

# East Stroudsburg Area School District Superintendent Annual Goals 25.26 SY

Maggie Vitale

Performance Objectives

| <p><b>GOAL CATEGORY 1: Student Growth and Achievement</b> ~ The District Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the School District and as determined annually in collaboration with the Board of School Directors. Annual or other School District performance objectives are articulated and clearly achieved under the direction of the District Superintendent relative to PSSA, Keystones, PVAAS, and other locally determined measures.</p> |            |         |          |
|--|------------|---------|----------|
| Expected Outcome   | Facilitate | Empower | Automate |
| Programming and Curricular Review: Continue to evaluate academic, curricular, extracurricular, and professional development initiatives through continuous review of achievement, growth, climate, attendance, discipline, and other important data for the district. Offer Board and public presentations relating to crucial data points.  | X          |         | X        |
| Instructional Leaders: Foster an environment where building-level leaders are comfortable as instructional leaders, not just managers.   | X          | X       |          |
| Curricular Programming: Work to explore additional opportunities for our students, like the development of pathways (such as protective services), dual enrollment, electives, and partnerships with local businesses for job shadowing / coaching.  | X          |         |          |
| <p><b>GOAL CATEGORY 2: Organizational Leadership</b> ~ The District Superintendent works collaboratively with the Board of School Directors to develop a vision for the School District, display an ability to identify and rectify problems affecting the School District, while working collaboratively with School District Administration to ensure educational and operational initiatives are planned, executed, and assessed.</p>   |            |         |          |
| Expected Outcome   | Facilitate | Empower | Automate |
| Administrator Growth: Lead administrative workshops and meetings that offer Act 93 the opportunity to grow and learn, including the creation of an Induction Program for new administrators.   | X          | X       |          |
| School Board Vision: Plan and implement learning experiences for the Board to serve as district planning sessions, review of labor concerns, and establishment of short-term / long-term goals.  | X          | X       |          |

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| <b>GOAL CATEGORY 3: School District Operations and Financial Management</b> ~ The District Superintendent ensures completion of activities associated with the annual budget, overseeing distribution of resources in support of School District priorities, and directing overall operational activities within the School District.  |                   |                |                 |
|--|-------------------|----------------|-----------------|
| <b>Expected Outcome</b>  | <i>Facilitate</i> | <i>Empower</i> | <i>Automate</i> |
| Budget Preparation: Supervise the preparation and presentation of the annual budget following an evaluation of financial needs.  | X                 |                |                 |
| Building Utilization / Program Development: Using the Feasibility Study, lead the Board in open discussions about building utilization and opportunities to develop programs, such as alternative education within your current facilities. Offer the Board details and context so that they can make an informed decision about how to move forward in a cohesive, intentional direction.                                       | X                 |                |                 |
| <b>GOAL CATEGORY 4: Communication and Community Relations</b> ~ The District Superintendent communicates with and effectively engages the staff, the Board of School Directors, and members of the community, clearly articulating School District goals and priorities, addressing local and broader issues affecting the School District, and building support for District initiatives, programs, and short/long-range plans. |                   |                |                 |
| <b>Expected Outcome</b>  | <i>Facilitate</i> | <i>Empower</i> | <i>Automate</i> |
| Communication: Offer Board and the public access to important district information and develop presentations on important topics, pressing issues, and emerging topics.  | X                 |                | X               |
| Community Engagement: Continue to foster a strong, positive relationship with all of our stakeholders, ensuring that their voice is both heard and respected.  | X                 | X              |                 |

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|   |                   |                |                 |
|---|-------------------|----------------|-----------------|
| <b>GOAL CATEGORY 5: Human Resource Management</b> ~ The District Superintendent oversees the staffing, coordination, recruitment, professional development, and retention of staff, along with other human resource functions.  |                   |                |                 |
| <b>Expected Outcome</b>   | <i>Facilitate</i> | <i>Empower</i> | <i>Automate</i> |
| Evaluation Process: Develop a more thorough evaluation process for each administrator, including creation of evaluation documents for operational leaders. Set standards and expectations for evaluation of all professional and support staff as a process to offer them the opportunity to continue to grow as educators.   | X                 | X              | X               |
| Professional Learning: Develop a comprehensive professional learning plan for all of employees: administrators, faculty, and staff. Focus our attention on supporting them in their roles and offering them sustainable and impactful professional development.   | X                 | X              |                 |
| <b>GOAL CATEGORY 6: Professionalism</b> ~ The District Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Additionally, the District Superintendent reflects upon their effectiveness and pursues professional growth through various training activities. |                   |                |                 |
| <b>Expected Outcome</b>   | <i>Facilitate</i> | <i>Empower</i> | <i>Automate</i> |
| Model: Serve a model of integrity and transparency for the district and community at large.   | X                 | X              |                 |
| Values: Consistently focus on our core values and an organization. Ensure that all decisions are made in alignment with these values.   | X                 | X              |                 |