

Pocono Mountain School District – Goals 2016-2017 And Superintendent Performance Standards

1. Academic Achievement

The district will provide high quality academic programs for grades K-12 Curriculum initiatives will be evaluated in all academic areas to ensure corporation and implementation of a continuous improvement plan for all schools (Every school must focus on improving teaching and learning to increase achievement for all students).

☒ Met ☐ Not Met ☒ On-Going

2. District Operations and Financial Management

Superintendent manages effectively, ensuring completion of activities associated with annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district. The Superintendent in conjunction with the CFO, Assistant Superintendents and the Board of Education will utilize the five-year financial plan to continue to identify revenue sources and reduce expenses through organizational efficiencies. The comprehensive financial report will be reevaluated and updated annually.

☒ Met ☐ Not Met ☒ On-Going

3. Community and School Relations

Superintendent communicates with and effectively engages the staff, the Board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.

☒ Met ☐ Not Met ☒ On-Going

4. Student Attendance

The central administration and building administrators continues to work on improving student daily attendance utilizing the PDE Toolkit as well as the initiatives from the Monroe County Truancy Summit meetings held with Judge Mark.

☒ 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.

All other staff will hold appropriate credentials, skills, and annual ratings of proficient or above.

☒ Met ☐ Not Met ☒ On-Going

6. Student Growth and Achievement

The Superintendent and Administrative team will use multiple data sources to assess student success and growth as appropriate, specific to needs within the District. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to current federal and state mandates and other locally determined measures.

 X Met Not Met X On-Going

7. Organizational Leadership

Superintendent works collaboratively with the Board to develop a vision for the District, displays an ability to identify and rectify problems affecting the District, works collaboratively with District administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District.

 X Met Not Met X On-Going