

Superintendent Goals 2024-2025

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 Board meetings in different buildings to increase Board familiarity with Staff and facilities.
- Identify opportunities for the Board to meet and interact with District Staff.
- Schedule dedicated meetings for topics requiring more than an hour of presentation and discussion.
- Increase community awareness and involvement with Colonial Career and Technology Center (CCTC).
 - Hold at least one Community Open House.
 - Establish CCTC Awards Banquet/Signing Day.
- Work with Conewago Valley Foundation for Education (CVFE) to identify and achieve common goals for the year.
 - Prepare and present a list of CVSD needs that would benefit from CVFE support.
- Work with Adams County Technical Institute (ACTI) to identify and achieve common goals for the year.
- 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.
 - Develop plan to keep community aware of CVSD renovation and construction activities.

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.
- Continue 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:

- Implement Assessment Calendar tasks.
- Develop curriculum compliant with the Curriculum Guidebook, course templates, and lesson plans.
- Maintain state approval status of all Colonial Career and Technology Center programs.
 - Increase the industry credentials earned by Students per program
 - Stand up a Career Technology Student Association
- Continue multi-year curriculum review cycle.
 - Conduct review of designated curriculum areas that includes assessment of standard, gifted, and online curriculums.
 - Develop implementation plan for Music, School Counseling, Science, and Technology Education based on 2023-2024 review.
 - Implement Mathematics K-12 and Library Science K-12 based on 2023-2024 Implementation Plan.
- Apply for at least 2 curriculum-based grants.
- Post Music, School Counseling, Science, and Technology Education scope and sequence to the CVSD website.
- Continue implementation of 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 Career Technical Center (CTC) certification for CCTC.
 - Maintain the number of Business partners at 120 to establish a 10:1 High School Student to Partner ratio.
- Update the Road to Relevance (R2R 2.0) Plan and secure Board approval.
- Successfully complete Pennsylvania Department of Education college and career readiness assessment (339 Plan).
- 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 current Comprehensive Plan.
- Complete the comprehensive planning process and secure Board approval of new Comprehensive Plan.
- Update the District Strategic Plan
- Lead the CVSD - Conewago Valley Education Association (CVEA) contract negotiations and secure Board approval of new contract.
- Lead the CVSD Act 93 contract negotiations and secure Board approval of new contract.
- Recommend and implement actions to improve the CVSD Safety Program.
- Manage the CVSD construction and renovation project to ensure planned timeline milestones and costs are achieved.
- Apply for at least 2 operations-based grants.
- Execute 2024-2025 Budget and Staffing, Facilities, and Capital Expenditure plans.
 - Execute the Capital projects on time and on budget.
 - Continue implementation of the district-wide professional development plan.
- Develop and present the 2025-2026 Budget and Staffing, Facilities, and Capital expenditure plans for Board approval.
- 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 Assistant Superintendent.
 - Maintain a leadership culture that grows the administrative team professionally.
 - 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.
 - Maintain work life balance.
- Ensure annual staff evaluations align with guidance and are completed annually.
- Maintain open and frequent communications with CVEA.
- Maintain open and frequent communications with Student Advisory.