



Spring-Ford Area School District
 2022-2023 School Year
 Assistant Superintendent for Teaching,
 Learning, and Innovation Goals
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Goal Area 1	Comprehensive Planning Implementation
Rationale	The Comprehensive Plan was submitted and approved by the PA Department of Education in summer 2022. The comprehensive plan documents the priority focus areas for 2022-2025. The target goals include (1) Mathematics Instruction (2) Systems of Interventions and (3) Special Education Inclusive Practices. The Assistant Superintendent will work to set the plan in action with year 1 action steps.
Goal	<ul style="list-style-type: none"> ● The Comprehensive Plan year 1 action steps will be implemented and monitored.
Indicators of success	<ul style="list-style-type: none"> ● Development and implementation of a project plan for year 1 targets. ● Development of school-level plans that reflect and support district-level goals. ● Regular meetings with the Leadership Team to connect the district action plan to school-level plans. ● Activities with the Leadership Team and staff to reflect on the updated mission and vision.
How will the goal be evaluated?	<ul style="list-style-type: none"> ● Completion of year 1 action steps. ● Completion of building-level plans that support district-level goals.
How will the goal be supported?	<ul style="list-style-type: none"> ● Establishing a protocol or template for building-level plans. ● Engaging the Leadership Team in data collection and comprehensive planning. ● Identifying strengths and needs at the building levels. ● Building capacity with Principals to develop individual building teams, collect, and analyze data.

Goal Area 2	Teacher Evaluation System (Act 13)
Rationale	Act 13 was recently signed into law and revised the Educator Effectiveness process (Act 82) used to evaluate employees. The focus last year was to ensure that we were compliant with the updated regulations as it pertains to teacher evaluations. This year, we will focus on building upon the process to impact and improve teaching and learning. Focus will be placed on developing interrater reliability and improved observations as a means of strengthening instruction.

Goal	<ul style="list-style-type: none"> ● 80% of building administrators will report that they better understand the rubrics and can better distinguish between the evaluation ratings when conducting observations.
Indicators of success	<ul style="list-style-type: none"> ● Each marking period there will be 2 components of the evaluation system that the administrative team will focus on. <ul style="list-style-type: none"> ○ The Leadership Team will engage in discussions and take a deep look at the selected components. They will unpack the 4 evaluation ratings and identify look-fors for each component. ○ The Leadership Team will engage in learning walks throughout the district in small teams. ○ The Leadership Team will debrief on their learning walks and discuss the observations.
How will the goal be evaluated?	<ul style="list-style-type: none"> ● Survey to building administrators ● Completion of learning walks
How will the goal be supported?	<ul style="list-style-type: none"> ● Ongoing discussions at Leadership meetings regarding specific domains of the Educator Evaluation System. ● Debrief of team walkthroughs.

Goal Area 3	Communication and Accessibility
Rationale	As the Assistant Superintendent for Teaching, Learning and Innovation, it is important that the staff, students, parents, and the community develop and maintain trust and confidence. This can be established, in part, by being accessible, visible and connected to each building.
Goal	<ul style="list-style-type: none"> ● Assistant Superintendent will attend after school and evening events, clubs, sports, musical and theater and/or community events, with a minimum of twice per month. ● Assistant Superintendent will conduct building visits for a minimum of twice per month. ● Assistant Superintendent will participate in regular meetings with Association Leadership as needed.
Indicators of success	<ul style="list-style-type: none"> ● Increased communication and connectivity with the community, district and building administration, and staff. ● Evidence of a strong relationship between the Leadership Team and the Board of School Directors. ● Evidence of a strong relationship with Association Leadership.
How will the goal be evaluated?	<ul style="list-style-type: none"> ● Documented record

How will the goal be supported?	<ul style="list-style-type: none">● Scheduling building visits● Attending after school events● Attending Home and School events upon invitation● Attending Extracurricular activities● Meeting with community members● Monthly Staff Q&A sessions● Continuing to foster a strong relationship between the administration and the Association
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