

East Stroudsburg Area School District Superintendent Annual Goals 26.27 SY

Maggie Vitale

Performance Objectives

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

Programming and Curricular Review: Ensure student-centered programming and supports that maximizes potential for each student K - 12 using a data-informed approach.

GOAL CATEGORY 2: Organizational Leadership The District Superintendent 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.

Administrator Support and Oversight: Develop and sustain a high-performing leadership culture that builds organizational capacity through collaborative support, continuous growth, shared accountability, and empowered decision-making, resulting in strengthened leadership effectiveness and improved outcomes across all district systems.

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.

Financial Future Planning: Strengthen the district's long-term organizational and financial sustainability through strategic planning, transparent communication, data-informed decision-making, and responsible resource management that supports cohesive and intentional district priorities.

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.

Communication and Community Engagement: Promote a culture of trust, transparency, and collaboration by ensuring consistent communication, meaningful stakeholder engagement, and accessible sharing of district information that supports informed decision-making and strengthens community partnerships.

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.

Supporting Our Human Capital: Develop and sustain effective human capital systems that promote organizational excellence through strategic planning, continuous professional learning, employee growth and support, operational efficiency, and a commitment to meeting the evolving needs of students, staff, and the district.

GOAL CATEGORY 6: Professionalism The District Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Additionally, the District Superintendent reflects upon their effectiveness and pursues professional growth through various training activities.

Leaning Into Our Shared Values: Foster a district culture grounded in shared values, intentional practices, and student-centered decision-making that aligns organizational actions with the district's mission, vision, and long-term strategic priorities.