

## **Acting Superintendent Goals for 2019- 2020**

**Goal 1:** The Acting Superintendent will oversee and provide input in all safety and security initiatives that are approved by the School Board.

- Oversee policy and procedure development for the School Police force that will enhance the safety and security of our students and staff within the district.
- Monitor the security renovations and upgrades to ensure they are effective in enhancing the safety for all students and staff.
- Provide support for the continued implementation of PBIS at all District buildings.
- Oversee staff training focused on the ALICE Model.

### **4 – Distinguished**

**Goal 2:** The Acting Superintendent shall maintain open lines of communication with the Board and serve as an active member of the team, keeping the Board apprised of items related to governance, inclusive of policy development and those items requiring Board approval.

- Work collaboratively with committee chairs and the Board leadership to include action items for committee review and board approval OR evolve committees into a board workshop/committee of the whole.
- Provide regular updates to the Board on matters pertaining to the district and beyond (i.e., state budget).
- Plan and/or facilitate professional learning for the Board given that four new board members will be seated in December 2019

### **3 – Proficient**

**Goal 3:** The Acting Superintendent appropriately manages district staff, assigning functions, delegating effectively, and determining accountability as necessary.

- Ensures timely completion of all district-wide staff evaluations.
- Provide continued support for all instructional staff and administrators with the PA Effective Educator process, including providing formal and informal observations of staff.

### **3 – Proficient**

**Goal 4:** The Acting Superintendent will provide guidance and assistance for the creation of an inclusive district environment that is understanding and accepting to all students.

- Assist with creation of alternatives to suspension to reduce the number of African-American students being suspended and/or assigned to placements.
- Provide Professional Development activities for all staff members to gain a better understanding of strategies to utilize with difficult students who may have mental health needs.
- Work with the Director of Pupil Personnel Services to oversee the development of a Special Education Handbook.

#### **4 – Distinguished**

**Goal 5:** The Acting Superintendent will work with the Director of Buildings and Grounds to provide oversight to all construction/energy saving projects that are occurring within the District.

- Work with the Building and Grounds committee to ensure all planned renovations and facilities are being completed as per District expectations.
- Report to the Board any issues surrounding the construction projects that may financially impact the District and/or place the District in jeopardy of being in compliance with State regulations.

#### **4 – Distinguished**

**Goal 6:** The Acting Superintendent will use multiple sources to assess student success and growth as appropriate, specific to needs within the District which are relative to achievement and growth on state measurements and assessments including but not limited to the PA Ready Index, School Performance Profile, PSSA, PVAAS, Keystone Exam and other locally determined measures.

- Review school district progress performance on the new Future Ready Pennsylvania Index and lead the school district administrative team to identify areas of need and the formulation of a plan to address identified needs.
- Appropriately monitors and analyzes student achievement on identified standardized assessments (i.e.: SAT/ACT, AP, Keystone Exams, PSSA, and has actively develops successful strategies for improvement with building administrators.

#### **3 – Proficient**


**Goal 7:** The Acting Superintendent will promote the District in a positive light by highlighting stories regarding our staff, students, and events through new letters and other forms of media


- Work with Avanti to create newsletter stories that our positive for the District.
- Continue to organize, oversee and improve Sample West Mifflin night.

**4 – Distinguished**

**Overall Average** (+0.5 rounded up, -0.5 rounded down): **25 Divided by 7 Goals is 3.571**

**Yearly Rating: 4 – Distinguished**

 6/30/2020  
\_\_\_\_\_  
Acting Superintendent  
Signature/Date

 6-30-20  
\_\_\_\_\_  
Board President  
Signature/Date