

Superintendent Goals 2023-2024

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.
- Support New Board Member orientation.
- Increase community awareness and involvement with Colonial Career and Technology Center (CCTC).
 - Hold at least one Community Open House.
 - Establish CCTC Signing Day.
- Work with Conewago Valley Foundation for Education (CVFE) to identify and achieve common goals for the year.
 - Support CVFE Board membership transition.
 - Support CVFE Business and Industry solicitation event.
 - Prepare 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.
 - Support ACTI Feasibility Study.
- Update district website.
- Maintain Community Communications plan that provides multi-channel means of keeping CVSD stakeholders informed.
 - Stakeholders include: Students, Parents, Staff, Union, Advisory Groups, and General Public.
 - Increase community awareness of CVSD actions to implement Feasibility Actions

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

- Ensure policies are updated to maintain compliance with new requirements.
- Commence Board policy review cycle.
 - Update District Administrative Regulations as required by policy updates.

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:

- Maintain state approval status of all Colonial Career and Technology Center programs.
- Continue multi-year curriculum review cycle.
 - Conduct review of designated curriculum area that includes assessment of standard, gifted, and online curriculums.
 - Develop implementation plan for Mathematics K-12 and Library Science K-12 based on 2022-2023 review.
 - Implement English Language Arts (ELA) curriculum based on 2022-2023 Implementation Plan.
- Apply for at least 2 curriculum-based grants.
- Post Digital Citizenship, English Language Arts, Mathematics, and Library Science scope and sequence to the CVSD website.
- 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.
 - Maintain the number of Business partners at 120 to establish a 10:1 High School Student to Partner ratio.
- 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.
 - Grades 9-12 as active curriculum.
 - Grades K-8 as mothballed curriculum that can be deployed should K-8 online need arise.

Goal 3 – Planning and Operations

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

- Recommend and implement actions to address needs identified in the Comprehensive Plan.
- Recommend and implement actions to Improve the CVSD Safety Program.
- Oversee the feasibility planning process to ensure construction and renovation can begin in the Summer of 2024.
- Apply for at least 2 operations-based grants.
- Execute 2023-2024 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.
- Develop and present the 2024-2025 Budget and Staffing, Facilities, and Capital expenditure plans for Board approval.
- Ensure use of ESSERS funding is consistent with the ESSERS Funding Plan.
- Continue 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.
 - Maintain a leadership culture that retains administrators and grows them
 - Maintain visits/presence in the district buildings.
- Set the professional example for the district through knowledge and skill, work ethic, effective communications, relationship building, and professional ethics.
 - Build relationships and trust through consistent positive interactions with staff, open and honest communications, praising in public, and counseling in private.
 - Maintain transparency with Board about CVSD issues, maintain confidentiality, and keep the District compliant with legal requirements.
- Ensure annual staff evaluations align with guidance and are completed annually.
- Maintain 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.