

# Pocono Mountain School District – Goals 2020-2021

## 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.

### 2. Community Engagement and Public Relations

The Superintendent will provide leadership for the District to effectively and thoroughly communicate with the Board of Education, the staff members, the students and community members. The Administration will be committed to maintaining consistent, accurate and informative communications with students, employees and community partners. Individual and collective accomplishments will be promoted by the Superintendent and the Board Education.

### 3. Financial and Operational Management

The Superintendent, Chief Financial Officer and Central Administrative Team are entrusted to:

- Maximize the efficient allocation of limited financial resources to fund the necessary educational and operational expenditures at a fair and reasonable cost.
- Maximize the efficiency of the operation and maintenance of District wide facilities and supporting operational departments by effectively managing limited human and financial resources to support academics.

### 4. 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.

### 5. Organizational Leadership

The Superintendent will work effectively with the Board of Education to lead responsibly, communicate clearly, and govern effectively to promote and champion public education. Collaboration between the administrative team and the Board will focus on continued professional development, training, equity and compliance with local, state and federal laws.

### 6. School Safety, Security and Wellness

The Superintendent, administrative cabinet, administrators, faculty and all staff members will work cooperatively to maintain positive school climates and school environments that are safe, secure and welcoming for all stakeholders. All Act 44 data will be evaluated and reviewed regularly in order to ensure all students receive the appropriate interventions and supports required for building and personal safety. 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.

### 7. 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.

### 8. 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.