



# Saucon Valley School District

## DISTRICT STRATEGIC GOALS AND PRIORITIES SUPERINTENDENT OBJECTIVES 2025-26

<p style="text-align: center;"><i>MISSION</i></p>	<p><i>The Saucon Valley School District prepares — in partnership with families and our community — new generations of students to boldly face the future; to promote human understanding; to foster technological advancement; to communicate effectively; to nurture mind, body and moral character; to appreciate community and public service; and to strive intellectually as creative problem-solvers, makers and citizens ready for tomorrow.</i></p>
<p style="text-align: center;"><i>VISION</i></p>	<p><i>The Saucon Valley School District aspires to prepare students for college, career and life success by cultivating academic excellence through rigorous educational opportunities and experiential learning, and by promoting creative thinking, problem solving and citizen engagement.</i></p>
<p style="text-align: center;"><i>PERFORMANCE OBJECTIVE</i></p>	<p style="text-align: center;"><i>PERFORMANCE STANDARD(S)</i></p>
<p style="text-align: center;"><b>Student Growth and Achievement</b></p> <p>The superintendent will strengthen and support educational programs that improve academic growth outcomes and reduce achievement gaps across all student groups; while enhancing and expanding rigorous coursework opportunities for all students.</p>	<p><i>Design and implement plans aimed at increasing the percentage of students meeting or exceeding standards in core academic areas as measured by state standardized assessments.</i></p> <p><i>Design and implement plans aimed at reducing achievement gaps and improving student growth scores</i></p> <p><i>Oversee implementation of updated curriculum standards designed to reflect relevant, rigorous, and research-supported teaching practices Ensure accessibility to rigorous courses to all students in grades 7-12.</i></p>



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<p><b>Organizational Leadership</b></p> <p><i>The Superintendent will enhance organizational effectiveness by fostering a collaborative culture, promoting innovative practices and ensuring transparency in decision making processes throughout the district.</i></p>	<p>Develop and articulate a clear, shared vision for the future that considers interests and preferences of various stakeholders of the school district.</p> <p>Effectively communicate with a wide range of stakeholders and foster an environment of collaborative decision-making.</p> <p>Manage the organization, operations, and resources in a way that promotes a safe, efficient, and effective learning environment.</p> <p>Acts as a chief advocate for the educational and developmental needs of students at the local, state, and national levels.</p> <p>Aligns district resources and initiatives with the strategic vision.</p>
<p><b>District Operations and Financial Management</b></p> <p>The Superintendent will effectively manage district facilities and financial resources to ensure they meet current needs and future demands while supporting optimal learning environments and district strategic goals.</p>	<p>Design and implement plans that help deliver clear, comprehensible, and accessible financial reports and operations updates to stakeholders.</p> <p>Design and implement plans to optimize facilities and financial resources for current needs without compromising future demands and satisfaction with condition and functionality of district facilities.</p>



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<p><b>Community and Communications</b></p> <p><i>The Superintendent will enhance district reputation and trust through strategic communication and active community engagement to foster relationships that support the enhancement of educational and extracurricular programs.</i></p>	<p><i>Maintain a clear and open line of communication with all members of the school district and the larger community who includes parents, local businesses, civic leaders, and other community stakeholders.</i></p> <p><i>Remain visible and accessible to the school community, demonstrating leadership that is both responsive and proactive.</i></p>
<p><b>Human Resource Management</b></p> <p><i>The Superintendent will enhance district performance by fully staffing all departments through strategic recruitment, comprehensive training programs and effective employee engagement initiatives that nurture top talent while fostering a collaborative work environment.</i></p>	<p><i>Maintain a staffing level that meets the needs of the district with a vacancy rate of less than 5% during the school year.</i></p> <p><i>Implement and maintain a performance evaluation system that is consistently applied across all departments</i></p> <p><i>Maintain employee turnover below the regional average for educational institutions and improve employee welfare</i></p> <p><i>Develop and implement a strategic HR plan that aligns with the district's long-term goals, updated annually.</i></p>



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### **Professionalism**

*Foster a culture of professionalism and ethical behavior in the district by consistently modeling integrity and accountability, and ensuring all staff adhere to the highest standards in their interactions and responsibilities.*

*Develop plans which create a safe and secure environment for students, staff and community.*

*Advocate for the allocation of resources and services that prioritize the welfare and education of students*

*Consistently demonstrates integrity and fairness in decision-making and interactions, adhering to legal and ethical guidelines established district's policies.*

*Collaborates with a diverse range of stakeholders, including teachers, staff, students, parents, and the community.*

*Actively pursues personal and professional development opportunities and encourages continuous learning and improvement among district staff.*