Quakertown Community School District

2016-2017 SUPERINTENDENT | DISTRICT GOALS

The 2016-2017 goals were approved by the Board of School Directors at the June 23, 2016 meeting and contain the results of the board discussion at the June 4th workshop. Six goals were established that will be embedded in Dr. Harner's evaluation instrument. These goals evolved out of the 2015-16 goals that were developed by key members of the administrative team, with the overall objective of college and career readiness upon graduation from QCHS.

- **Domain**: *Academic Programs*
  - 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.
    - ❖ *Curriculum*

    1. Develop and implement a comprehensive curriculum cycle to include program evaluation and revision

    2. Develop a comprehensive literacy curriculum K-8 using Journeys as a resource (K-5)

    3. Curriculum Cycle Scheduled Work:

       Year 1 Research: (K-5 RELA; 9-12 FCS);
       Year 2 Research/Curriculum Development: (6-12 Math; K-5 Science; K-5 Social Studies

    4. Curriculum Cycle Year 3 Implementation: (K-5 Math; 6-12 CCR; 6-12 Business)

    - ❖ *Instruction*

    1. Develop and implement a professional development cycle and multi-year plan aligned with district goals

    2. Complete revision of roles for elementary reading specialist and ISTs to coaching model

    3. Train all schools in Positive Behavior Interventions and Supports (PBIS) and have Tier 1 programs in place for all students (Year 1 of two year goal)

    - ❖ *Assessment*

    1. Continue to develop at least two quality common assessments for all new courses

    2. Research and develop plan for implementation of electronic student writing portfolios K-12 for implementation in 2017-18

    3. Develop and implement system for all school counselors to access individual and building-wide attendance reports on a weekly basis, plan for interventions for at-risk students, and share the data with administrators, parents, and teachers

       Total Completion   0.00%

- **Domain:** *Operations and Finance*

  - Goal: Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development, implementation of appropriate systems, and effective program evaluation

  - Rationale: Aligns with belief that we are to be responsible stewards of community resources

  1. Develop fiscally responsible budget for 2017-18 that sustains current programs and plans for future needs

  2. Implement unit lunch at QCHS and evaluate its effectiveness and efficiency

  3. Implement capital maintenance plan for Year 1 (2016-17) projects and complete planning for Year 2 (2017-18) projects

  4. Implement day maintenance model in appropriate schools and develop metrics for program evaluation

  5. Evaluate all business office operations, roles, and responsibilities and make necessary adjustments to improve effectiveness and efficiency

         Total Completion   0.00%

- **Domain:** *Culture for Teaching and Learning*

  - Goal: Develop and consistently reinforce a culture for learning at the classroom, building, district, and community level

  - Rationale: Aligns with our core mission and purpose

  1. Parent/Family Engagement Initiative (Year 1) - Conduct initial survey, analyze baseline results, develop initial strategies and re-survey at the end of the baseline year

  2. Continue explicit communication of key concepts of 21st century learning and Conley work consistently and vertically K-12

  3. Continue developing teacher leadership, and understanding and ownership of student and building data to strengthen building culture, quality of instruction, and student achievement

  4. Conduct a comprehensive review of the elementary parent reporting system, including input from parents, teachers, and administrators, and recommend revisions to the reporting system and report card.

5. Refine and implement Supervision 3.0, including first steps in Instructional Rounds implementation, use of student perception data, development of complex teacher goals, and coaching/courageous conversations

6. Develop and implement an effective supervision plan for Act 93, including complex goals, focus on instructional supervision/coaching, and 360 degree feedback

7. Consistently communicate with all stakeholders to enhance awareness of the district's mission and overall objectives

     Total Completion   0.00%

- ## Domain: *Human Resources/Planning*

  - o   Goal: Support all academic objectives through effective use of staff, effective organizational structure, and support for performance management processes

  - o   Rationale: Aligns with belief in responsible stewardship of community resources.

  1. Complete negotiations with QCEA to achieve an educationally supportive and fiscally responsible successor agreement

  2. Implement an EAP for all covered District employees and evaluate impact

  3. Analyze middle level roles, responsibilities, and effective uses of team time and make staffing recommendations

  4. Complete development and submission of the PDE Comprehensive Plan, aligned with District Goals

     Total Completion   0.00%

- ## Domain: *Data/Technology*

  - o   Goal: Ensure integrity of data collection and technology investments/use are aligned with the district's fiscal objectives and academic needs.

  - o   Rationale: Aligns with the belief in continuous improvement, use of data to drive decision making, and student development of 21st century skills

  1. Complete Decision Ed Phase II, to include training for all users, loading of Phase II data (Keystone and other sources), dashboard iteration 2.0, business/HR/board dashboard development

2. Canvas implementation - completion of all Year 2 benchmarks to facilitate "Anytime Anywhere Learning"

3. Continue communication of expectations for student development of 21st century technology-facilitated skills; analyze obstacles and develop strategies to improve technology integration in meaningful ways

       Total Completion   0.00%

- # **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

1. Conduct table top drill with districtwide staff members and revise crisis plan based on results/key takeaways

2. Conduct ALICE drills in each building

3. Data Security and Privacy - begin the process of obtaining COSN Trusted Learning Environment Seal (three year goal) by completing at least 9 of the 25 required steps/objectives.

       Total Completion   0.00%

       Overall Completion   0.00%