



## Dr. Yanni's Objective Performance Measures (OPMs)

- **OPM #1 - Student Learning and Achievement** – Dr. Yanni shall use multiple data sources to assess student success and growth as appropriate, specific to the needs within the District, and as determined annually in collaboration with the Board of School Directors. Annual or other District performance objectives are articulated and achieved under the direction of the Superintendent relative to PSSA, PVAAS, and other locally determined measures.
- **OPM #2 - Organizational Leadership** – Dr. Yanni shall work collaboratively with the Board to support the mission of and a shared vision for LMSD, display an ability to identify and rectify problems affecting the District, manage LMSD staff to ensure best practices are being utilized by all buildings and departments, and work to influence the climate and culture of LMSD positively.
- **OPM #3 - Operational and Fiscal Management** – Dr. Yanni shall manage the District's finances effectively, ensuring the completion of activities associated with the annual budget by overseeing the distribution of resources supporting LMSD priorities.
- **OPM #4 - Communications and Community Relations** – Dr. Yanni shall communicate with and effectively engage the staff, the Board, and community members, clearly articulate District goals and priorities, address issues affecting LMSD, and build support for LMSD goals, initiatives, and programs.

## Dr. Yanni's Priority Goals

Dr. Yanni shall:

- Evaluate the progress toward achieving the goals articulated in the District's Strategic Plan - *All Forward*, summarize his findings in a written report, and provide the Board with recommendations for refining or redeveloping our strategic plans.
- Oversee the implementation of curriculum, instruction, assessment, professional development and service delivery to improve student achievement and growth, as evidenced by local and state assessment data, through implementing equitable practices.
- Collaborate with each employee/labor group to ensure compliance with all employee-related policies and to promote a positive, productive District culture.
- Oversee the implementation of the SY 22-23 budget and the development of the SY 23-24 budget that supports the instructional and operational needs of the District within the Act 1 Index.
- Serve as a member of the "Team of 10," providing support for the Board of School Directors as they focus on and implement the [Principles of Governance and Leadership](#).
- Engage in professional growth opportunities to increase leadership capacity, improve communication, and foster a productive culture within the District.