Superintendent Goals 2022-2023

VISION

To cultivate an exceptional, innovative learning community that enables all students to succeed in a changing world.

MISSION

For all students to be future ready by meeting or exceeding established goals, the Boyertown Area School District will implement coordinated, articulated, curricula and provide personalized, planned instruction aligned with Pennsylvania academic standards.

Annual Superintendent Performance Standards

The Pennsylvania School Code provides as follows: The Superintendent shall be the chief administrative officer and chief instructional officer of the Board of Education and the School District and shall be responsible for the execution of all actions of the Board, the administration and operation of the public school system subject to the policies of the Board, and the supervision of all matters pertaining to instruction in all the schools under the direction of the Board.

The annual performance standards mutually established by the Boyertown Area School District and the Superintendent and set forth in the Superintendent's Contract are as follows:

Student Growth and Achievement

The Superintendent shall use multiple data sources to assess student success and growth as appropriate, specific to needs within the School District and as determined annually in collaboration with the Board. Annual or other School District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to achievement and growth on PDE required assessments including, but not limited to, PSSA, Keystone Exams, PVAAS, attrition rates or graduation rates, and other locally determined measures.

Organizational Leadership

The Superintendent shall work collaboratively with the Board to develop a vision for the School District, display an ability to identify and rectify problems affecting the School District, work collaboratively with School District administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and work to influence the climate and culture of the School District.

School District Operations and Financial Management

The Superintendent shall manage effectively, ensuring completion of activities associated with the annual budget, oversee distribution of resources in support of School District priorities, and direct overall operational activities within the School District.

Communication and Community Relations

The Superintendent shall communicate with and effectively engage the staff, the Board, and members of the community, clearly articulate School District goals and priorities, address local and broader issues affecting the School District, and build support for School District initiatives, programs, and short/long-range plans.

Human Resource Management

The Superintendent shall incorporate best practices for human resource management and oversight and coordinate staffing, recruitment, and other human resource functions.

Professionalism

The Superintendent shall model professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the community. The Superintendent shall additionally work to individually reflect upon their effectiveness within the role, and work to improve effectiveness through the use of professional development literature and activities.

Superintendent Goals 2022-2023 School Year

Superintendent Standard #1: STUDENT GROWTH AND ACHIEVEMENT

Maintain a focus and continue to prioritize positive classroom environments across all K-12 classrooms: Refresh our instructional practices and refocus on instructional strategies that have the biggest impact on student success.

    a. Use strategic practices (revisiting instructional grouping formats within the classroom, prioritizing the use of data to drive instruction, integration of Professional Learning Communities to support collaboration) and district performance data to identify appropriate professional development opportunities for staff within the district (share dates/topics to be completed).

    b. Provide ongoing professional learning opportunities to support a positive classroom environment, which include restorative practices (https://www.iirp.edu/restorative-practices/what-is-restorative-practices) and trauma informed practices. (This includes mandatory training of all board members in trauma informed practices).

    c. Engagement of all district administration in collaborative book study, using Jon Gordon's book The Power of Positive Leadership.

Demonstrate understanding and appropriate use of performance measures in support of improving academic achievement and growth:

    a. Assessment practices that consist of the alignment of our assessments to PA state standards as well as following our prescribed district assessment calendar. Our secondary grading committee focuses on providing consistency in our assessment practices.

    b. Building Action Plans that focus on the specific building "area of need/focus." These plans will also consist of specific goals that are individualized to each building. Embedded in these goals will be the actions steps, the stakeholders involved, the student impact, followed by the evidence or artifacts that support each goal. Each building will be formatively reflecting on the action plan at four prescribed times throughout the year.

Superintendent Standard #2: ORGANIZATIONAL LEADERSHIP

Positive Mental Health Supports and 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.

a. Utilize new state funding for increased Mental Health initiatives
b. Implement services and activities to support students mental health needs
c. Complete School Climate survey

Provide a Safe and Secure Learning Environment for all Students and Staff:

a. Utilize new state funding for increased Physical Security of buildings
b. Ensure all fire drills, bus drills, and safety drills are performed as mandated
c. Provide staff trainings pertaining to trauma, and recognition of student behavior that may indicate a threat to the safety of students, employees, facilities, or the

Superintendent Standard #3: DISTRICT OPERATIONS AND FINANCIAL MANAGEMENT

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.

Long-term Planning for District Facilities: Development of a five-year plan to address the facilities needs throughout the district.

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.

a. Effectively implement and administer Board policies and administrative regulations (board policy work over the 2022-2023 School Year)
b. Present and share Five Year Facility Plan and provide updates with completed work
c. Work with the business department to report on the finances of the District in a manner that is understandable and transparent to theBoard of School Directors and public

Superintendent Standard #4: COMMUNICATION AND COMMUNITY RELATIONS

Development of Community-wide Communication and Engagement:

a. Expansion of community-wide communications by proactively engaging local media outlets in a manner consistent with Board Policies and district procedures while collaborating with students, faculty, parents/guardians, and community members
b. Increase staff and student participation in Board of School Directors' meetings via on-site meetings, expanding student spotlights and the board meeting newsletter, and collaborating with building-level administrators and faculty, parents/guardians, and community members.

Superintendent Standard #5: HUMAN RESOURCE MANAGEMENT

Ensure Continuity of Staffing:

a. Ongoing collaboration with Kelly Education to maintain an appropriate number of teacher substitutes to ensure a fill rate of at least 75% to provide continuity in the classrooms.
b. Build the necessary support substitute resource pool to ensure the District's ability to maintain efficient operations. As this pool has not previously been stable, the goal would be to achieve at least a 50% fill rate.

Enhance and Support Labor Relations: Through the

a. Negotiation of the BAEA collective bargaining agreement and the Act 93 Agreement through collaboration with the Business Office, the Board, and group leadership. Both agreements expire 6/30/2022.
b. Support the renewal/extension of contracts set to expire on 6/30/2022.
c. Revise the current support staff compensation and benefits plan to reflect the current environment and practice. Last revision to this document occurred in 2008 and a full revision of this plan will assist in creating stability for this personnel group.

Superintendent Standard #6: PROFESSIONALISM

Superintendent Models Professional Decision-Making Processes: All administration to operate in a respectful, fair, and equitable manner with personal and professional integrity consistent with Pennsylvania's public education system.

Reflection on Effectiveness Within the Role of Superintendent: Support continuous professional growth of self and others through the use of professional development literature and activities.

a. Treat School Board members and community in a respectful manner, whether in writing or oral communication.
b. Participation in professional development activities, attendance in monthly meeting with Berks County superintendents, and attending meaningful workshops that directly relate to relevant topics impacting our public school.
c. Engagement of all district administration in collaborative book study, using Jon Gordon's book The Power of Positive Leadership.