



2023-2024 Superintendent's Goals

Presented to the Board of Education

Stephen Walker,
Superintendent of Schools



Guiding Question

How will Croton-Harmon Schools develop into a future-driven school system?



GOAL: Provide leadership for the implementation of the district's Vision Map



ACTION STEPS to include:

- Support for school leadership teams in developing and implementing plans related to the Vision Map's work
- Identifying and recommending services for leadership coaching to support leadership team
- Develop and implement communications plan for the Vision Map and related tagline: "What School Can Be"
- Ensure that the Vision Map is central to the budgeting process for the 2024/25 school year

POTENTIAL EVIDENCE of progress:

- 2024/25 Master Schedule at CHHS includes interdisciplinary courses for core credit
- Student and faculty feedback regarding Passion Pursuit Period at PVC
- Further refinement of House System and iTad at CET
- Staff, family, and community engagement in the envisioning of "What School Can Be"
- Budget proposal will delineate and support 2024-25 steps aligned with Vision Map



ACTION STEPS to include:

- Finalize and communicate schedule for construction through Summer 2024
- Ensure that all staff, families, and community members are informed of progress, impact on regular school operations, and effect on the Tigers when complete
- Regularly report information and progress to the Board of Education
- Participate in regular meetings with faculty, staff, administrators, architects, facilities team members, and construction management staff regarding the implementation plan
- Ensure that construction proceeds effectively and efficiently

POTENTIAL EVIDENCE of progress:

- SED approval of Plan specifications
- Progress of construction work on the district's facilities
- Evidence of communication with stakeholders and Board

Guiding Question

How will we create opportunities for thoughtful risk-taking by students and educators in the pursuit of joy, interest, and passion in our schools?



GOAL: Provide leadership for the work of redefining “collaboration” among the district faculty



ACTION STEPS to include:

- Develop structures to enable genuine, “elbow-to-elbow” collaboration among faculty members, including classroom coverage options usable for each school
- Implement SED-approved APPR Waiver, including options for collaborative Lesson Study, Action Research, and Peer Observation
- Ensure effective implementation of new paradigm for New Teacher Academy, which includes lesson study and intervisitation experiences
- Collectively bargain language with CTA designed to further collaborative opportunities for faculty on a regular basis

POTENTIAL EVIDENCE of progress:

- Feedback from first and second-year faculty regarding the New Teacher Academy experience
- Feedback from entire faculty regarding impact of APPR waiver options
- Inclusion/modification of language in CTA collective bargaining agreement related to collaborative opportunities
- Feedback from faculty regarding opportunities for collaboration and class coverage options

Guiding Question

How will we promote meaningful connection and engagement with all members of our school community and nurture a supportive environment that actively works through an equity lens?



Goal: Deepen the connection between the district and the community to collaboratively envision and create “What School Can Be”



ACTION STEPS to include:

- Meet regularly with PTA and SEPTA leaders to discuss the district’s Vision Map and its potential impact on our school district
- Provide leadership to the recruitment, hiring, and support of the district’s School-Community Liaison
- Oversee the creation and implementation of the district’s new website
- Host community forums regarding the district’s Vision Map and our related work
- Provide leadership to the communications plan related to the Vision Map and “What School Can Be”
- Design Tri-State Consortium visit to elicit feedback from faculty, staff, families, and students about the Vision Map

POTENTIAL EVIDENCE of progress:

- Feedback through qualitative and quantitative sources which suggest understanding of and support for the Vision Map and its concepts
- Metrics demonstrating engagement with the district’s website and ParentSquare platforms
- Feedback from our district’s families whose first or primary language is other than English regarding their satisfaction with and access to district programs

An aerial photograph of the Croton-Harmon Schools campus, featuring a large brick school building, a green field, and a parking lot. The background shows a dense forest and a large body of water (Lake Croton) under a clear sky. A large, stylized logo is overlaid on the image, consisting of the word "CROTON" in white outline letters, a central graphic of a grey circle with an orange swoosh and star, and the word "HARMON" in grey outline letters. Below "HARMON" is the word "SCHOOLS" in orange outline letters.

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SCHOOLS