

Twin Valley School District
2017-2018 Assistant Superintendent Goals

Organization Management

Goal 1: Implement Federal Programs changes and upgrades due to ESSA

Measurement:

- Update Procurement Policy in line with ESSA rules
- Develop Parent Compacts for each building and district that reflect ESSA rules
- Implement Title 1 Parent Information Sessions at each elementary building

- 3 = All measurements complete
- 2 = Two of 3 measurements complete
- 1 = One measurement complete

Rating: _____

Goal 2: Develop guidelines and procedures for new Future Ready Index data elements

Measurement:

- Develop curriculum needed for Career Standards implementation from TVSD Chapter 339 Plan
- Develop methods for reporting on Career Portfolio elements with Guidance Departments
- Train staff on the Future Ready Index Data elements

- 3 = All measurements complete
- 2 = Two of 3 measurements complete
- 1 = One measurement complete

Rating: _____

Goal 3: Research and develop a single schedule solution for Twin Valley Middle School for 2019-2020

Measurement:

- Collaborate with transportation director and principals to develop a transportation plan with two options for Twin Valley Middle School based on one schedule
- Restructure teacher schedules at Twin Valley Middle School to allow for one schedule
- Develop and direct the communication plan for parents and community

- 3 = All measurements complete
- 2 = Two of 3 measurements complete
- 1 = One measurement complete

Rating: _____

Teaching and Learning

Goal 4: Implement year 2 (Professional Development) and plan for year 3 (Implementation) of Technology Vision

Measurement:

- Develop and implement professional development based upon teacher needs as determined by survey
- Lead the Communications sub-committee of the 1:1 Technology Committee to develop communication plans for:
 - Parents
 - Staff
 - Students

3 = All measurements complete

2 = Two of 3 measurements complete

1 = One measurement complete

Rating: _____

Goal 5: New curriculum development in Technology Education Department

Measurement

- Redesign courses to reflect robotics, coding, and computer generated problem-solving (STEAM)
- Develop capstone course for technology
- Lead the development of a new course integrating STEAM initiatives

3= All measurements complete

2= Two of 3 measurements complete

1= One measurement complete

Rating: _____

Goal 6: Use common assessment data analysis to continually revise instruction

Measurement:

- Research, pilot, and evaluate new reading assessment programs for K-12
- Develop a metric report on relevant K-12 district data.
- Meet metric goals on district data as defined on report
 - Reading Benchmark K-8- increase proficiency 1% over previous year
 - 3=2% or above, 2=1%, 1=below 1% Rating_____
 - Writing Benchmark K-12 increase proficiency 2% over previous year
 - 3=3% or above 2= 2%, 1=1% or below Rating_____
 - Math Common Assessment 7-12 increase proficiency 1% over baseline year
 - 3=2% or above, 2=1%, 1=below 1% Rating_____

Goal 7: Expand Career Pathways Model in conjunction with the Berks County Pathways Alliance (*Student Survey Recommendation*)

Measurement:

- Continue to lead and support Berks County Pathways Alliance by completing a Berks County Pathway model for use by other districts
- Meet and collaborate with pathway specific advisory council to revise course offerings
- Research and evaluate benefits of multi-disciplinary teaming at Twin Valley High School to enhance the pathway model
- Lead the development of capstone courses in current pathways (Agriculture Science, PLTW, Business, Family and Consumer Science)

3 = All measurements complete

2 = Three of four measurements complete

1 = One measurement complete

Rating: _____

Leadership Development

Goal 8: Develop leadership capacity within staff (*Teacher Survey Recommendation*)

Measurement:

- Redefine role of department heads and grade level leaders to include instructional leadership responsibilities; peer coaching, data analysis, curriculum implementation, and resource management.
- Develop and utilize a rubric to evaluate effectiveness of department and grade level leaders
- Monitor the increase of peer coaching ability of reading specialists at elementary and middle school level through BCIU monthly coaching training, a schedule reflecting coaching opportunities, and teacher feedback

3 = All measurements complete

2 = Three of four measurements complete

1 = One measurement complete

Rating: _____

Goal 9: Develop new Teacher Induction Program based on guidelines from National Institute of Strategic Leadership (*Teacher Survey Recommendation*)

Measurement:

- Increase mentor and inductee meetings to once per week and evaluate effectiveness
- Increase mentor, inductee, principal meetings to once per month and evaluate effectiveness
- Develop list of relevant instructional skills to be developed throughout induction period. Monitored through observations, lesson plans, and quarterly meetings

3 = All measurements complete

2 = Three of four measurements complete

1 = One measurement complete

Rating: _____

Goal 10: Restructuring of the Student Services Department (*Teacher Survey Recommendation*)

Measurement:

- Prepare and implement an entry plan for the new Student Services Director
- Develop and monitor implementation of a plan to reduce outside placements
- Survey and design professional development for learning support teachers

- 3 = All measurements complete
- 2 = Three of four measurements complete
- 1 = One measurement complete

Rating: _____

Climate and Culture

Goal 11: Improve climate and culture in the district through building action plans (*Parent-Student Survey*)

Measurement:

- Oversee the implementation of TVMS positive behavior report plan and discipline committee. Data reports to show a decrease in number of incident referrals to principals
- Collaborate with principals to develop building plans for cultural awareness activities and events
- Documentation of on-line training and building events for parent education (Drug and alcohol, career opportunities, social emotional wellness)

- 3 = All measurements complete
- 2 = Three of four measurements complete
- 1 = One measurement complete

Rating: _____

Goal 12: Define standard for communication expectations within the district. (*Parent Survey Recommendation*)

Measurement:

- Monitor implementation of district-wide guidelines and procedures for communication
- Update the log of district communications through School Messenger
- Plan for stakeholder involvement in Comprehensive Plan

- 3 = All measurements complete
- 2 = Three of four measurements complete
- 1 = One measurement complete

Rating: _____