



MANHEIM TOWNSHIP SCHOOL DISTRICT Superintendent Performance Goals 2023- 2024 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. *Early Intervention for Students Not Achieving Grade 3 Reading Proficiency:***
Expansion of an instructional plan (through the Multi-tiered System of Support [MTSS] process) that involves early identification of the need for academic intervention for students at-risk for not achieving proficiency on the Grade 3 Reading PSSA.
- 2. *Innovative Pathways for STEM/STEAM Skills PreK-12:*** Implementation of an innovative pathways structure for students to attain PreK-12 STEM skills that promote creativity, collaboration and achievement of proficiency with established grade level standards in science, technology, engineering and math problem-solving skills.
- 3. *K-12 Common Assessments:*** Continued implementation of the updated framework for developing common assessments for all K-12 academic areas and grade levels, and monitoring implementation of the student evaluation tools.

Superintendent Standard #2: ORGANIZATIONAL LEADERSHIP

4. ***Safe & Supportive School Environment:*** Implementation of a collaborative Safety & Supportive School Environment Plan that aligns current resources with existing needs, in order to provide a school and district environment that is safe and secure, accessible and welcoming to students, families and staff.
5. ***Student Voice & Leadership:*** Collaborative development of a *Student Leadership Program* that promotes voice and ownership and builds communication and leadership skills among a diverse group of high school students.
6. ***Partnerships for Early Learning Initiatives:*** Development and implementation of a partnership with Community Action Partnership (CAP) in order to provide educational programs and supports, and community resources to students and families in need within the district.

Superintendent Standard #3: DISTRICT OPERATIONS & FINANCIAL MANAGEMENT

7. ***District Governance & Leadership – Administrative Guidelines:*** Collaboration with designated administrators in the continued development, review, and implementation of internal Administrative Guidelines to accompany the respective Board policies, in order to promote operational consistency and compliance.
8. ***Long-term Planning for Main Campus Facilities:*** Development of a multi-year operational plan to address the facility needs on the main district campus, using recommendations from the 8/2023 Remington Vernick Engineers (RVE) Facilities Study report, the 2/2023 Davis Demographics Student Enrollment report, and the district's Facility Team.
9. ***Fiscally Sound District Budget:*** Development of a fiscally sound budget for the 2024-2025 School Year that addresses the current deficit, the upcoming curriculum and operational mandates from PDE, and the future facilities and programmatic 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:*** With data from the Spring 2023 district communication survey, creation and implementation of a new strategic communication plan that outlines key goals and objectives for: (a) building positive, collaborative relationships with all stakeholders, (b) increasing awareness of the district's excellent academic and innovative educational programs and activities, (c) enhancing existing communication systems to promote consistency of information from schools, and (d) leveraging social media to improve overall communication.
11. ***Updating School District Website:*** In response to Spring 2023 district communication survey data, revamp the school district website to consistently hold updated information from all schools and departments, in order to maintain its usage as the key communication site for district families and staff.

Superintendent Standard #5: HUMAN RESOURCE MANAGEMENT

12. ***Retention of Special Education Teachers:*** Implementation of a collaborative plan to increase the retention rate of new special education teachers (employed 1-5 years) in district-operated programs such as Autistic Support, Emotional Support, Multi-Disabilities Support, and Life Skills – which includes an outlined system of responsiveness as well as training and support to the paraprofessionals assigned to these classrooms.
13. ***Cross-Training:*** Development of an updated process for cross-training both vertically and horizontally throughout the organization to promote operational readiness, enhanced productivity, and flexibility in order to manage and sustain efficiency.
14. ***Staffing Benchmarks:*** Creation of a Staffing Benchmarks plan that uses established criteria for identifying staffing needs and the subsequent hiring process for designated departments of staff.