2021-22 Superintendent Goals

Section 1: Benchmarking Performance Indicators (BPIs)

Standard 1: Academic Excellence

Student mastery of expanding and increasingly complex standards in reading and language arts, mathematics, the sciences, world languages, social sciences, physical and mental health, and practical and fine arts is essential to maintain the District's standard of excellence. Related is the need to provide a balance of experiences in academics, athletics, and the arts.

Benchmark Performance Indicators
1. Monitor student achievement based on standardized assessments and implement strategies for improvement as needed.
2. Collaborate with the board to share information on student achievement.
3. Collaborate with the board in developing district policies and administrative directives around student growth.
4. Use the strategic plan of the district and multiple data sources to evaluate student achievement, such as attrition rates, graduation rates, PSSA, and Keystone exam results.

Standard 2: Critical Competencies

There is a complementary set of skills to the standards that separate students who are prepared for increasingly complex life and work environments in the 21st century, from those who are not. An education that develops the skills of analysis, critical thinking, problem-solving, creativity, communication, global awareness, and collaboration is essential to prepare students for the future.

Benchmark Performance Indicators
1. Monitor, evaluate, and report on annual progress in critical competencies per the strategic plan.
2. Provide professional development for teachers on pedagogy and critical competencies.

Standard 3: Social & Emotional Well Being

Mastery of standards and a complementary set of skills are best achieved in a thriving and compassionate community of students and adults whose performance and well-being are fostered by an intentional focus on evidence-based Social and Emotional Learning.

1. Monitor, evaluate, and report on annual progress in SEL practices in the District.
2. Ensure professional development for teachers and staff on SEL.
3. Use the suicide risk assessment process to evaluate risk. Share data with the board.
4. Promote initiatives to destigmatize mental health issues among students, staff, and community members.

Standard 4: Inclusive, Welcoming, Safe & Secure Schools

For students to learn and demonstrate their knowledge, skills, and abilities, the District must foster a safe, welcoming, and inclusive environment in each of its schools.

Benchmark Performance Indicators
1. Monitor, evaluate, and report on annual progress on Safety & Security and Facilities Plans.
2. Monitor, evaluate, and report on annual progress on school climate.
3. Ensure professional development for teachers and staff on providing a safe, inclusive, and welcoming school environment.
4. Promote and protect the welfare and safety of students, staff, and other stakeholders.
5. Ensure that resources are provided in a just and equitable manner so that all students, regardless of background, identity, or ability, will be supported to reach their full potential and pursue their unique talents.

Standard 5: Governance & District Operations

The superintendent collaborates with the board to establish policies and procedures that promote the best possible education for each and every student and to implement policy through the administrative role. The superintendent effectively leads school district operations to ensure the mission to provide the best education possible for each and every student is consistently carried out in all areas of the District's operational departments, including Business, Human Resources, Technology, Facilities, and Communications.

Benchmark Performance Indicators
1. Facilitate the review and revision of school board policies based on changes in law, regulations, and district processes, and develop or revise administrative directives and procedures for implementing board policy.
2. Monitor and evaluate the administration and management of District operations and personnel.
3. Ensure the long-term financial stability of the district while allocating the necessary personnel, fiscal, technological, and facilities resources to support District operations and strategic goals.
4. Manage, allocate, and align resources to support the ongoing growth and development of District personnel.
5. Recruit, retain, and support a diverse workforce.
6. Promote transparency and improve communications with the community.

7. Provide regular public updates regarding work toward the achievement of Annual Performance Indicators (APIs).

Section 2: Annual Performance Indicators (APIs)

Standard 1: Academic Excellence
Annual Performance Indicators
1. Continue to implement and monitor the COVID-19 academic recovery program. Report on the application of resources and student supports to address gaps and areas of concern in academic recovery.
2. Develop and implement a K-12 Asynchronous Program.
3. Implement Act 13 mandates relative to staff evaluation principles.
4. Complete the Elementary ELA curriculum study and present an implementation plan.
5. Create a DEI Implementation Plan that includes equity and needs assessments, board policy review through an equity lens, and a comprehensive professional development plan.
6. Conduct a special education (Chapter 14) program review, including qualitative and quantitative analysis, and prepare a report on findings.

Standard 2: Critical Competencies
Annual Performance Indicators
1. Implement the LIGHT Education Initiative at the High School.
2. Provide professional development opportunities to improve instructional pedagogy to improve online pedagogy and practices.
3. Implement the new Learning Management System for K-12.
4. Pilot a new 1:1 Technology Program.
5. Implementing and assessing strategies to improve students' critical thinking, problem-solving, communication, and creativity.

Standard 3: Social & Emotional Well Being
Annual Performance Indicators
1. Continue to implement and monitor the COVID-19 SEL recovery program. Report on the application of resources and supports to address SEL areas of concern.
2. Renew implementation of the Project 13 plan for every year, every child, every grade, every class.
3. Research, develop, and pilot new and innovative tools to measure and report annual SEL progress.

Standard 4: Inclusive, Welcoming, Safe & Secure Schools
Annual Performance Indicators
1. Develop, implement, and revise, as necessary, the 2021-22 Health & Safety Plan.

2. Research, develop and implement a Peer Mediators program.
3. Prepare and present a Health and Wellness Program for the administration, faculty, and staff.

Standard 5: Governance & District Operations
Annual Performance Indicators

1. Successfully onboard new administrators, Administrative Assistant to the Superintendent/Assistant Board Secretary, and Director of Communications.
2. Bring to resolution food services and custodial/maintenance contracts.
3. Begin negotiations with Secretaries/Aides/Clerks contract.
4. Create and present a multi-year financial plan that systematically reduces the use of fund balance to offset budget shortfalls and improves fund balance.

*Assistant Superintendents share the same BPIs and APIs