

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



Karen Bukoski

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>
Within the first 60 days, begin assessing programming within Pupil Services that impacts student academic growth scores, the professional development plan, and special education programming.	X		
Over the first six months, coordinate the initial planning process for analyzing Pupil Services, and suggest continuation and/or modification of programs.	X	X	
At least monthly, meet with the administrative team (faculty as appropriate) to discuss district issues with an emphasis on education and vision.	X	X	X
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	X	

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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>
Familiarize yourself with district strategies for collecting, analyzing, and reporting data. Make any suggested changes in writing by the second semester review in June.	X	X	
Support and coordinate (in partnership with the Superintendent and admin), opportunities with the leadership team and Board to focus vision building, academics, pupil services programming, board relations, clarified roles, and responsibilities, communication, etc.	X	X	X
Over the first 90 days, review district policies, procedures, and other protocols and lead a discussion with the Board around your findings and reflections. Present said results to the Superintendent.	X	X	
GOAL CATEGORY 3: School District Operations and Financial Management ~ 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.			
Expected Outcome	<i>Facilitate</i>	<i>Empower</i>	<i>Automate</i>
Thoroughly evaluate the budget for Pupil Services. Analyze for cost-saving measures that will not have a negative impact on programming or student success. Present said results to the Superintendent.	X	X	
Develop a comprehensive list of all special education programming, including personnel for each program. Analyze these programs for financial responsibility and student impact / efficacy.	X	X	X

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GOAL CATEGORY 4: Communication and Community Relations ~ 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.			
Expected Outcome	<i>Facilitate</i>	<i>Empower</i>	<i>Automate</i>
Each week, visit staff and students in classrooms, athletic events, and performances to monitor climate and quality of Pupil Services.	X	X	X
Assist in the analysis of a climate survey to understand the culture and climate as perceived by students, faculty, staff, and caregivers. Share this information with the Pupil Services team to focus on improving the climate within the district.	X	X	
Develop a communication structure with all of those in the Pupil Services Department to ensure constant communication, timely feedback, and shared goal setting.	X	X	X

GOAL CATEGORY 5: Human Resource Management ~ The District Superintendent oversees the staffing, coordination, recruitment, professional development, and retention of staff, along with other human resource functions.			
Expected Outcome	<i>Facilitate</i>	<i>Empower</i>	<i>Automate</i>
Within the first 90 days, begin coordinating efforts to develop and implement standards of practice and core values to be consistently reviewed and discussed at board meetings and modeled.	X	X	X
Each month at board, admin, faculty meetings, celebrate staff accomplishments and report on efforts to build standards of practice and core values.	X	X	