



## MANHEIM TOWNSHIP SCHOOL DISTRICT Superintendent Performance Goals 2022- 2023 School Year

### Comprehensive Plan/District/Board Goals (2022-2025)

**GOAL 1:** The district will implement data review protocols K-12 that drive continuous improvement as determined by district and building level data, as well as student outcome data, to be measured by various state and local assessments and metrics (STAR, PVAAS, state level assessments, local assessments and screenings, local quarterly performance data, graduation rate).

**GOAL 2:** The district will develop a comprehensive resource for students, families and staff in need of assistance/guidance/support to address academic and mental health needs, with the effectiveness to be measured by pre- and post-surveys, mental health screenings, universal screening tool, and fidelity evaluation rubrics (the rubric rates/features the frequency of the possible Pupil Services Team outcomes), and updated website postings and data analytics.

**GOAL 3:** The district will facilitate school-wide powerful learning\*, personal growth, and leadership opportunities for students, staff, and key stakeholder groups that develop lifelong learners and prepare students for effective college and career readiness, as measured by surveys, student career portfolio checklists, anecdotal feedback from mentorship, leadership, and parent training programs.

### Superintendent Standard #1: STUDENT GROWTH AND ACHIEVEMENT

1. **Data Review Protocols:** Implementation of Phase I of the district data review protocols K-12, including facilitation of quarterly district data meetings and the promotion of consistently applied procedures for interpreting and applying the data for increased student achievement.
2. **Implementation of New K-6 English Language Arts (ELA)/Reading Program:** Implementation of the new district reading program by K-6 teachers, using procedures and supports provided via professional development and during established grade level and department meetings, and developing interventions for the district's depository of resources.
3. **K-12 Common Assessments:** Creation of an updated framework for developing common assessments for all academic areas and grade levels, and monitoring implementation and revision of the student evaluation tools.

## Superintendent Standard #2: ORGANIZATIONAL LEADERSHIP

4. **Positive Mental Health Supports & Student Wellbeing:** Continued development of interventions and supports K-12 that are systematically and consistently applied to students based on their level of need, sharing district and agency-related supports with families in order to promote positive home-school relationships.
5. **Student Voice & Leadership:** Collaborative development of a *Student Leadership Program* that promotes voice and ownership, building communication and leadership skills among a diverse group of high school students.

## Superintendent Standard #3: DISTRICT OPERATIONS & FINANCIAL MANAGEMENT

6. **District Governance & Leadership – Administrative Guidelines:** Collaboration with designated administrators in the development, review, and implementation of internal Administrative Guidelines to accompany the respective Board policies.
7. **Long-term Planning for Main Campus Facilities:** Development of a three to five-year plan to address the facilities needs of the main district campus, using recommendations from Davis Demographics and the district's Facility Team, and aligning them with the student enrollment management plan.
8. **Student Enrollment Management Plan:** Creation 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.
9. **Fiscally Sound District Budget:** Development of a fiscally sound budget for the 2023-2024 School Year that addresses the deficit as well as the future needs of the district, in order to continue promoting strong educational and extracurricular programs.

## Superintendent Standard #4: COMMUNICATION AND COMMUNITY RELATIONS

10. **New District Communication Plan:** Creation and implementation of a new strategic communication plan that outlines key goals and objectives for building positive, collaborative relationships with all stakeholders, increasing awareness of the district' excellent academic and innovative educational programs, enhancing existing communication systems, and leveraging social media to improve overall communication.

11. **Content Marketing & Social Media Engagement:** Creation of a proactive public relations program that increases the value of existing publications and the quality and quantity of social media engagement by the local and larger community, in order to promote positive district relations, highlight student and staff achievements, inform about educational topics and events, and share timely, relevant information about school operations/activities that actively engage all demographic groups:
- a. Engagement rate by reach (ERR): Data showing the percentage of people who chose to interact with social media content after seeing it, calculated by reviewing individual posts or the average over time.
  - b. Engagement rate by posts (ER post): Data showing the rate that our social media followers engage with the posted content.
  - c. Daily engagement rate (Daily ER): Data showing how often our followers engage with social media on a daily basis.

## Superintendent Standard #5: HUMAN RESOURCE MANAGEMENT

12. **Retention of New Special Education Teachers:** Implementation of a comprehensive plan to increase the retention rate of new special education teachers (employed 1-3 years) in district-operated low-incidence programs such as Autistic Support, Emotional Support, Multi-Disabilities Support, and Life Skills.