

2014-15 Superintendent/District Goals			
Final Report on Completion			
Domain: Academics			
Goal: Increase rigor and college/career readiness at the high school, middle school and elementary levels while continuing to effectively address the needs of our at-risk students.			
Rationale: Aligns with the beliefs that all students have value and we are responsible for maximizing student achievement for every child.			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Implement Full-Day Kindergarten at three schools, with a robust program evaluation	100%	Implemented in three schools (QE, Neidig, Richland) for 2014-15; planning completed for program evaluation	N/A
2. Develop and implement by January 2015, 5th Grade Math Cluster (Accelerated) curriculum	100%	Students identified in January and regrouped on February 4 Pilot curriculum identified and training completed Common assessments developed for units of study selected for pilot	N/A
3. Develop for 2015-2016 3rd & 4th Grade Reading & Math Cluster and 5th Grade Reading Cluster curricula	50%	RELA 5 Plus Completed RELA 4 Plus Completed	Math 4 Plus in progress (for August 2015) Math 3 Plus in progress (for January 2016) RELA 3 Plus will not be implemented
4. Develop and implement full-time Elementary Guidance Model	100%	Full Time Guidance in 4 of 6 elementary schools; remaining 2 elementary schools will have full time counselors in 2015-16; job description revised to make effective use of additional time	N/A
5. Develop Conceptual Framework for Elementary School World Language Program	100%	6 Day Cycle Planned; staffing included for Elementary Spanish for 2015-16; materials selected and approved; curriculum writing in process	N/A
6. Develop and implement middle school Math and RELA Honors curriculum	100%	Implemented in both middle schools	N/A
7. Reintroduce Level I World Languages into the middle school curriculum – Spanish and German; plan to bring the program to scale for all 8th graders	100%	Level I Spanish and German were offered as an elective in 2014-15; Level I World Language (Spanish, German, or Chinese) will be a core course for 8th grade students in 2014-15	N/A
8. Align Freshmen Center and Senior High School Schedules, explore 8 Period Day option for 2015-2016	100%	Schedules are aligned for current school year; Scheduling consultant is working with HS leadership team to explore scheduling options for 2016-17	N/A
9. Increase Advanced Placement offerings, e.g. 9th Grade Human Geography, Art History	100%	A teacher trained for each course in summer 2014 9th Grade AP Human Geography has 49 students enrolled AP Art History was offered but did not have sufficient enrollment	N/A
10. Prepare the district for the implementation of AP Capstone diploma program (in lieu of the IB programme - modified and approved goal)	100%	Teachers identified for first course in AP Capstone: AP Seminar; Teachers will be trained in July 2015 Course added to POS; students were able to select during course selection; Preliminary meeting set to determine course writing plans; AP Research teachers have been identified for 2016-2017	N/A
11. Realignment of the guidance staff that creates greater student College & Career Readiness	100%	Guidance staff and House Principals realigned alphabetically One counselor specifically focused on CCR	N/A
Total Completion	95.45%		
Domain: Operations and Finance			
Goal: Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development and effective program evaluation.			
Rationale: Aligns with belief that we are to be responsible stewards of community resources.			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Sustain annual budget at or below Act 1 Index for 2015-16	100%	2015-16 Final Budget was adopted below the Act 1 Index Developed Capital Plan based upon Priority need using Safety Issues as Priority 1, the Sports Complex as Priority 2, Priority 3 was Cost Avoidance issues for year 3, Air Conditioning/2nd Turf were the last priorities	N/A
2. Develop 5-Year Capital Projects Plan	100%	Priority 1 Items are in process and on schedule	N/A

3. Continue to evaluate effectiveness of custodial services	100%	Put Custodial Contractor on notice at beginning of 2014-15 Developed oversight program with additional managers End user surveys developed for use beginning in June 2015	N/A
4. Continue to create greater efficiencies with the student transportation system	100%	Hub system for non-public school transportation successfully implemented for 2015-16, generating \$536K in savings; non-public advisory committee created, detailed review of special education transportation	N/A
Total Completion	100.00%		
Domain: Culture and Communication			
Goal: Consistently communicate with all stakeholders to enhance awareness of the district's mission and overall objective (college and career ready upon graduation from QCHS), and how these objectives will be carried out at Quakertown			
Rationale: Aligns with the belief that effective communication is essential			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Develop and implement common language and practices for supporting K-12 College & Career readiness	60%	Administrative Book Study, Book studies in several schools, development of common language document by district guidance staff, Superintendent's blog Redesigned Graduation Project as CCR Portfolio CCR Guidance Counselor and Alma Mater Teacher plaques at FC/SHS College Fair and related high school activities Piloted 9th graders attending Tech School	Implementation of CCR middle school elective Communication of vocabulary to the point of saturation
2. Use multiple and redundant social media systems to communicate and report out on school and district activities and achievements;	100%	Superintendent Blogs, Branding, Twitter, ConnectEd, Newsletters, CIA newsletter	N/A
3. Develop initiatives to improve the community cohesion and culture at QCHS	100%	Realigned and defined administrative roles Blackboard communication tool Expanded Spirit events (e.g., Pep-Rally, Faculty/student football game, charitable events, Spirit busses) Introduced new student clubs (Mini-Thon, Anime/Manga, Debate, etc.) Parent outreach (8th-to-9th Transition Night, 9th to -10th Transition & Elective Fair, AP Fair, etc.) Introduction of Panther Pages parent newsletter End of year survey implemented to gather student feedback in grades 10-12 Transparent communication of baseline achievement data including AP, SAT, ACT, PSSA, Keystone, SPP	N/A
4. Develop base-line data-driven metrics for student achievement and employee related functions for future academic years	100%	Reports and District data analyzed and presented and posted on website Metrics for college readiness were identified (ARI, GPA, SAT/ACT) Ranked #66 in U. S. World & News Report	N/A
Total Completion	90.00%		
Domain: Human Resources/Planning			
Goal: Maintain all academic objectives through existing professional staff (FTEs)			
Rationale: Aligns with belief in responsible stewardship of community resources.			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Implement three-year staffing plan	100%	Staffing plan for all new academic initiatives; realignment of middle school classroom staff to elementary; individual meetings with affected groups; realignment of staff for middle school and elementary; elective/special area teachers; high school master schedule and assignment changes completed Three year plan was accomplished in two years with repurposing approximately 25 FTEs	N/A

2. Conduct external dependent audit	100%	Internal review was conducted; proposal obtained for external audit and presented to Board; audit protocols developed; audit in progress	Note: Results will be presented to the Board once the Open Enrollment period and dependent verification process is complete
3. Implement Health Consortium Wellness Initiatives	100%	Wellness Committee established and active; Words on Wellness newsletter created and distributed; partnerships with local vendors for fitness related services; conducted Biometric Screening; promoted completion of PHP; conducted "Choose to Lose" Challenge	N/A
4. Develop and pilot QCEA Alternative Compensation Model	80%	Meetings with QCEA team have resumed; general agreement on framework for formula driven salary calculation; formula completed	Currently running pilot data for 2013-14 evaluation results
5. Implement the new PA Principal Effectiveness Model	100%	Professional development was conducted with all principals; the new Principal rubric in use; core components were identified	Note: Year end evaluation conferences and "correlated data" discussions required by the PE model will take place at the end of the year and in the fall when data is available
6. Support and refine Student Learning Objective models for PA Teacher Effectiveness Model implementation	100%	Cabinet level and learning facilitator discussions have taken place to review teacher and principal feedback on the Year 1 implementation and to talk about necessary revisions for 2015-16; Finalize Year 2 vision and process for SLOs and communicate to all stakeholders	N/A
Total Completion	96.67%		
Domain: Data/Technology			
Goal: Ensure integrity of data collection and technology investments/use are aligned with the district's fiscal objectives and academic needs			
Rationale: Aligns with the belief in continuous improvement			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Unify the district's data collection activities	100%	All data collection and reporting has been consolidated under the PIMS Coordinator; map of all required data submissions and timelines completed; improved tracking methods developed for future program evaluation training for PIMS Coordinator	N/A
2. Develop for 2015-2016 a data dashboard for various stakeholders	75%	Initial planning; identification of dashboard for technology and technology integration; draft mapping of data systems and elements; implementation of dashboard for technology and technology integration Preview of Early Warning System	Preparation for Phase II
3. Revise business model for Bridges cyber initiative	100%	Program evaluation and cost analysis completed; meetings with BCIU to discuss revised model options; planning for 2015-16 under various options; completed final report and recommendations to Board	N/A
4. Integrate all distance learning/cyber programs to improve quality, efficacy, and effectiveness	100%	Accurate financial tracking instituted; evaluation of program effectiveness completed; created avenues for communication and coordination between building level administrators, cyber staff, and curriculum personnel; systems developed and implemented; final report and recommendations to Board	N/A
5. Develop cyber options for Upper Bucks Technical School students	100%	Initial planning and assessment of need took place in the summer of 2014. There was not sufficient interest/need among the three sending Districts to proceed with implementation for 2014-15	N/A
Total Completion	95.00%		
Domain: Safety and Security			
Goal: Be vigilant in ensuring the safety and security of all school buildings and the central office			
Rationale: Aligns with belief in a physically and intellectually safe environment for all			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Train administrative staff in emergency incident response	100%	Administrative staff, representatives from local and state law enforcement, and first responders were trained in critical incident response in August 2014	N/A

2. Update emergency incident plans	50%	Documents based on templates from training are being created SRO contract finalized and approved Active shooter tabletop exercise completed Additional tabletop exercise followup the in-district planning scheduled for Summer 2015	Completion of updated crisis response documents and upload into Crisis Manager
3. Support the Board's School Safety Committee planning processes	100%	Committee's recommendations were evaluated by the Facilities Committee and funded based on the Committee's recommendations	N/A
Total Completion	83.33%		
Domain: Athletics			
Goal: Elevate the quality of the athletic program through increased performance and enhanced coach participation			
Rationale: Aligns with the belief in empowering citizenship through the reinforcement of leadership, teamwork and other values			
	% Completion	Summary of Work Completed	Work Still in Progress
1. Develop and implement standards of performance for coaches	100%	Coach and Player handbooks were reviewed by the Solicitor and revised accordingly; new coach evaluation instrument was created and implemented	N/A
2. Evaluate coaches at the conclusion of each season	100%	All coaches have been evaluated and evaluation results reviewed with Superintendent Survey of school programs and decisions made about resources to "level the playing field"	N/A
3. Revise elementary and middle school Health & Physical Education; curriculum to include familiarization with varsity sports	100%	The curriculum was reviewed and revised to emphasize foundational skills (including dribbling, passing, shooting, game strategies) and familiarization with varsity sports (including tennis, volleyball, basketball, floor hockey, flag football, lacrosse, soccer). There is also currently discussion about communication with varsity sport coaches to provide an overview/contact information with students – (Tennis did this already in some schools).	N/A
Total Completion	100.00%		
Overall Completion	94.35%		