

Twin Valley School District
2017-2018 Superintendent Goals

All goals were completed satisfactorily.

Organization Management

Goal 1: Implement new facility use scheduler

Measurement:

- 3 = 80% of facility use to be scheduled using the system
- 2 = 50% of facility use to be scheduled using the system
- 1 = <50% of facility use to be scheduled using the system

Rating: _____

Goal 2: Develop business office operations

Measurement:

- Utilization of Forecast 5 for financial planning and presentations
- Prepare and implement entry plan for new Business Manager
- Develop parameters and supplemental information for support staff negotiations

- 3 = All measurements complete
- 2 = Two of 3 measurements complete
- 1 = One measurement complete

Rating: _____

Goal 3: Research and develop a single schedule solution for Twin Valley Middle School for 2019-2020

Measurement:

- Develop a transportation plan with two options for Twin Valley Middle School based on one schedule
- Restructure teacher schedules at Twin Valley Middle School to allow for one schedule
- Develop a communication plan for parents and community

- 3 = All measurements complete
- 2 = Two of 3 measurements complete
- 1 = One measurement complete

Rating: _____

Teaching and Learning

Goal 4: Implement year 2 (Professional Development) and plan for year 3 (Implementation) of Technology Vision

Measurement:

- Develop and implement professional development based upon teacher needs as determined by survey
- Convene 1:1 Technology Committee made up of teachers and administrators to address
 - communication
 - logistics
 - professional development needs

3 = All measurements complete

2 = Two of 3 measurements complete

1 = One measurement complete

Rating: _____

Goal 5: New curriculum development in Technology Education Department

Measurement

- Redesign courses to reflect robotics, coding, and computer generated problem-solving (STEAM)
- Develop capstone course for technology
- New course integrating STEAM initiatives

3= All measurements complete

2= Two of 3 measurements complete

1= One measurement complete

Rating: _____

Goal 6: Use common assessment data analysis to continually revise instruction

Measurement:

- Research and pilot new reading assessment programs for K-12
- Develop a metric report on relevant K-12 district data.
- Meet metric goals on district data as defined on report
 - Reading Benchmark K-8- increase proficiency 1% over previous year
 - 3=2% or above, 2=1%, 1=below 1% Rating_____
 - Writing Benchmark K-12 increase proficiency 2% over previous year
 - 3=3% or above 2= 2%, 1=1% or below Rating_____
 - Math Common Assessment 7-12 increase proficiency 1% over baseline year
 - 3=2% or above, 2=1%, 1=below 1% Rating_____

Goal 7: Expand Career Pathways Model in conjunction with the Berks County Pathways Alliance (*Student Survey Recommendation*)

Measurement:

- Continue to lead and support Berks County Pathways Alliance by completing a Berks County Pathway model for use by other districts
- Collaborate with pathway specific advisory council to revise course offerings
- Research multi-disciplinary teaming at Twin Valley High School to enhance the pathway model
- Develop capstone courses in current pathways (Agriculture Science, PLTW, Business, Family and Consumer Science)

- 3 = All measurements complete
- 2 = Three of four measurements complete
- 1 = One measurement complete

Rating: _____

Leadership Development

Goal 8: Develop leadership capacity within staff (*Teacher Survey Recommendation*)

Measurement:

- Redefine role of department heads and grade level leaders to include instructional leadership responsibilities; peer coaching, data analysis, curriculum implementation, and resource management.
- Develop and utilize a rubric to evaluate effectiveness of department and grade level leaders
- Increase peer coaching ability of reading specialists at elementary and middle school level through BCIU monthly coaching training, a schedule reflecting coaching opportunities, and teacher feedback

- 3 = All measurements complete
- 2 = Three of four measurements complete
- 1 = One measurement complete

Rating: _____

Goal 9: Develop new Teacher Induction Program based on guidelines from National Institute of Strategic Leadership (*Teacher Survey Recommendation*)

Measurement:

- Increase mentor and inductee meetings to once per week
- Increase mentor, inductee, principal meetings to once per month
- Provide list of relevant instructional skills to be developed throughout induction period. Monitored through observations, lesson plans, and quarterly meetings

- 3 = All measurements complete
- 2 = Three of four measurements complete
- 1 = One measurement complete

Rating: _____

Goal 10: Restructuring of the Student Services Department (*Teacher Survey Recommendation*)

Measurement:

- Prepare and implement an entry plan for the new Student Services Director
- Develop a plan to reduce outside placements
- Design professional development for learning support teachers

3 = All measurements complete

2 = Three of four measurements complete

1 = One measurement complete

Rating: _____

Climate and Culture

Goal 11: Improve climate and culture in the district through building action plans (*Parent-Student Survey*)

Measurement:

- Implementation of TVMS positive behavior report plan and discipline committee. Data reports to show a decrease in number of incident referrals to principals
- Building plans for cultural awareness activities and events
- Documentation of on-line training and building events for parent education (Drug and alcohol, career opportunities, social emotional wellness)

3 = All measurements complete

2 = Three of four measurements complete

1 = One measurement complete

Rating: _____

Goal 12: Define standard for communication expectations within the district. (*Parent Survey Recommendation*)

Measurement:

- District-wide guidelines and procedures for communication
- Log of district communications through School Messenger
- Evidence of stakeholder involvement in Comprehensive Plan

3 = All measurements complete

2 = Three of four measurements complete

1 = One measurement complete

Rating: _____