

MANHEIM TOWNSHIP SCHOOL DISTRICT

Lancaster, PA



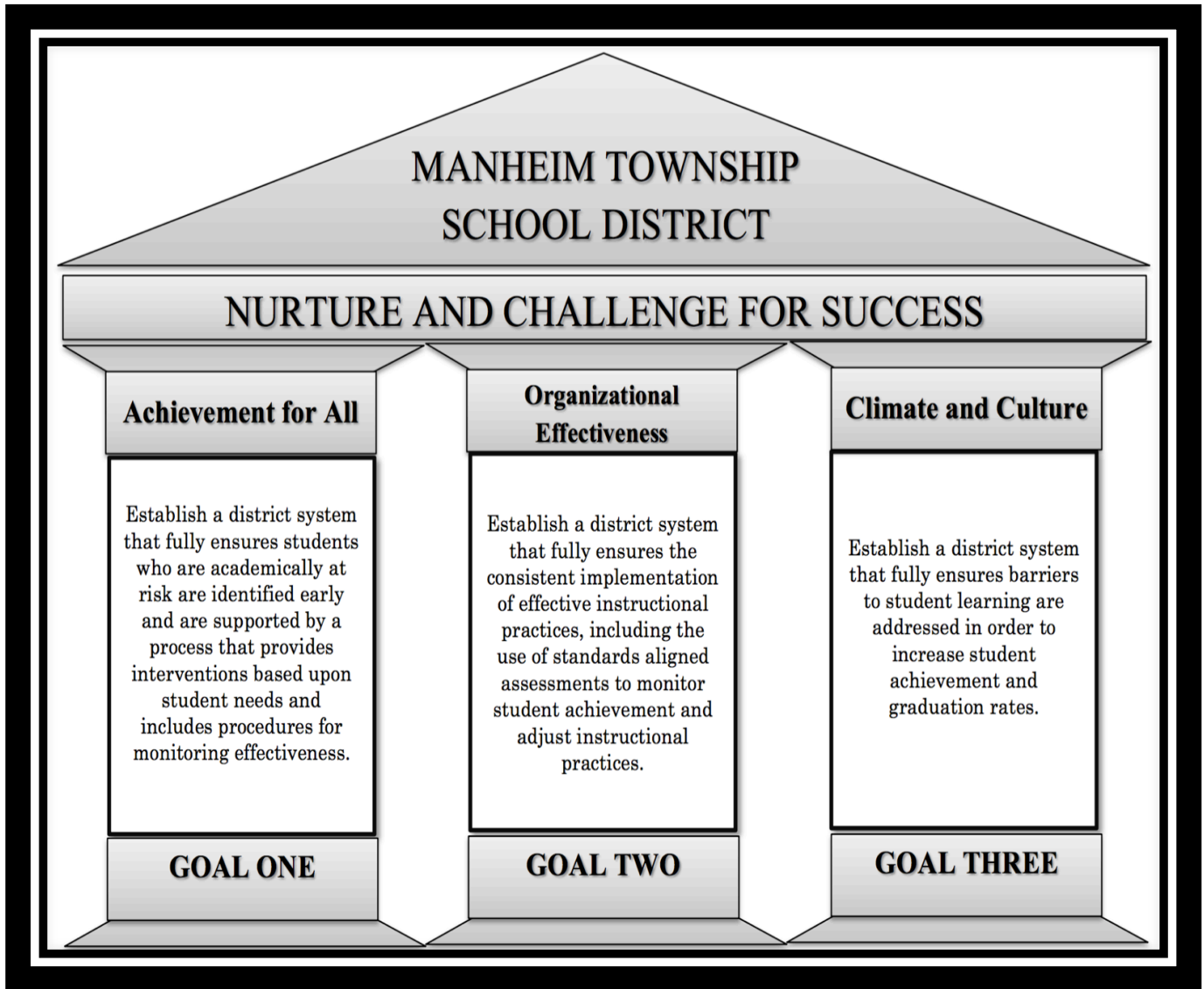
Dr. Robin L. Felty

2017-2018

Superintendent's Performance Goals

DISTRICT COMPREHENSIVE PLAN GOALS

(July 1, 2015 to June 30, 2018)



Objective Performance Standards for Superintendent of Schools

- Standard 1: *Student Growth and Achievement*
- Standard 2: *Organizational Leadership*
- Standard 3: *District Operations and Financial Management*
- Standard 4: *Communication and Community Relations*
- Standard 5: *Human Resource Management*
- Standard 6: *Professionalism*

COMPREHENSIVE PLAN

SUPERINTENDENT'S OBJECTIVE PERFORMANCE STANDARDS

SUPERINTENDENT GOAL #1: Student Growth and Achievement

To align district resources and systems on targeted strategies designed to increase the academic growth of all students through implementation of K-6 tiered systems of support, embedded teacher professional development, and incorporation of student voice/perspective on instructional programming and school operations.

- **Multi-tiered Systems of Support (MTSS):** Development of the Phase I, K-6 unified model of service delivery that includes integrated instruction and intervention that is differentiated and provided to students in varying levels of intensity (multiple tiers) based on student needs;
- **Clinical Classrooms – Year I:** Year I implementation of K-6 educational environments that provide meaningful, embedded professional development, targeted prescriptive discussions about students' needs and relevant interventions, and instructional modeling within rigorous, responsive classrooms;
- **Student Voice:** Facilitation of targeted activities to elicit student voice/perspective on various components of educational programming, for the purpose of building effective learning environments (ex. student surveys, Superintendent Student Advisory Council (consisting of students gr. 7-12; 2 students per grade level), and "Shadow a Student Challenge."

SUPERINTENDENT GOAL #2: Communication & Community Relations

To build relationships and expand district communication procedures in order to maintain open, honest, and ongoing two-way communication with district staff, students, parents, and the larger local community, and to establish partnerships for promoting educational programming.

- **District Communication Plan:** Creation and implementation of strategies relating to four (4) district-wide communication goals focused on building positive, collaborative relationships with all stakeholders, increasing awareness of our excellent academic and innovative educational programs, enhancing existing communication systems with stakeholders, and developing a proactive media relations program;
- **Senior-Student Mentoring Program:** Development and facilitation of a senior-student mentoring program, operated in conjunction with a local retirement community, with focus on developing relationships between students and senior citizens;
- **Community Partnerships:** Creation of partnerships with local organizations that provide additional resources and opportunities for educational programming.

SUPERINTENDENT GOAL #3: Organizational Leadership

To promote the vision of the District, establish District and school level goals and action plans addressing areas of need, and secure resources for achieving established goals.

- **Comprehensive Plan (Strategic Planning):** Facilitation of the district and school level strategic planning process, for the purpose of developing a new district/school Comprehensive Plan;
- **Mobile Learning Initiative:** Facilitation of first year activities for the district-wide 1:1 initiative, including targeted professional development offering meaningful, relevant trainings to promote the effective use of technology to enhance student achievement, and ongoing communication with parents;
- **School Board/District Governance:** Collaboration with the Board of School Directors regarding group professional development opportunities, and facilitation of Board Governance training(s) and support for the Board after elected members begin their service.