



GREENSBURG SALEM SCHOOL DISTRICT

Goals & Focus Areas 2023-2024

Mission: Greensburg Salem **empowers** all children to be **contributing** and **responsible citizens**, **ready to serve** the communities of **their future**.

Vision: All Greensburg Salem children will be prepared with the knowledge, skills, and insights to serve their communities as model citizens of high character, leaders, and scholars in their future endeavors.

Comprehensive Plan Goals:

- **Curriculum**
 - **Develop written curriculum to establish high standards of learning for all children.**
 - Develop written planned instruction for all core courses K-12 by June 30, 2026, to establish a common learning experience for all children, and form a more perfect union.
 - Establish proficiency scales in all core courses, K-12, by June 30, 2026, to establish expectations of high standards for learning for all children and form a perfect union.
 - Establish common assessments in all core courses, K-12, by June 30, 2026, to establish expectations for instruction and learning for all children and form a more perfect union.
- **Communications**
 - **Develop a district-wide system of communication to increase parent and family engagement.**
- **Early Literacy**
 - **Develop a system-wide approach to early literacy education to build a foundation of learning for all children.**
- **Community Partners & Professional Capital**
 - **Build relationships and sustainable partnerships with local business, industry, and higher learning centers to increase social and professional capital for all children.**
- **Leadership**
 - **Develop an understanding of leadership as genuine concern by providing personal learning sessions for all staff and students to develop self-agency, mental fitness, and promote the general welfare of the GS community.**

Board Goals

- **TBD August 2023**





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Superintendent Goals

- **Facilities & Finance**
 - Develop a five (5) and ten (10) year facility and finance plan to effectively communicate to the greater community our shared commitment to children, families, and taxpayers.
 - Collaborate with the YMCA and City of Greensburg to plan a shared tennis and pickle ball facility to increase recreation space, community engagement, and develop a shared commitment to community development.
- **Staff Personal & Professional Development**
 - Engage all educational staff in personal and professional development on leadership as genuine concern through a book study of, "What Happened to You?" to build capacity in increasing morale and mental fitness.
- **Student Learning**
 - Collaborate with student and teacher leaders to develop objective performance standards for the profile of a CLASS graduate to increase expectations for excellence in learning and the development of the whole child.
- **Community Engagement**
 - Establish a community partner directory for access to industry-based learning opportunities, career mentorships, and other career education experiences to increase access to social capital for all children.
- **Board Collaboration for Contracts & Agreements**
 - Collaborate with Board and employee groups to negotiate agreements between the District and the Greensburg Salem Education Association to build long-term stability of the professional education staff.
 - Collaborate with Board and employee groups to negotiate agreements between the District and the Greensburg Salem Local 627 to build long-term stability of the maintenance and custodial staff.
 - Collaborate with Board and employee groups to pass policy between the district and the administrative assistants, nursing assistants, and classroom assistants to build long-term stability with district support staff.





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Focus Areas: 2023-2024

- **Palpable Love, Genuine Concern, and Humility
(Others before self & Self Reflection)**

- **Genuine Concern and Care before Checklists**

- **Take nothing personally. Nothing is personal
when it is done for the betterment of those we
serve.**

- **Take care of the basic managerial tasks:**
 - Clearly communicated learning targets for every lesson, every day, that are standard aligned.
 - On-going, communication to parents and/or guardians about student progress, struggles, and/or success.
 - Clearly established behavioral norms for every class with student input to increase agency, ownership, and shared leadership (genuine concern) in the classroom.
 - Assessments aligned with the skills articulated in the disciplinary standards for learning.

