

Spring-Ford Area School District

Goals 2015-16

Contract Goals –

Student Growth and Achievement – Develop a multi-year plan for addressing student performance issues in alignment with the District’s comprehensive plan. Use multiple data sources to assess student success and growth, specific to needs within the District and as determined annually in collaboration with the Board. Annual and other performance measures shall be articulated and clearly achieved relative to PSSA, PVAAS as presented in the Annual SPP score. As well as maintaining an annual dropout rate at or below running six year average. Develop a benchmarking system that measures and improves student achievement and performance. Seamlessly implement the common core academic standards.

Organizational Leadership – develop a vision for the District, shall display an ability to identify and rectify problems impacting the District; shall work collaboratively with the District Administration to ensure best practices for instruction, supervision, curriculum, development, and management; and shall work to influence the climate and culture of the district.

District Operations and Financial Management – manage effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities. Provide long-range fiscal planning that will permit the District to attain educational goals.

Communication and Community Relations – communicate with and effectively engage the staff, Board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues impacting the District; and building support for District initiatives, programs, and short/long range goals.

Human Resources Management – incorporate best practices for human resources management and oversight; coordinating staffing, recruitment, and other human resource functions. Implement PDE’s new teacher evaluation model.

Sub Goals	Activities	Evidence & Measures of Success &/or Deliverables	Progress Report
Student Growth and Achievement A) Establish a district system that fully ensures consistent implementation of	* Curriculum review cycle will continue, with revision and adoption of new materials as needed. (See Sub-step A1; Ongoing) * Assessment plan in place (Action Step C) to	* Curriculum review cycle, adoption of materials. * Assessment Plan	

standards aligned curricula across all schools for all students	<p>provide data related to implementation of standards aligned curricula.</p> <p>* Walk through form (Action Step B) to ensure consistency in all buildings. Completed by 6/2016.</p> <p><u>Sub-step:</u></p> <p>Adoption of new K-6 ELA and Math Programs</p> <p>* Research, planning, and adoption of new ELA program K-6 with written curriculum documents. Implementation in 16-17 school year.</p> <p>* Research, planning, and adoption of new math program K-6 with written curriculum documents. Implementation in 17-18 school year.</p>	<p>assessments, dates, plan to utilize data</p> <p>* Standardized Walk through Form</p> <p>* Adoption of new materials with corresponding curriculum documents and assessments</p>	
<p>B) Establish a district system that fully ensures the consistent implementation of effective instructional practices across all classrooms in each school.</p>	<p>* A professional development plan that ensures teacher training on effective instructional practice will be created and implemented for the 2015-2016 school year.</p> <p>* Instructional coaches will work to ensure professional learning is sustained and embedded in teacher's daily practice. (Ongoing)</p> <p>* A "walk-through" form will be established and used by administrators to measure growth toward establishment of consistent effective instructional practice (work during</p>	<p>* Professional Development Plan including ongoing STEM and modernized learning initiatives.</p> <p>* Anonymous coaching logs and survey feedback</p> <p>* Walk through form</p> <p>* Use of Walk-through data to make correlation between instructional</p>	

	<p>the 2015-2016 school year, implementation in 2016-2017). This form should complement the goals of Principal Effectiveness & enable Principals to focus their work.</p>	<p>practices and student data/performance</p>	
<p>C) Establish a district system that fully ensures students who are academically advanced are identified early and are supported by a process that provides interventions based upon students' needs and includes procedures for monitoring effectiveness.</p>	<p>* Ensure data analysis is accurately identifying advanced and struggling learners with plan for intervention/support before referral, as well as after identification, with plan for monitoring growth and progress. Consider modernized learning resources to assist. (Ongoing)</p> <p>* Investigate and revise child study process as needed to ensure consistency in planning to meet student needs and plan for referrals. (Begin 2015-2016, completed 2017-2018 SY)</p>	<p>* Data and Assessment Plan</p> <p>* Clearly articulated child study process that is consistently implemented</p> <p>* Catalog of resources with problem solving model to meet student needs</p>	
<p>D) To create a comprehensive K-12 STEM program that prepares students for the demands of STEM careers, with the understanding that all subjects and disciplines play a role in preparing students to be critical, creative problem solvers.</p>	<p>* PD Plan will include latest research on PA Core implementation, and STEM learning balanced with emphasis on arts and humanities and strong focus on student engagement.</p>	<p>* Annual Professional Development Plan with documented trainings focusing on discovery learning in the math and sciences</p> <p>* Highlight STEM opportunities in Course Selection book</p>	

<p>District Operations and Financial Management –</p> <p>A) Establish a budget process to improve the clarity, transparency and communication of the budget adoption process</p>	<ul style="list-style-type: none"> * Develop a comprehensive budget document for dissemination to the Board and Community. * Develop a multi-year budget for board discussion purposes. * Develop a communication plan pertaining to the budget process. * Provide additional training for administrators in developing and monitoring building/department budgets. * Annual staffing projections for K-12 classrooms and programs aligned with District goals * Review method/process to schedule use of facilities and fee schedule 	<ul style="list-style-type: none"> * Prepared budget utilizing PASBO or similar model * Prepared multi-year budget * Communications Plan budgeting process * Documented Staff Training * Periodic staffing reports including average class sizes and reduction/addition recommendations * Document current approval process and make policy / procedural recommendations 	
<p>Communication and Community Relations –</p> <p>A) Promote a system within the district that fully ensures each member of the district community promotes, enhances, and sustains a shared vision of positive school climate and ensures family and community support of student</p>	<ul style="list-style-type: none"> * Implement communication structures and protocols in order to improve internal and external communications across segments of the district * Restructure/build Office of Communications, Marketing and Media to work under the direction of the Superintendent and Assistant Superintendent. * Develop a district activities calendar that 	<ul style="list-style-type: none"> * Maintain positive levels of satisfaction as measured by the district climate survey administered each spring * Promote district activities through print, visual and online media sources to create local, state and national recognition of District * District Activities 	

<p>participation in the learning process</p>	<p>identifies key activities, events and meetings</p> <p>*Grow a proactive public relations program to enhance media coverage locally and nationally, while building public awareness of Spring-Ford Area School District's vision, mission and goals.</p> <p>* Develop and maintain positive, collaborative relationships with stakeholders to strengthen the support of and trust in Spring-Ford Area School District.</p>	<p>Calendar posted on district homepage</p> <p>*Increase the number of press releases sent and link directly to media coverage</p> <p>*Provide training to staff and PTA's in areas such as social media and recognizing that non-teaching staff are part of the school PR team</p> <p>*Increase the use of social media for two-way communications with the district and the community.</p>	
<p>Human Resources Management –</p> <p>A) Recruit and Select candidates that have proven student performance outcomes. Identify best indicators of excellent educators- review current hiring practices and implement necessary changes.</p>	<p>*Identify and meet with excellent educators in district to gather information on how an excellent educator responds to interview questions.</p>	<p>*Update/improve interview questions/look fors that will help us better identify quality educators.</p>	

B) Identify and develop internal candidates for leadership positions	*Identify key leadership characteristics for SFSD and work with admin. to identify employees who possess these qualities and provide training opportunities/experiences.	*Create a pool of internal candidates for future leadership positions in district. * Create a Spring-Ford Leadership Academy for staff aspiring to leadership	
C) Aggressively recruit a talented teacher pool from which principals are given the authority to select teachers. Staff strategically based upon goals and vision of the district.	*Review all vacancies as they occur and determine actual staffing needs of building and/or district.	*Project long-term staffing needs based upon district goals and develop staffing criteria for future positions (certification, training, experience)	