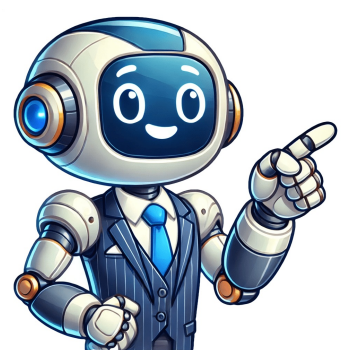


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The Colonial School District provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age or disability. In addition to federal law requirements, the Colonial School District also affirms that no person shall, on the basis of sex, disability, race, color, age, creed, religion, sexual orientation, national origin, ancestry, veteran's status, or genetic information be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any educational program or activity. In addition, no person shall, on any of these bases, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or recruitment, or consideration, or selection therefore, whether full-time or part-time, under any educational program or activity operated by the school district. The District shall make reasonable accommodations for qualified individuals with disabilities upon request. Please contact the Title IX Coordinator, Colonial School District, 230 Flourtown Road, Plymouth Meeting, PA 19462 or call 610-834-1670, ext. 2151. Please refer to Board Policy No. 104 for further information about the District's Nondiscrimination in Employment Practices. (Click here to access the policy on the District's BoardDocs page.) We've detected that JavaScript is disabled in this browser. Please enable JavaScript or switch to a supported browser to continue using x.com. You can see a list of supported browsers in our Help Center. Help Center Share — copy and redistribute the material in any medium or format for any purpose, even commercially. Adapt — remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms. Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. ShareAlike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original. No additional restrictions — You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits. You do not have to comply with the license for elements of the material in the public domain or where your use is permitted by an applicable exception or limitation. No warranties are given. The license may not give you all of the permissions necessary for your intended use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. Jennifer Sexton Certified School Nurse 610-825-1500, ext. 1930 Click here to send an email. Karen Krenicky Staff Nurse 610-825-1500, ext. 1931 Click here to send an email. Paulette Trainer Nurse Secretary 610-825-1500, ext. 1932 Click here to send an email. Colonial Middle School Jill Bregovi Certified School Nurse 610-275-5100, ext. 7917 Click here to send an email. Elaine Mickelson Staff Nurse 610-275-5100, ext. 7915 Click here to send an email. Melissa Zalcman Nurse Secretary 610-275-5100, ext. 7916 Click here to send an email. Colonial Elementary (4/5 School) Kim Kelly Certified School Nurse 610-828-9092, ext. 2218 Click here to send an email. Melissa Krosky Staff Nurse 610-828-9092, ext. 2218 Click here to send an email. Erica Tierney Staff Nurse 610-941-0426, ext. 2156 Click here to send an email. Conshohocken Elementary Megan Blunt Certified School Nurse 610-825-8190, ext. 4002 Click here to send an email. Plymouth Elementary Megan Blunt Certified School Nurse 610-825-8190, ext. 6002 Click here to send an email. Joyce Janiszewski Staff Nurse 610-825-8190, ext. 6002 Click here to send an email. Ridge Park Elementary Megan Blunt Certified School Nurse 610-825-8190, ext. 4002 Click here to send an email. Joyce Janiszewski Staff Nurse 610-825-8190, ext. 4002 Click here to send an email. Whitemarsh Elementary Kim Kelly Certified School Nurse 610-828-9092, ext. 3002 Click here to send an email. Melissa Krosky Staff Nurse 610-828-9092, ext. 3002 Click here to send an email. Non-Public Schools Lillian Santiago Certified School Nurse 267-688-4232 Click here to send an email. With approximately 5,300 students and 750 employees, Colonial School District serves students from the Borough of Conshohocken and the Townships of Plymouth and Whitemarsh. We are located in Montgomery County, just northwest of Philadelphia. June 2024 The Federal Government, under the regulations of "Every Child Succeeds Act" and the Title/funding parameters requires local school districts to develop an equity plan that assures that poor and minority students are not taught at higher rates than other students by inexperienced (1-2 years of teaching experience), unqualified, or inappropriately certified teachers. According to the Pennsylvania Department of Education, equity and inclusion provides a healthy and safe environment that can help students thrive, and every student—regardless of race, ethnicity, sexual orientation, gender identity or expression—should be provided the opportunity to learn, free from discrimination, fear, or harassment. The Colonial School District (CSD) is intentional about building organizational capacity for effective recruitment and retention efforts. The CSD our Equity, Inclusion, and Belonging (EIB) initiative to the Pennsylvania Department of Education, which is committing to ensuring equity for all students regardless of resources and providing the rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, religion, sexual orientation, gender identity, family background, and/or family income. Several guidelines are followed during our hiring, placement, and employment process to provide equal access to highly qualified instruction and instructors: When vacancies occur, CSD assesses the student schedule and course loads to ensure we advertise for appropriate certifications for teacher candidates. Required certifications are then verified for teacher candidates under final consideration for employment. All CSD students are assigned to heterogeneously grouped classrooms with every effort being made to have all sub-groups represented. Upon separation of experienced teachers, or the need for additional teachers arises, the following strategies and practices are utilized: Advertising for employment opportunities to include our website, local on-line newspaper sites, regional and local job fairs, Diversity, Equity, and Inclusion (DEI) Consortiums, and active teacher employment websites. Creating a teacher pipeline through the PRIZE (Partnering in Raising Inclusive Zealous Educators) partnership (with West Chester University click here for more information) to improve the current narrative on being a teacher, while preparing our greatest investments, our students. Senior students have an opportunity to earn college credits, free of charge, before starting at WCU to study education. Networking with local colleges and universities to host diverse students for their student teaching experiences, which may also be considered for future anticipated vacancies. Networking within our Intermediate Unit districts to find qualified candidates that may have performed well in other districts but for whom there are no current vacancies. Utilizing the Montgomery County Intermediate Unit to participate in diversity hiring fairs, promoting anticipated vacancies. Teaching candidates participate in teaching demonstrations during the interview process before being promoted to the next stage of interviewing to ensure their skills and instructional techniques meet the standard of expectations within our District. Newly hired teachers are provided a structured induction program during year one. New teachers are immersed in culturally relevant practices, outlined by the Pennsylvania Department of Education CR-SE (Culturally Relevant and Sustaining Education) Program Framework Guidelines. The District provides individual mentors for all new teaching staff. District-wide grade level and content area teacher meetings are scheduled on a regular basis. The District offers regular staff development programs to strengthen content knowledge and instructional strategies for all teachers along with compliance training through modules to support academic, social, and emotional needs of students. The District continues to align our recruitment, hiring, induction, supervision, and professional development to be in conjunction with the District's EIB goals. The District continues to provide on-going support to all staff via our staff observation and evaluation program, utilizing templates that align to goals specific to CSDs comprehensive plan.. All teachers are expected to follow the same written curriculum across the District. Department chairpersons and administrators, as well as teacher leaders, assist teachers with the implementation of the planned curriculum. All current permanent teaching staff are appropriately certified and maintain the certification requirements dictated by the Pennsylvania Department of Education regulations. CSD continuously seeks, and is objective to, any available opportunities for recruiting and retaining highly qualified and diversified teaching staff. Partnerships with local universities is a long term strategic approach to diversify professional staff. Ongoing collaborative efforts have been started with HBCUs (Historically Black Colleges and Universities) as a shorter term solution to diversify the professional staff in the Colonial School District. Partnerships to establish a teacher pipeline will take at least five years with our current rising senior students, however partnering with HBCUs can be immediate with our current anticipated vacancies. What's Happening in Colonial Nation For 16 years Master Sergeant LeRoy Rush has been seen proudly wearing his US Air Force blue uniform or fatigues at William Penn (WP) where he now serves as an aerospace instructor after starting the Junior Reserve Officers Training Corps (JROTC) program at the school in 2005. 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