



2022-2023 Superintendent Goals

Organizational Leadership and Board Relations

- The superintendent kept board members informed with consistent communication and invitations to attend or participate in district activities, ensured that materials for meetings were comprehensive and contained adequate background information and significant research when necessary, responded to board inquiries to ensure understanding of topics by members, proactively determined district needs and policy priorities, encouraged a climate of teamwork among administrators and board members, actively participated in establishing future goals and formulated strategies to attain them, accepted board input while seeking direction and responded quickly to input and suggestions.

Community Relations

- The superintendent projected a positive image and served as an advocate for the district, sought multi-faced communications and worked to provide means and methods of contact for groups to communicate with the district, pursued community input, invited media members to school functions, and included media in event planning and preparation, sought collaboration with business and industry representatives, remained visible and approachable to members of the Charleroi community, attended events throughout the school year, prepared and shared detailed and accurate reports with the community and listened to stakeholders about their suggestions for the district.

Staff Relations

- The superintendent established a system of keeping staff informed, proactively handled personnel matters, discussed and promoted personnel policies, exhibited sincere and genuine concern for staff and worked diligently to ensure positive working conditions, created professional development opportunities for staff to improve and gain new skills, recognized staff members for their contributions, recruited the best staff members available and encouraged them to join the Charleroi Area School District, sought to improve the collective bargaining experience for various employee groups through mutual training, trust and sharing of information, promoted a team-oriented work environment with training provided to maximize the efficiency of team members and prioritized visiting buildings and participated in classroom activities with students and staff.

Educational Leadership

- The superintendent projected a strong, leadership image and welcomed and enjoyed serving as the face of the district, demonstrated passion for the position and the Charleroi Area School District, demonstrated knowledge and comfort with current educational issues and communicated with others about issues facing the district, sought to learn and improve upon personal and professional abilities, ranked student achievement and growth as top priorities and consistently communicated this regard to others, based and budgeted decisions on improving student achievement, sought best practices and facilitated discussions with personnel to promote implementation of best practices, strived to understand student and parent needs and responded to meet those needs, believed in and facilitated development of long/short term goals for the district using current research and delivery models, supervised development of modern curriculum aligned with state and national requirements, targeted staff development programs toward the specific needs of individual teachers and used strategies to meet the personal and professional needs of district employees.

Student Growth & Achievement

- The superintendent used multiple data sources to assess student success and growth as appropriate specific to needs within the district and as determined annually in collaboration with the CASD Board of Education, articulated district performance objectives relative to achievement and growth on PDE-required assessments including, but not limited to, PSSA, PVAAS, Keystone Exams, and other locally determined measures, implemented strategies to improve student achievement that have been thoroughly researched and evaluated and provided information to stakeholders in regards to various achievements through a multitude of mediums.

District Operations & Financial Management

- The superintendent worked alongside the Business Manager to ensure budget recommendations were timely and related to district goals, promoted appropriate financial controls, including third-party audits and reconciliation of accounts, provided a constant flow of financial information along with board agenda action items detailing their impact on the budget, and informed the board about district funding and items which may impact the district's budget, certified a facilities management plan is in place in relation to current statuses of buildings and plans to secure funding for future improvements, sought input from stakeholders and incorporated suggestions into the budget process and ensured resources were distributed fairly among buildings and programs while seeking additional resources to supplement instruction.

Personal Qualities

- The superintendent strived to be a well-respected professional in community circles, sought constructive feedback to improve personally and professionally, treated others respectfully and considerately with a pleasant and professional demeanor, maintained poise and composure in difficult situations while striving for win-win solutions, and

genuinely cared about the success of students and worked to maximize student opportunities for success.