance rates near 95% which demonstrates the commitment our families make to assure their children take advantage of our educational programs.

• PAC/PTA meetings are held five times a year.

“The staff of the Lebanon School District have pushed me to great heights and have shaped me into who I am today. I am grateful for what I have learned here and I am proud to say that they prepared me for college. I am now attending Lebanon Valley College.”

Elijah Navarro, Class of 2015

HUMAN RESOURCES

The Office of Human Resources provides services and support to the faculty and staff of the Lebanon School District in ways that embrace the district’s mission of innovation and tradition of excellence. Committed to cultivating a superior service-oriented culture, the staff seeks to provide support to employees that promote best practices in teaching and learning. Through employee induction and professional development, we foster the values of inclusiveness, camaraderie, long-term employee engagement and life-long learning. In all areas of work, the Office of Human Resources firmly upholds the tenets of confidentiality, accountability, and trust.

When teachers leave schools, overall morale appears to suffer enough that student achievement declines. We are proud to report that during the 2014-15 school year our district had a 4% turnover rate for teachers as compared the national average of 15%. Out of our 316 teachers 139 have earned a Master Degree or higher. The National Board Certification is an advanced teaching credential that recognizes effective and accomplished teachers who meet high standards based on what teachers should know and be able to do. The Lebanon School District currently has two distinguished educators that have reached this status. Many of our teachers have been recognized at the state and national levels for their accomplishments in public education. Our School District is confident that we prepare our students to be revered members of society.

“The staff of Lebanon School District has guided me over the past twelve years. I am now a student at Penn State University, and I am so thankful for the preparation that I received in the Lebanon School District.”

Alexander Pyles, Class of 2012

TECHNOLOGY

The Lebanon School District has made a significant investment in technology for student and staff use. It is our belief that the proper integration of technology can significantly engage students and positively enhance student learning. The majority of the district classrooms are equipped with modern teaching stations that incorporate a mounted multimedia projector, a SMART brand interactive whiteboard, and an integrated sound system. In addition, classrooms also leverage Internet technology to connect students and staff to web based information, resources, and programs. Mechanisms are in place that allows access to learning materials from home. We are quickly approaching a district level “anytime, anywhere learning model” for our students.

Lebanon School District Deploys Google Apps for Education across all grade levels. This is a free program, which allows students and staff to create, store, share, and collaborate using Google tools. Students are provided with a district email account to allow student work to be easily transferred between students and teachers without the need for printing. The Learning Management System (LMS) Schoology is used in Grades 6 through 12. This LMS has enabled the creation of a dynamic digital ecosystem that provides everything students, parents, and teachers need to communicate, share, and collaborate anytime, anywhere, on any device! This collaboration has positively impacted communication between all of our district stakeholders.

The district’s State and Nationally recognized Hybrid Learning program is in its third year. Our teachers are using a research based educational model that is having a positive influence on student engagement, performance and achievement. This program was implemented to maximize the impact of our high school 1:1 program. We currently issue an iPad mini to our students in grades 8 to 12. This device, combined with Schoology and our Hybrid Learning model, allows us to offer increased learning opportunities to our students anytime, anywhere and it gives them the ability to produce high quality academic work.

“I owe a lot of my success to the Lebanon School District. Because I was academically prepared for college, I have made Dean’s List every semester and am now studying for the Law School Admissions Test. I am ready for the rest of my life and my journey started in the LSD.”

Roberto (Tito) Valdez, Class of 2010

Student Achievement is our goal. Our number one indicator is for all of our students to have the necessary training, knowledge, and skills for their chosen path: post secondary education and/or career.

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