

SUPERINTENDENT'S

HOPE NOTE



What is H.O.P.E.?

HOPE—Hanna’s Organizational Performance Excellence— describes the work we undertake each day to fulfill our district’s mission. Along with our [Leadership Improvement Model](#), HOPE helps organize and focus improvement efforts across all schools and departments.

Through HOPE, we prioritize academic achievement, financial solvency, team member engagement, effective use of technology, leadership development, and facility improvement.

Our strategic plan is the tool that makes this work actionable by identifying clear priorities, measures, and targets that guide decision-making and monitor progress.



Measuring District Progress!

Our strategic plan is only as strong as the process we use to monitor our progress. Each year, we intentionally review how we are doing against our strategic objectives, measures, and targets (see page 2).

On February 19, we will come together to review and discuss our progress to date. Teachers, family members, staff, administrators, community residents, and Board members will gather to reflect on what is working, identify areas needing further growth, and collaboratively develop clear, actionable goals for the 2026–2027 school year.

This annual review ensures that we remain on track toward our long-term goals and, when challenges arise, we make thoughtful adjustments to get back on track.

Goals for our HOPE Team meeting on February 19, 2026

- Review district growth data and performance across key indicators tied to MAP assessments, PSSA/Keystone results, staff engagement and retention metrics, and operational benchmarks.
- Evaluate annual performance against the established targets, identifying areas of strength and areas needing additional focus.
- Set clear annual goals for the 2026–2027 school year that build on prior progress, address gaps, and align with the long-term strategic objectives outlined above.
- Use this annual planning process as a mechanism for continual growth and improvement, ensuring that the district remains focused, accountable, and responsive to the needs of students, staff, and the community.

Click to view the full [Strategic Plan](#) and visit our website at www.hannasd.org



Our Focus on February 19 : Annual HOPE Team Meeting

TEACHING & LEARNING



STRATEGIC OBJECTIVE

The Susquehanna Township School District will increase the academic performance of learners.

The Susquehanna Township School District will improve the social and emotional development of learners.

MEASURES AND TARGETS

- By June of 2027, 75% of learners K-8 will exceed average to above average growth on the MAP assessment from beginning of year to end of year.
- By September of 2027, STSD will exceed the average statewide growth in grades 4-8 in math, ELA, and science on the PSSA.
- By September of 2027, STSD will exceed the average statewide growth in grades 9-11 in Algebra, Biology and Literature Keystone Exams.



TEAM MEMBER ENGAGEMENT & RETENTION



STRATEGIC OBJECTIVE

The Susquehanna Township School District will enhance staff engagement, increase retention, reduce absenteeism, and improve employee satisfaction.

MEASURES AND TARGETS

- By June 2027, STSD will improve the average team member daily attendance, employee satisfaction, and retention by 5%.

FACILITIES, BUSINESS OPERATIONS & SUPPORT SERVICES



STRATEGIC OBJECTIVE

The Susquehanna Township School District will structure its facilities and processes to effectively address enrollment trends.

The Susquehanna Township School District will manage its resources effectively and responsibly.

MEASURES AND TARGETS

- STSD will balance the annual budget with no use of fund balance.
- STSD will conduct staggered residency re-verification annually.



Piece of the Puzzle

Buildings/Grounds, Maintenance & Custodial Staff

The buildings/grounds and custodial crews who worked on the snow removal last week are this month's piece of the puzzle. They braved the brutal winter conditions, including single-digit temperatures and whipping winds, to clear the parking lots and sidewalks so that students and staff could safely enter the school and move between buildings. Their hard work and excellent job are definitely worthy of extra recognition.