

Pocono Mountain School District – Goals 2017-2018 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 cooperation 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 effectively manages completion of activities associated with the annual budget, overseeing distribution of resources for meeting 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 expenditures through organizational efficiencies. The comprehensive annual financial report will be reevaluated each fiscal year.

Met Not Met On-Going

3. Community and School and School Relations

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

Met Not Met On-Going

4. Student Attendance

The Central Administration and the building Administrative team will continue to work on improving student daily attendance. The entire Administrative team will work on the implementation of the new attendance policy approved for the 2017-2018 school year.

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 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, 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.

Met Not Met On-Going