

Superintendent Goals 2021-2022

Goal 1 – Relationships and Governance

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

- Facilitate monthly school board meetings in an efficient and professional manner.
- Increase community awareness and involvement with Colonial Career and Technology Center (CCTC).
- Work with Conewago Valley Foundation for Education (CVFE) to identify and achieve common goals for the year.
- Work with Adams County Technical Institute (ACTI) to identify and achieve common goals for the year.
- Update district website.
- Create a Community Communications plan that provides multi-channel means of keeping CVSD stakeholders informed.

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

- Complete a review for accuracy of classification in the PIMS/ADMS entries.
- Update staff handbook.
- Ensure policies are updated to maintain compliance with new requirements.

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 one additional Colonial Career and Technology Center program and maintain approved status for existing programs.
- Develop a PDE compliant agriculture curriculum that utilizes the greenhouse planned to be built in 2021- 2022.
- Maintain the current and look for additional internships, shadowing, and on-campus experience opportunities for students to gain 21st Century Learning Skills.
- Implement the approved recommendations to the Special and Gifted Education programs.
- Develop Staff skills required to ensure students are Career and College Ready.
- Continue implementation of Learning-Focused Schools principles through staff education and use of standard curriculum and lesson plans.
- Improve and expand the Conewago Valley Online Academy (CVOA) offerings.

Goal 3 – Planning and Operations

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

- Develop a new comprehensive plan that aligns with the North Star statement.
- Complete transition from Road to Relevance to THRIVE by developing a THRIVE implementation roadmap and communications plan.
- Execute 21 – 22 School Year to the Budget.
- Continue Learning Focused Schools principles implementation.
- Complete impact of new construction (Housing and McSherrystown bypass) feasibility study and update of the Capital Improvement plan.
- Implement the 60 for 6 program to bring cyber students back to CVSD or CVOA.
- Implement enhancements to the District Capital Improvement Planning process to ensure alignment between the Buildings, Finance, Information Technology, and Maintenance organizations.
- Complete 21-22 capital projects on time and on budget.
- Develop an Information Technology staffing plan to include: matrix of required skills, certifications, and staff mapping against the skills and certifications.
- Develop a Maintenance staffing plan to include: matrix of required skills, certifications, and staff mapping against the skills and certifications.

Goal 4 – Personnel Management

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

- Ensure annual staff evaluations align with guidance and are completed annually.
- Review and update the Differentiated Supervision Plan.
- Assess the effectiveness and update the staff recognition program required.
- Maintain open and frequent communications with CVEA.
- Maintain open and frequent communications with Student Advisory.