Pocono Mountain School District – Goals 2024-2025
Superintendent Performance Standards - Evaluation

1. Academic Achievement

The district will offer high-quality student programming for grades K - 12 so that graduates of the Pocono Mountain School District are prepared to compete in a global society. Curriculum initiatives will be implemented in all academic areas to ensure a continuous improvement for all schools. Every school must focus on improving teaching and learning to increase academic achievement with an emphasis on growth for all students. Additional- Targeted Support and Improvement (A-TSI) and Targeted Support and Improvement (TSI) plans will be completed prior to the start of the school year and require quarterly progress checks to inform stakeholders of the successes and barriers. In addition, Title I Schoolwide schools (Non ATSI and TSI Schools) will complete/update their Schoolwide plans prior to the start of the school year. Schoolwide Title Plans will be monitored quarterly by the Director of Federal Programs along with the building Schoolwide Title Steering Committee.

___X__ Met _____ Not Met __X___ On-Going

2. Student Growth and Achievement

The Superintendent and Administrative team will use multiple data sources to assess student growth and achievement. Such sources may include Scholastic Aptitude Test (SAT), American College Testing (ACT), Preliminary Scholastic Aptitude Test (PSAT), Advances Placement Test (AP), National Occupational Competency Testing Institute (NOCTI), Pennsylvania System of School Assessment (PSSA), Keystone Exams, Pennsylvania Value Added Assessment (PVAAS), School District assessments, PAYS data, and other assessment tools. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to current federal, state and local mandates.

___X__ Met _____ Not Met __X___ On-Going

3. Communities in Schools Initiative/Focus on Student Attendance

The Pocono Mountain School District will be working cooperatively with Communities in Schools (CIS) to pilot an integrated student supports model in four schools to enhance the educational, social and behavioral needs of students considered at risk. A focus on improving regular attendance for students will be a priority in collaboration with the building administrators, children and youth, district social workers, school attendance consultants and behavioral specialists in compliance with the Future Ready Guidelines.

___X__ Met _____ Not Met __X___ On-Going

4. School Safety, Security and Wellness

The Superintendent, administrative cabinet, administrators, faculty and all staff members will work cooperatively with the students, parents and the school community to maintain positive school climates and school environments that are safe, secure and welcoming for all stakeholders. The Administration will continue to maintain its School-Based Threat Assessment Team approach toward maintaining school safety. This fact-based, investigative approach provides a process for identifying and supporting the mental and behavioral health needs of students while maintaining the physical security of schools. All Act 44 data will continue to be evaluated and reviewed regularly in order to ensure all students receive the appropriate interventions and supports required for building and personal safety. The Superintendent and District Safety Team will provide school safety training for all staff and students and will provide timely communication with parents on school safety training, practices and issues.

___X__ Met _____ Not Met __X___ On-Going

5. Financial and Operational Management

Financial and Operational Management are two key pillars of the educational organization. The District's mission and vision would not be realized in the absence of these two important components. Ensuring the District maintains the funds necessary to provide instruction and related support services while making sound financial decisions are the results of proper budget planning and cost management. Focusing on financial performance by analyzing financial reports, various trends and reporting their results in a timely and easy to understand manner to promote transparency and adhere to the public trust. In addition, verifying internal controls are adhered to by making certain that the District is complying with all policies, procedures and regulations. The planning and development of strategies which align with the District's goals and objectives coupled with the fostering of their implementation lead to the measurement of their results.

___X__ Met _____ Not Met __X___ On-Going

6. Community Engagement and Public Relations

The Superintendent will provide leadership for the District to effectively and thoroughly communicate with the Board of Education, staff members, students, parents and community members. The Administration in collaboration with our Communities in Schools program directors will be committed to maintaining consistent, accurate, timely and informative communications with students, employees, parents, and community partners. Individual and collective accomplishments will be promoted by the Superintendent and the Board Education. The administration team will provide opportunities to strengthen school director and board relationships.

___X__ Met _____ Not Met __X___ On-Going

7. Organizational Leadership

The Superintendent will work effectively with the Board of Education to lead responsibly, communicate clearly, and govern effectively to promote and champion public education. Collaboration between the administrative team and the Board will focus on continued professional development, training, equity, and compliance with local, state and federal laws.

___X__ Met _____ Not Met __X___ On-Going

8. Human Resource Management

The Superintendent implements cutting-edge human resource management practices, leveraging advanced technology to optimize processes from talent acquisition and onboarding to payroll and benefits administration. This approach not only enhances operational efficiency but also ensures data accuracy and compliance. To provide a high-quality education that meets diverse student needs, the Superintendent develops and executes innovative recruitment strategies. These strategies aim to attract and secure top-tier candidates across various educational disciplines and specialties. Teachers are required to possess a minimum of a bachelor's degree and demonstrate expertise in their respective areas of certification. This requirement ensures instructional excellence in core content areas, fostering a robust and effective learning environment.

The Human Resources department is committed to nurturing a culture of continuous improvement. This is achieved through implementing comprehensive professional development programs tailored to individual and organizational needs, encouraging lifelong learning and growth opportunities for all staff members, utilizing data-driven performance evaluation processes to provide constructive feedback and employing modern talent management techniques to boost job satisfaction and retention. These initiatives collectively contribute to creating a dynamic, skilled, and motivated workforce capable of delivering exceptional educational outcomes.

___X__ Met _____ Not Met __X___ On-Going