

# Pocono Mountain School District – Goals 2019-2020

## 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

The Superintendent will provide leadership for the District to effectively communicate with all staff members, the Board of Education and members of the community. The district will be 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 Administrative Team in collaboration with the building administration will continue to work on improving daily student attendance as per the guidelines set forth by the Future Ready Guidelines.

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.

  X   Met                             Not Met                        X   On-Going

**8. School Safety and Security**

The Superintendent, administrative cabinet, administrators, faculty and staff will work together to maintain positive school climates and school environments that are safe, secure and welcoming for students, staff, teachers, and families. An increased focus on assessments, from school safety and security assessments to school threat assessments, will be undertaken to identify potential concerns and ensure schools remain safe and secure, while students in need receive appropriate interventions and supports.

  X   Met                             Not Met                        X   On-Going