



## TVSD Superintendent Goals

2016-2017

**All goals were met satisfactorily.**

### Domain One: *Student Growth and Academic Achievement*

**Goal 1:** Manage and support a student assessment system that improves student performance in reading and writing in grades K-8 and common assessments in 9-12.

- **Measurement**
  - Reading Benchmarks (Evidence showing 80% of students are at grade level benchmark for DRA)
    - 81% and above – exceeds standards, 77% -80% = 3, 73%-76% = 2, 68%-72% = 1
  - Writing Benchmarks (Evidence of implementation such as classroom instruction data, student assessment exemplars, and evidence that 53% of students will score 3 or above on post-assessments)
    - 54% and above- exceeds standards, 50%-53%=3, 46%-49%=2, 40%-45%=1
  - Report the progress through common assessments in English 9-12

Complete = 3, Incomplete = 1

**Goal 2:** Oversee the enhancement of the secondary math curriculum and the implementation of the 7-12 CPM program

- **Measurement:**
  - Provide baseline data from common assessments in 7-12 math from Performance Plus
  - Compare baseline data from 1<sup>st</sup> and 2<sup>nd</sup> semester
  - Teacher observation data and administrative feedback from principal and the Assistant Superintendent
    - Include sample of observation tool
  - Keystone Algebra I proficient/advanced will increase 1%

Complete = 3, Incomplete = 1

**Goal 3:** Direct the integration of technology and curriculum to promote digital learning experiences

- **Measurement:**
  - Creation of the district repository of 6-12 grade core content resources to be used within Google Classroom
    - Documentation showing completion of digitized content and list of active Google Classrooms (75% and above – exceeds standards, 71% -74% = 3, 67%-70% = 2, 64%-66% = 1)
  - Completed curriculum for hybrid courses in Honors English 11 and Advanced Accounting
    - 3 courses and above – exceeds standards, 2 courses = 3, 1 course = 2
  - Teacher webpages in grades K-5
    - Include a sample of teacher webpage

Complete = 3, Incomplete = 1

**Goal 4:** Direct the implementation of the high school vision including improvements in the areas of data collection and analysis, professional learning, student life and curriculum development



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- **Measurement:**
  - Data collection and analysis-Reports from Performance Plus and agendas from quarterly data meetings
    - Updated student achievement profile data, quarterly
  - Professional learning-Department data tool reports developed for best practices in teaching in the block, evidence from lesson plans of implementation of models
  - Student life-Evidence of increased opportunities through flex enhancements, quarterly reports from student reps
  - Provide a current flex schedule and list of opportunities
  - Curriculum development - evidence of completion of Curriculum Cycle
    - Completed curriculums and curriculum schedule

Complete = 3, Incomplete = 1

**Goal 5:** Direct enhancement of opportunities for all advanced students in the middle school

- **Measurement:**
  - Provide baseline data of advanced performance in reading and math common assessments, mid-year progress, end-of-year data
  - Summary of advanced learning experiences offered in English and Math
  - Compare and monitor percentages of advanced performance in reading and math PSSA and PVAAS

Complete = 3, Incomplete = 1

### **Domain Two: *Instructional Leadership and Human Resource Development***

**Goal 1:** Direct curriculum updates to enhance rigor and relevancy of courses and common assessment creation according to the TVSD Curriculum Cycle

- **Measurement:**
  - Completed 6-12 math curriculum
  - Completed 6-12 science curriculum
  - Completed 9-12 agricultural science curriculum
  - Completed 7-12 social studies curriculum
  - Completed 5-12 technology education standards review and alignment
    - 5 – exceeds standards, 4 = 3, 3 = 2, 2 = 1

**Goal 2:** Direct implementation of all new academic programming

- **Measurement:**
  - Collect and analyze direct observation data to ensure implementation of all new academic programming
    - Evidence-Summary of direct observation data for new programming
      - 9-12 business and computer technology curriculum
      - 5-12 world language curriculum
      - 6<sup>th</sup> grade EDM, 7<sup>th</sup> and 8<sup>th</sup> grade CPM, AP Computer Science Principles, Honors English 11 and Honors American History 10, PLTW Design and Modeling

Complete = 3, Incomplete = 1



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**Goal 3:** Oversee training and resources in all areas of operations in accordance with district goals, staff needs and PDE initiatives

- **Measurement:**
  - Survey of teachers and aides needs for training and resource needs in all areas of operation
  - Schedule of professional development and workshop sessions for district staff based on survey results
  - Schedule of professional development opportunities for aides and reading support teachers

Complete = 3, Incomplete = 1

**Goal 4:** Direct collaboration amongst teachers and support for students by increasing co-teaching at the elementary centers

- **Measurement:**
  - Schedule of professional development for elementary staff in the area of the best practices of co-teaching
  - Collaborate with Assistant Superintendent and principals to create schedules to optimize time for co-teaching
    - 51% – exceeds standards, 50-45% = 3, 44-40% = 2, 35-39% = 1

**Goal 5:** Direct Assistant Superintendent to evaluate, mentor and support principals.

- **Measurement:**
  - Document evaluation and support
  - Quarterly reviews of building performance

Complete = 3, Incomplete = 1

### **Domain Three: *Operations and Financial Management***

**Goal 1:** Oversee the development of 2017-18 budget within taxing parameters and supporting district goals provided by the board

- **Measurement:**
  - Documentation of meeting dates
  - Presentation of balanced proposed preliminary budget
  - Presentation of balanced proposed final budget

Complete = 3, Incomplete = 1

**Goal 2:** Oversee the financial procedures of the district to ensure a satisfactory 2015-16 Audit

- **Measurement:**
  - Presentation of the 2015-16 audit providing that expenditures and revenues were consistent with the budget and the district is following appropriate financial procedures

Complete = 3, Incomplete = 1

**Goal 3:** Support the board negotiation team during contract negotiations with TVEA

- **Measurement:**
  - Evidence of supporting documentation to the negotiation process

Complete = 3, Incomplete = 1



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**Goal 4:** Oversee the evaluation of current operational processes to increase operational efficiency

- **Measurement:**

- Research of financial software providers and recommendations
- Completion of automation of purchase order process
- Evaluation of banking services and recommendations
- Transition plan for Director of Operations

Complete = 3, Incomplete = 1

**Goal 5:** Oversee the technology infrastructure enhancements according to the technology vision

- **Measurement:**

- Completion of the updates to the wireless infrastructure
- Completion of the updates to the servers
- Completion of the phone system upgrade

Complete = 3, Incomplete = 1

### Domain Four: *Communication and Community Relations*

**Goal 1:** Collaborate with stakeholders to complete the 2018-2021 TVSD Comprehensive Plan

- **Measurement:**

- Convene stakeholders to gather input into all required elements
- Timeline dates are met

Complete = 3, Incomplete = 1

**Goal 2:** Oversee the implementation of the second year of transition to the E-School PLUS Parent Portal

- **Measurement:**

- Paperless delivery of student schedules
- Electronic updates by parents
- Electronic report cards for elementary students (2, 3, 4 quarters)

Complete = 3, Incomplete = 1

**Goal 3:** Ensure the creation of a district profile reporting pertinent data points

- **Measurement:**

- New district profile published and distributed

Complete = 3, Incomplete = 1

**Goal 4:** Oversee the planning and implementation of evacuation drills at all buildings

- **Measurement:**

- Schedule and feedback from evacuation drills at all buildings
- Evidence of meeting of local safety personnel

Complete = 3, Incomplete = 1

### Domain Five: *Education and Community Leadership*

**Goal 1: Direct the leadership development of new administrators**

- **Measurement:**

- Monthly meetings with individual administrators
- Development and completion of administrative goals



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Complete = 3, Incomplete = 1

### **Goal 2: Research stakeholder feedback**

- **Measurement:**
  - Summary of research data

Complete = 3, Incomplete = 1

### **Goal 3: Oversee and monitor district policy**

- **Measurement:**
  - Board letter and email updates of pertinent information

Complete = 3, Incomplete = 1