

MANHEIM TOWNSHIP SCHOOL DISTRICT

Lancaster, PA



Dr. Robin L. Felty
2019-2020

Superintendent's Performance Goals

Presented at September 19, 2019 Board Meeting

MTSD COMPREHENSIVE PLAN GOALS

(July 1, 2018 to June 30, 2022)



Pursuing Excellence & Equity for ALL: Comprehensive Planning for 2021



3 GOALS & INITIATIVES

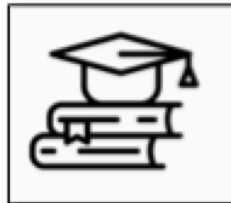
1

Implementing **effective instructional strategies** district wide incorporating 21st century learning and innovation skills



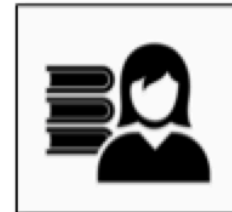
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Addressing **barriers to student learning** in order to increase student achievement & graduation rates



3

Ensuring **academically at-risk students are identified early and are supported** with needs-based interventions



Embracing diversity, equity, and inclusion

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*

DISTRICT/BOARD COMPREHENSIVE PLAN GOALS

SUPERINTENDENT'S OBJECTIVE PERFORMANCE STANDARDS

SUPERINTENDENT GOAL #1: Student Growth and Achievement

To increase student growth and achievement through establishing an educational environment of equity and inclusion that involve the building of early language and literacy, increased learning opportunities for students, and continued development of the district's K-6 Positive Behavior Interventions and Supports (PBIS).

- **Equity and Inclusion:** Implementation of specific, targeted strategies at the elementary, intermediate, middle and high school levels that promote an educational environment that infuses equity-mindedness within instruction and support services, and inclusion practices.
- **Early Language and Literacy Development:** Development and implementation of Year I of *MTSD Roadmap to Early Literacy PreK-Gr. 4*, a framework that includes (5) targeted steps for addressing achievement gaps in literacy proficiency between subgroups.
- **Positive Behavior Interventions and Supports (PBIS):** Continued development of interventions and supports K-6 that are systematically and consistently applied to students based on their level of need.

SUPERINTENDENT GOAL #2: Organizational Leadership

To work collaboratively with the Board of School Directors and District administration to ensure the implementation of data-informed best practices for operations management, staffing, and allocation of resources, and to continue building a positive working environment through meaningful communication with internal and external stakeholders.

- **Baldrige Performance Measures:** Continued implementation of a strategic measurement and management system that applies specific criteria for achieving and sustaining increased performance and cost benefit (via calculation of per-unit costs) of various services and defined targets.
- **Cross-Training:** Development of a systematic process for cross-training both vertically and horizontally throughout the organization to promote operational readiness, enhanced productivity, and flexibility to manage and sustain efficiency.
- **Board Governance and Leadership:** Collaboration with the Board of School Directors and administrators in "Phase II" of the *Policy Review & Adoption Plan* for the development, review, and adoption of Board Policies and implementation of internal Administrative Regulations/Guidelines.

SUPERINTENDENT GOAL #3: Communication and Community Relations

To communicate with and effectively engage 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.

- **Student Enrollment Management Plan:** Development of a strategic student enrollment management plan that addresses the district's growing enrollment in a fiscally appropriate way while promoting continued educational excellence, and involves internal and external stakeholders in the planning process.
- **District Content Marketing Plan:** Development of a marketing plan for implementing district content marketing strategies that communicate and promote our district's unique value proposition (UVP).