



Dr. Karen Trinkle, Superintendent of Schools
SOUTHERN LEHIGH SCHOOL DISTRICT
2026 - 2027 Organizational Goals

To demonstrate true continuity for the purpose organizational stability and growth:

Curricular and Technology Innovation and Integration of Artificial Intelligence

Embrace cutting-edge instructional practices by fostering curricular innovation and thoughtfully integrating AI to enhance teaching, learning, and student engagement across all grade levels.

Focus: Execute a systemic, secure approach to integrating artificial intelligence by balancing rigorous defensive protections with proactive instructional innovation, ensuring staff proficiency and student critical thinking serve as the foundation for all technological expansion.

- **Establish a Defense then Offense Governance Philosophy:** Prioritize data security, user privacy, and community well-being above all else. Establish safety and staff literacy as non-negotiable prerequisites, ensuring all automated tools and their impacts are thoroughly evaluated before any full-scale district deployment occurs.
- **Integrate Human-Centric K-12 Curricular Standards:** Embed AI literacy intentionally across all grade levels, departments, and disciplines rather than treating it as an isolated technology initiative. Design updates that heavily emphasize critical thinking and logic as the essential human complements to automated tools, reinforcing that core cognitive skills must be developed first.

Strategic Financial Planning

Build a sustainable and transparent financial strategy that aligns with district priorities, supports long-term growth, and ensures responsible stewardship of resources to benefit students and the community.

Focus: Maintain the district's Aa1 financial health while executing the Long-Range Facilities Plan. This includes the successful management of the \$3.7M HVAC upgrades at the Middle and High Schools and exploring alternative revenue streams; the district maintains a robust financial position, recently evidenced by a Moody's bond rating upgrade to Aa1.

Capital Project and 3–5 Year Strategic Plan

Develop and implement a forward-thinking strategic plan that aligns capital improvements with instructional priorities, ensuring our facilities support modern, innovative learning environments for years to come.

Focus: Transition the High School Auditorium project from the financial modeling phase to active development. This involves finalizing the project scope based on the \$39.3M estimate and establishing a construction timeline that minimizes disruption to student activities, all while leveraging the district's significant \$143.6M borrowing capacity.

Systemic Talent Infrastructure and Human Resources Strategic Plan:

Develop and implement a proactive, compliant human resources framework that transitions administrative operations from situational decision-making to a standardized, systemic



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approach, ensuring our talent, compensation, and documentation protocols remain equitable, transparent, and defensible

Monitor: Full-Day Kindergarten and Grade 3 Transition

Successfully launch full-day kindergarten and transition Grade 3 to the intermediate school, strengthening early childhood learning experiences and creating a cohesive academic progression for all students.

Professional Development and Strategic Partnerships

Focus: Due to the extensive operational scope of my current role, opportunities for conference attendance have been limited. Looking ahead to my upcoming responsibilities, I would like to attend the Pennsylvania Association of School Administrators (PASA) New Superintendent Academy to ensure a smooth, system-aligned transition.

The Pennsylvania Association of School Administrators (PASA) encourages new superintendents to attend the high-value, three-part New Superintendents' Academy that will provide you with an in-depth overview about your new role. Sessions vary in theme and are led by experienced Pennsylvania superintendents and education experts who offer information and practical advice regarding the complicated issues and challenges unique to your new leadership role. This series is aimed at enhancing your leadership skills and capacities in the key areas of Strategic and Cultural Leadership, Systems Leadership, and Professional and Community Leadership.

The Academy provides an excellent opportunity to network with peers and build a network of colleagues from across the state. There is an opportunity to gain a statewide perspective from participants and session leaders representing the diversity of districts across the Commonwealth.

Focus: Increased, active involvement in the Greater Lehigh Valley Chamber of Commerce positions the school district as a foundational pillar of local economic development. Engaging with local business leaders allows the superintendent to advocate for our schools while gaining firsthand insight into regional workforce needs.

These corporate relationships pave the way for real-world learning opportunities, internships, and sponsorships that directly benefit our students, demonstrating that a strong school district drives a strong local economy.