

Student Growth and Achievement:

Increase overall performance of all students and strengthen school climate in each school

- Implement Curriculum Review Cycle for the next identified priority curricular area of Math
- Integrate Curriculum Review Cycle audit findings in the area of Social Studies into curriculum development and resource procurement
- Continue K12 writing committee to develop K12 interdisciplinary writing plan
- Reduce school-specific growth gaps in math and/or English Language Arts as evidenced by PVAAS, curriculum, and other data
- Increase participation of “Historically underperforming groups” of students in higher-level courses and extracurricular activities
- Review the process by which students are identified as qualifying to take the PASA assessment to reduce the number of students currently participating in the PASA. **(1.6%)**
- Review and develop practices for parents who request early admittance into first grade and/or grade acceleration.
- Develop and implement an action plan for training to increase awareness of diversity and cultural competency among all staff.
- Review current use of technology across the district in order to develop a long-range technology plan encompassing instructional and operational systems

Operations and Financial Management:

Ensure fiscal controls and accountability for all district funding, spending, and resources

- Develop enact and effectively oversee an Act 1 compliant annual SDHT Board approved budget that adequately funds the district's operations and required educational programs with exceptions to fund planned Multi-Year Capital/Construction Plan.
- Maintain Multi-Year Capital Plan to address the facility needs throughout the District, as well as, maintaining the Small Capital Maintenance Program by using a combination of budgeted funds and bond funds; each year re-evaluating the district's capital needs
- Maintain the three-year flexible budget model that consists of the current budget plus two projected budget years in order to maintain fiscal control during the planning and implementation of the multi-year Capital Plan.
- Finalize development of a set of standard operating procedures for critical functions within the Business Office, Facilities, Transportation and Food Service that will provide guidance and consistency in addressing fiscal and operational matters.
- Ensure the Business Office and HR Office staff members receive training to utilize software upgrades to the fullest extent.
- Implement all the Infinite Vision Software upgrades: i-vision web portal, content manager, and benefits enrollment which will add employee self-service features, workflow access, and scanning and imaging to the Business, Purchasing, Accounts Payable, and Payroll functions making them less paper-driven.

Communications and Community Relations:

Communicate with and effectively engage the staff, the board and members of the community, clearly articulating district goals and priorities, addressing issues affecting SDHT, and building support for SDHT goals, initiatives, and programs.

- Develop a district-wide communications plan
 - Include a crisis component
 - Create a standard practice to establish a common approach to each significant initiative or key issue
 - Establish consistent communications guidelines and expectations
- Initiate a process to determine the District's strategic goals for the next five years
- Review the current attendance/truancy process and make recommendations for improvement of communications with parents/guardians
- Review the student registration process and make recommendations for improving the experience for parents/guardians. Implement initial recommendations for the 2020 registration process.

Human Resource Management:

Incorporate best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resources function within SDHT

- Maintain recruitment committee and enhance our plan and activity for diversity-focused recruitment, while continuing to engage with DVCEE in our efforts.
- Begin to implement an electronic onboarding process for new employees with newly acquired software throughout the 2019-2020 school year. Arrange for staff to participate in necessary trainings.
- Continue the transition to fully electronic enrollment process and establish an interactive employee portal for benefits to be implemented for the 2020 open enrollment period. Arrange for staff to participate in necessary trainings.
- Prepare for and enter negotiations with HTEA/PSEA in January 2020 (current contract expires 8/2020).