

SUPERINTENDENT'S

HOPE NOTE



The Answer is in the Room

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.



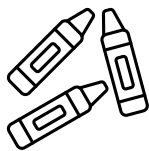
On February 19, teachers, administrators, board members, support staff, parents, and a community member gathered to review the district’s progress toward the goals in our strategic plan. Dr. Martin shared achievement data, Mrs. Ciaciulli reviewed financial data, Dr. E. Willis provided updates on team member engagement, and Mrs. Martin highlighted progress in social-emotional learning.

More than 25 participants listened thoughtfully as we reflected on the progress made over the past two years and discussed next steps toward our 2026–2027 goals. Despite the volume of information, the group remained focused and engaged, welcoming all perspectives and fostering meaningful dialogue about the work ahead.

Next steps:

- **Listen:** We want to hear from you. Please review our draft goal statement (see page 2) and share your feedback. What did we do well? What did we miss? What questions do you have?
- **Present (Community Input):** The drafted goals will be presented at an upcoming Board meeting to invite additional community input and perspective.
- **Refine Measures and Targets:** A core team of staff will establish clear targets (what will change if we are successful?) and develop protocols for measuring and reporting progress during the next school year.
- **Launch:** The final goals will be launched at the start of the 2026–2027 school year.

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



Annual Goals for the 2026–2027 School Year: DRAFT

Teaching & Learning



Academic Performance

Goal 1 (Class Size and Achievement Data): We will intentionally align our existing instructional staff to reduce class size imbalances and improve student achievement outcomes by 5%.

Goal 2 (Community Engagement and Education): The district will establish and facilitate a Community Engagement Committee to coordinate one or more events focused on teaching and learning and/or social-emotional well-being for our community.

Social Emotional Learning

Goal 1 (Messaging): By June 1, 2027, STSD will promote and inform the public about PBIS through at least three (3) different districtwide communication methods.

Goal 2 (Panorama): By October 15, 2026, 75% of all teaching staff will access the Panorama resource library.

Goal 3 (Panorama): By February 15, 2027, the PBIS Teams, districtwide, will push Panorama resources to all building-level teaching staff.

Financial, Business, Operations & Support Services

Develop and implement a comprehensive facilities feasibility plan to address aging infrastructure and capacity needs by assessing building conditions, prioritizing capital improvements, and establishing a sustainable funding strategy with stakeholder input.



Team Member Engagement

Goal 1 (Staff Wellness): The district will increase teacher retention by 5%, specifically reducing voluntary resignations attributed to stress and workload as measured through exit interviews.

Goal 2 (Staff Wellness): The district will reduce reported teacher burnout as measured by the annual staff survey using a validated burnout scale.

Click the QR code to share your thoughts!



Piece of the Puzzle

Creslyn Van Dyck, Attendance Officer

Please join me in celebrating Creslyn Van Dyck as this month's Piece of the Puzzle! She brings compassion and caring to every interaction with learners and families. She is diligent in her work and meets families where they are, providing support that helps improve student attendance. She listens carefully to concerns, looks for underlying issues, and works thoughtfully to connect families with the support they need. Through learner meetings, family meetings, phone calls, emails, and home visits, Ms. Van Dyck develops a clear understanding of the bigger picture facing many of our families. She is collaborative, a valued member of the Susquehanna Township School District team, and a tremendous resource for both our families and our staff. Thank you for all you do, Ms. Van Dyck!