

## Superintendent Goals 2022-2023

### **Goal 1 – Relationships and Governance**

Establish stakeholder trust and confidence through honest and transparent communication while building positive relationships with the communities of our district.

- Facilitate monthly school board meetings in an efficient and professional manner
- Schedule dedicated meetings for topics requiring more than an hour of presentation and discussion.
- Increase community awareness and involvement with Colonial Career and Technology Center (CCTC).
  - Hold at least one Community Open House.
  - Establish CCTC Awards Banquet/Signing Day.
- Identify and establish 3 industries in an area that would benefit from a CCTC state certified program.
- Work with Conewago Valley Foundation for Education (CVFE) to identify and achieve common goals for the year.
  - Develop, prioritize, and present a list of CVSD needs would benefit from CVFE support.
- Work with Adams County Technical Institute (ACTI) to identify and achieve common goals for the year.
  - Work with ACTI to align career programs with needs of industry and to minimize program overlap between ACTI and CCTC.
- Update district website.
- Create a Community Communications plan that provides multi-channel means of keeping CVSD stakeholders informed.
  - Stakeholders include: Students, Parents, Staff, Union, Advisory Groups, and General Public.
  - Channels can include: Web site, Skyward, email, Face to Face meetings, Social Media, Other.
  - Plan can be used to communicate the need to expand/upgrade building facilities.

Develop and support a unified governance team that achieves in consistency of purpose, stability, and teamwork by building trusting and collaborative relationships.

- Ensure policies are updated to maintain compliance with new requirements.
- Establish Administrative Regulations for the district.
  - Review Groups 0 – 9 by end of Year.

## **Goal 2 – Academic Achievement**

Focus on academic growth through the alignment of resources to ensure students are Career and College Ready through Common Core Standards and 21st Century Learning Skills:

- Achieve state approval of three additional Colonial Career and Technology Center program and maintain approved status for existing programs.
- Establish multi-year curriculum review cycle.
  - Conduct review of designated curriculum area that includes assessment of standard, gifted, and online curriculums.
  - Develop implementation plan for ELA based on 2021-2022 review.
  - Implement Special and Gifted Education curriculum based on 2021-2022 Implementation Plan.
- Complete actions required to position district to be able to post curriculum online.
- Implement plan to achieve at grade level competence for students in final year of Elementary School.
- Maintain the current number and look for additional internships, shadowing, and on-campus experience opportunities for students to gain 21st Century Learning Skills.
  - Provide shadow opportunities for a minimum of 5% of the high school student body (9-12 grades).
  - Achieve CTC certification for CCTC.
  - Increase and maintain number of Business partners to 120 to establish a 10:1 High School Student to Partner ratio.
  - Submit at least one application for Perkins funds.
- Develop Staff skills required to ensure students are Career and College Ready.
- Maintain implementation of Learning-Focused Schools principles through staff education and use of standard curriculum and lesson plans.
- Improve and Maintain CVOA.
  - Transition CVOA to focus on Grades 9-12.
  - Mothball CVOA Grades K-8 in manner that supports quick deployment of relevant curriculum should K-8 online need arise.

### **Goal 3 – Planning and Operations**

Increase organizational effectiveness and operational accountability to ensure consistent support to schools.

- Secure Board approval of Comprehensive Plan.
- Review Safety Program and present recommended updates to the Board.
- Execute 2022-2023 Budget and Staffing, Facilities, and Capital Expenditure plans.
  - Execute the Capital projects on time and on budget.
  - Develop and implement plan to address skill gaps in staffing plan.
  - Identify IT certifications and required quantity to support District Operations.
  - Identify Maintenance certifications and required quantity to support District Operations.
- Develop and present to Board for approval the 2023-2024 Budget and Staffing, Facilities, and Capital expenditure plans.
- Ensure use of ESSERS funds are consistent with the ESSERS Funding Plan.
- Implement the 60 for 6 program to bring cyber students back to CVSD or CVOA.

#### **Goal 4 – Personnel Management**

Establish a positive culture throughout the learning community that is focused on high expectations for student and staff achievement and continuous improvement.

- Maintain the CVSD culture
  - Mentor the new Assistant Superintendent.
- Set the professional example for the district through knowledge and skill, work ethic, effective communications, relationship building, and professional ethics.
  - Maintain transparency with Board about CVSD issues, maintain confidentiality, and keep the District in compliance with legal requirements.
- Ensure annual staff evaluations align with guidance and are completed annually.
- Update the Differentiated Supervision Plan to reflect best practices and to include latest Act 13 language changes.
- Assess the effectiveness of the staff recognition program and make improvement recommendations to the Board.
- Maintain open and frequent communications with CVEA.
- Maintain open and frequent communications with Student Advisory.