

Pocono Mountain School District – Goals 2023-2024

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 implemented in all academic areas to ensure a continuous improvement for all schools. Every school must focus on improving teaching and learning to increase academic achievement with an emphasis on growth for all students. Additional- Targeted Support and Improvement (A-TSI) and Targeted Support and Improvement (TSI) plans will be completed prior to the start of the school year and require quarterly progress checks to inform stakeholders of the successes and barriers. In addition, Title I Schoolwide schools (Non ATSI and TSI Schools) will complete/update their Schoolwide plans prior to the start of the school year. Schoolwide Title Plans will be monitored quarterly by the Director of Federal Programs along with the building Schoolwide Title Steering Committee.

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

Regular attendance fosters a classroom community between teachers and children. The Central Administrative Team in collaboration with the building administrations, Children & Youth, District Social Workers, School Attendance Consultants and Behavioral Specialists 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 students, parents and the school community to maintain positive school climates and school environments that are safe, secure and welcoming for all stakeholders. The Administration will continue to maintain its 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. The Superintendent and District Safety Team will provide school safety training for all staff and students and will provide timely communication with parents on school safety training, practices and issues.

5. Financial and Operational Management

Financial and Operational Management are two key pillars of the educational organization. The District's mission and vision would not be realized in the absence of these two important components. Ensuring the District maintains the funds necessary to provide instruction and related support services while making sound financial decisions are the results of proper budget planning and cost management. Focusing on financial performance by analyzing financial reports, various trends and reporting their results in a timely and easy to understand manner to promote transparency and adhere to the public trust. In addition, verifying internal controls are adhered to by making certain that the District is complying with all policies, procedures and regulations. The planning and development of strategies which align with the District's goals and objectives coupled with the fostering of their implementation lead to the measurement of their results.

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, parents 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 leverage technology to streamline processes, from recruitment and onboarding to payroll and benefits administration as a means to enhance efficiency and data accuracy. Development and execution of effective recruitment strategies to attract and hire the most qualified candidates across various disciplines to provide a quality education while meeting the needs of individual students.

Teachers will hold at least a Bachelor's degree and 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 development programs to support continuous learning, growth for all employees and utilize the personnel evaluation processes to provide feedback for improved performance and increased job satisfaction.