

East Stroudsburg Area School District Assistant Superintendent for District Programs Annual Goals 25.26 SY



Andrew Snyder

Performance Objectives

GOAL CATEGORY 1: Student Growth and Achievement ~ The Assistant Superintendent for District Programs 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 Assistant Superintendent for District Programs relative to PSSA, Keystones, PVAAS, and other locally determined measures.

Expected Outcome	<i>Facilitate</i>	<i>Empower</i>	<i>Automate</i>
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		

GOAL CATEGORY 2: Organizational Leadership ~ The Assistant Superintendent for District Programs 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.

Expected Outcome	<i>Facilitate</i>	<i>Empower</i>	<i>Automate</i>
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	

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<i>GOAL CATEGORY 5: Human Resource Management ~ The Assistant Superintendent for District Programs oversees the staffing, coordination, recruitment, professional development, and retention of staff, along with other human resource functions.</i>			
Expected Outcome	<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	