

MANHEIM TOWNSHIP SCHOOL DISTRICT

Lancaster, PA



Dr. Robin L. Felty
2020-2021

Superintendent's Performance Goals

Presented at September 10, 2020 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

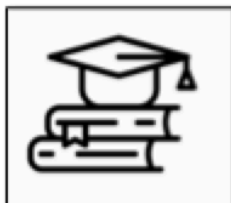
1

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



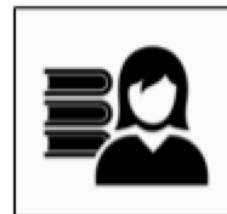
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Addressing **barriers to student learning** in order to increase student achievement & graduation rates



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***

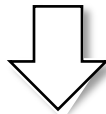


DISTRICT/SCHOOL BOARD COMPREHENSIVE PLAN GOALS

SUPERINTENDENT'S OBJECTIVE PERFORMANCE STANDARDS

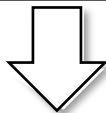
SUPERINTENDENT GOAL #1: Student Growth and Achievement

- **Diversity, Equity and Inclusion**: Create and facilitate Diversity, Equity and Inclusion (DEI) Advisory Committee planning that promotes intentional work in planning educational activities that support and encourage equity and inclusion, and promote awareness and action around DEI and access issues.
- **Student Voice and Leadership**: Collaboratively develop a *Student Leadership Program* that promotes voice and ownership, and builds communication and leadership skills among a diverse group of high school students.
- **Manheim Township Virtual Academy (MTVA)**: Continue to develop and operate the district virtual program in a cost effective manner, and effectively market the program as a viable option to families seeking an alternative approach to traditional education and/or a cyber charter school program.



SUPERINTENDENT GOAL #2: Organizational Leadership

- **Comprehensive Plan (Strategic Planning)**: Facilitate the district and school level mid-point strategic planning process, for the purpose of developing the next 3-year district/school Comprehensive Plan.
- **District Governance and Leadership**: Continue to develop, review, and implement internal Administrative Guidelines for adopted Board policies.



SUPERINTENDENT GOAL #3: District Operations and Financial Management

- **Professional Negotiated Agreements (Collective Bargaining Unit, Act 93, Act 93 Specialists)**: Conduct negotiations for a new fiscally responsive Collective Bargaining Agreement for professional staff, and new fiscally responsive Agreements for both the Act 93 Administrators and Act 93 Specialists.
- **Fiscally Sound Budget**: Develop a fiscally sound budget for 2021-2022 that addresses the deficit resulting from financial implications associated with the pandemic, and allows the district to maintain its strong educational programs and meet staffing needs.