

# Pocono Mountain School District – Goals 2018-2019

## Superintendent Performance Standards

### 1. Academic Achievement

The district will offer high-quality student programming for grades K - 12 so that graduates of the Pocono Mountain School District are prepared to compete in a global society. Curriculum initiatives will be evaluated in all academic areas to ensure cooperation and implementation of a continuous improvement plan for all schools. Every school must focus on improving teaching and learning to increase academic achievement with an emphasis on growth for all students. Comprehensive Support and Improvement (CSI) and Targeted Support and Improvement (TSI) plans will identify root causes. The results and strategies will be aligned to The Framework of PA Essential Practices.

Met       Not Met       On-Going

### 2. District Operations and Financial Management

The Superintendent, Chief Financial Officer and Central Administrators are tasked to oversee the Annual General Fund Budget process from the initial budget development stages to the final adoption by the Board of Education and manage the budget throughout the fiscal year by matching revenues from federal, state and local resources to meet necessary expenditures. Actual results will be reviewed and analyzed during the preparation of the Comprehensive Annual Financial Report.

Met       Not Met       On-Going

### 3. Community and School and School Relations

Superintendent communicates with and effectively engages the staff, the Board, and members of the community, clearly articulating district goals and priorities. The district is committed to sustaining effective, accurate and meaningful communications with students, employees and community partners to recognize individual and collective accomplishments.

Met       Not Met       On-Going

### 4. Student Attendance

The Central Administration and the building Administrative team will continue to work on improving student daily attendance. The entire Administrative team will work on the implementation of the new attendance policy approved for the 2018-2019 school year.

Met       Not Met       On-Going

### 5. Human Resource Management

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

All teachers will be assigned to work within their state-approved area(s) of certification. Each teacher will hold at least a bachelor's degree; hold a valid PA teaching certificate; and will demonstrate subject matter competency as designated by their respective area of certification, thereby supporting the quality and effectiveness of instruction in the core content areas. Continuous professional development will be provided for all staff members through in-service days, course work and on-line training.

Met       Not Met       On-Going

**6. Student Growth and Achievement**

The Superintendent and Administrative team will use multiple data sources to assess student growth and achievement. Such sources may include Scholastic Aptitude Test (SAT), Preliminary Scholastic Aptitude Test (PSAT), Advances Placement Test (AP), National Occupational Competency Testing Institute (NOCTI), Pennsylvania System of School Assessment (PSSA), Keystone Exams, Pennsylvania Value Added Assessment (PVAAS), School District assessments and other assessment tools. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to current federal, state and local mandates.

Met       Not Met       On-Going

**7. Organizational Leadership**

Superintendent will work collaboratively with the Board to develop a vision for the District. The vision will allow the Superintendent to identify and solve problems while working collaboratively with the Administration to ensure best practices for instruction, supervision and continued curricular development. Empowering individuals to become effective leaders will be a top priority.

Met       Not Met       On-Going