

Pocono Mountain School District – Goals 2022-2023

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. Targeted Support and Improvement (A-TSI) plans will require quarterly progress checks to inform stakeholders of the successes and barriers. In addition, Title I schoolwide schools (Non ATSI schools) will complete/update their Schoolwide plans prior to the start of the school year.

2. 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), American College Testing (ACT), 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, PAYS data, 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.

3. Student Attendance

The Central Administrative Team in collaboration with the building administrations, Children & Youth, IU 20 Social Workers and School Attendance Consultants will continue to work on improving daily student attendance set forth by the Future Ready Guidelines.

4. School Safety, Security and Wellness

The Superintendent, administrative cabinet, administrators, faculty and all staff members will work cooperatively with the school community to maintain positive school climates and school environments that are safe, secure and welcoming for all stakeholders. The Administration will fully implement the School-Based Threat Assessment Team approach toward maintaining school safety. This fact-based, investigative approach provides a process for identifying and supporting the mental and behavioral health needs of students while maintaining the physical security of schools. All Act 44 data will continue to be evaluated and reviewed regularly in order to ensure all students receive the appropriate interventions and supports required for building and personal safety.

5. Financial and Operational Management

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

- Maximize the efficient allocation of available financial resources to fund educational and operational expenditures in a fiscally responsible manner to fully support educational programs.
- Maximize the efficiency of the operation and maintenance of District wide facilities by effectively managing available human and financial resources.

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 and community members. The Administration 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.

7. 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.

8. Human Resource Management

The Superintendent incorporates best practices for human resource management to research and analyze the internal components of the organization as a means to develop personnel in an efficient and effective manner in an effort to provide a quality education while meeting the needs of individual students throughout the recruitment and hiring of the most qualified candidates.

All teachers will be assigned within their Pennsylvania approved certification area(s). Each teacher will hold at least a Bachelor's degree and will demonstrate competency in content as designated by their respective areas of certification, which will support the quality and effectiveness of instructional practices in the core content areas. Human resources will foster ongoing professional growth utilize the personnel evaluation processes to provide feedback for improved performance and increased job satisfaction.