

Pocono Mountain School District – Goals 2025-2026

Superintendent Performance Standards - Evaluation

1. Academic Achievement

For the 2025-2026 school year, the Pocono Mountain School District will continue delivering high-quality academic programming for students in grades K-12, ensuring graduates are equipped to thrive in a competitive global landscape. The district will advance curriculum initiatives across all subject areas to promote continuous improvement and elevate the standards of teaching and learning in every school. There will be a concerted effort to enhance academic achievement with a strong focus on fostering growth for all students. All Title I Schoolwide schools will complete or update their Schoolwide plans prior to the new year, with the Director of Federal Programs and building-level Title Steering Committees monitoring progress on a quarterly basis.

☒ Met ☐ Not Met ☒ On-Going

2. Student Growth and Achievement

The Superintendent and administrative team will leverage a range of data sources to assess and drive student growth and achievement, utilizing measures such as the SAT, ACT, PSAT, AP exams, NOCTI, PSSA, Keystone Exams, PVAAS data, district assessments, PAYS results, and other relevant tools. Under the Superintendent's leadership, the district will establish and meet annual performance objectives in alignment with federal, state, and local mandates, ensuring clear benchmarks for academic progress and accountability.

☒ Met ☐ Not Met ☒ On-Going

3. Communities in Schools Initiative/Focus on Student Attendance

The district will strengthen its partnership with Communities in Schools (CIS) by using an integrated student support model in four schools, aiming to address the academic, social, and behavioral needs of at-risk students. Improving consistent student attendance will remain a key priority, pursued collaboratively with building administrators, children and youth services, district social workers, attendance consultants, and behavioral specialists, all working within the framework of Future Ready guidelines to promote student engagement and success.

☒ Met ☐ Not Met ☒ On-Going

4. School Safety, Security and Wellness

Maintaining safe, secure, and welcoming school environments will remain a district-wide commitment, with the Superintendent, School Safety and Security Coordinator, administrative team, faculty, staff, parents, students, and community members working collaboratively to foster positive school climates. The Administration will continue employing a School-Based Threat Assessment Team approach, using a fact-driven, investigative process to identify and support students' mental and behavioral health needs while safeguarding the physical security of school facilities. Regular evaluation and analysis of Act 44 data will ensure that appropriate interventions and supports are provided to uphold building safety and personal well-being. The Superintendent, School Safety and Security Coordinator, and District Safety Team will deliver safety training for all staff and students and maintain proactive communication with parents regarding safety protocols, practices, and issues as they arise.

☒ Met ☐ Not Met ☒ On-Going

5. Financial and Operational Management

Sound financial stewardship and effective operational management continues to be essential in fulfilling the district's mission and vision. The Superintendent and administrative team strives to ensure the district maintains funding for instructional programs and support services while making prudent financial decisions through careful budget planning and cost oversight. Efforts continue to focus on analyzing financial reports and trends, presenting findings clearly and transparently to foster the public trust. The district continues to uphold rigorous internal controls and compliance with relevant policies, procedures, and regulations. Strategic planning aligns resources with district goals and objectives in conjunction with ongoing measurement and evaluation of outcomes to ensure effective and efficient operations.

☒ Met ☐ Not Met ☒ On-Going

6. Community Engagement and Public Relations

The Superintendent will provide leadership for the District to effectively and thoroughly communicate with the Board of Education, staff members, students, parents and community members. The Administration in collaboration with our Communities in Schools program directors will be committed to maintaining consistent, accurate, timely and informative communications with students, employees, parents, and community partners. Individual and collective accomplishments will be promoted by the Superintendent and the Board Education. The administration team will provide opportunities to strengthen school director and board relationships.

☒ Met ☐ Not Met ☒ On-Going

7. Organizational Leadership

The Superintendent will collaborate effectively with the Board of Education to demonstrate responsible leadership, clear communication, and strong governance that champions public education. Together, the administrative team and the Board will focus on ongoing professional development, training initiatives, equity efforts, and compliance with local, state, and federal regulations, ensuring that leadership practices reflect the highest standards of educational excellence and accountability.

☒ Met ☐ Not Met ☒ On-Going

8. Human Resource Management

The Superintendent will implement modern human resource practices that leverage advanced technologies to enhance processes from recruitment and onboarding to payroll and benefits administration, ensuring efficiency, data integrity, and regulatory compliance. Strategic and innovative recruitment efforts will be deployed to attract top-tier talent across various disciplines, with a requirement that all teachers possess at least a bachelor's degree and demonstrate expertise in their certification areas to guarantee instructional quality. The Human Resources department will nurture a culture of continuous improvement through robust professional development tailored to individual and district-wide needs, employing data-driven evaluations to provide meaningful feedback and utilizing modern talent management strategies to support job satisfaction and retention. These combined efforts will help build a dynamic, highly skilled workforce dedicated to delivering exceptional educational outcomes for all students.

☒ Met ☐ Not Met ☒ On-Going