

## EVALUATION RATIONALE

1. **Student Growth and Achievement.**
2. **Organizational Leadership**
3. **Operations and Financial Management**
4. **Community and Community Relations**

### Superintendent Standard #1 - Student Growth and Achievement

**Student Growth and Achievement** – The Superintendent, working with the Director of Curriculum, Instruction, and Pupil Services, building Principals, and Technology Coaches will again use multiple data sources to assess student success and growth as appropriate, and to address specific needs within the Wyoming Valley West School District. Under the Superintendent’s direction, the district will continue to utilize district baseline and benchmark diagnostic data in to drive instruction and to implement strategies that target areas of growth and achievement. The purchase of the Data Warehouse, “Link It” will aid greatly in allowing the District to analyze demographic information and to aggregate this data to drive instruction. Continuous academic growth continues to be the goal/objective.

- **Standard One – Developing and Implementing Shared Vision, Goals and Annual Measurable Objectives**
- **Standard Two – Student Growth and Achievement**

#### Objectives:

- Continue to incorporate and expand the **WIN** (What I Need) Period into content area curricula to differentiate instruction and enhance academic growth.
- Expand **IXL** district-wide in Math and ELA as an all-inclusive platform with instructional resources, actionable analytics, and a state -of-the-art assessment suite to foster student growth.
- Create a **Data Warehouse** that includes internal and external data to assist administration in data driven curricular decision making.
- Increase **Student Attendance**.
- Increase **Graduation Rates**.
- Staff development and usage of new data warehouse “**Link It**,” to analyze demographic information to assist in improvement of standardized testing scores, attendance, ELL, curricula revisions.

- Expand “**Fundations**” Reading Program as district structured literacy intervention for K – 3 to improve reading skills, keep students on grade level reading, and to increase academic growth.
- **STEM** Lab (Science, Technology, Engineering, Math) to assist student development of problem solving, critical thinking, collaboration, and creativity skills to increase academic growth.

### Measures of Success

1. Continual positive **growth** in Elementary ELA and Math scores.
2. 5 – 10% increase in district-wide **attendance**.
3. 5% increase in **graduation rates**.
4. Creation of a state-of-the art **Stem Lab**.
5. **Professional development** and **curriculum** work completed as scheduled.
6. **Intervention supports** are aligned and implemented according to student data.

## **Superintendent Standard #2 Organizational Leadership**

Superintendent works collaboratively with the Board of Education to support the mission of and a shared vision of WVWSD, displays an ability to identify and rectify problems affecting the district, manages WVWSD staff to ensure best practices are identified and being utilized by all buildings and departments and works to positively influence the climate and culture of the Wyoming Valley West School District.

- **Standard Four – Effective Management: District Operations**
- **Standard Five – Effective Management Personnel**

### **Objectives:**

- Increase administrative Staff
- Increase ESL Staff
- Implement Progress Monitoring Tool “Fast Bridge” for Screening Purposes
- Completion of Policy Manual Overhaul
- Attend at SitelogIQ Weekly Middle School
- Attend SitelogIQ STEM Lab Meetings
- Start New Monthly Attendance Meetings
- Continue ESSERS Weekly Meetings with District Consultant
- Attendance at Monthly IU Superintendents Meetings
- Direct Monthly Principals Meetings/Zooms
- Daily/Weekly Meetings with Business Manager
- Daily/Weekly Meetings with new Buildings & Grounds Director
- Weekly/Monthly Meeting with Special Education Director
- Weekly/Monthly Meeting with Attendance Officer
- Weekly/Monthly Meeting with Technology Director
- Weekly/Monthly Meeting with Athletic Director
- Direct three (3) District Employees to Pool Pesticide Training
- Organize and Direct Policy Committee Monthly Meetings
- Continue Monday Morning Staff Meetings
- Attendance at Meet the Teacher Night Attendance
- Attendance at Parent/Teacher Conferences
- Communications to Board & Solicitors
- Attendance at Athletic Events & Co-Curriculars

### **Measures of Success**

1. Creation of Dean of Students and ESL positions
2. Certify district employees in Pool Pesticides
3. Attendance at Extra-Curricular Events & Administrative Communications/Meetings
4. Monthly Attendance Meetings
5. Complete Total District Policy Manual Overhaul

## **Superintendent Standard #3 - Operations and Financial Management**

**Operations and Financial Management** – The Superintendent shall manage effectively, ensuring completion of activities associated with the annual budget, oversee distributions of resources in support of School District priorities, and direct overall operational activities within the School District.

**Standard Three – Governance and Administration**

**Standard Four – Effective Management: District Operations**

### **Objectives:**

- Weekly meetings with District Consultant (Kim Walck) and Business Manager (Rob Kachurak) regarding ESSERS planning, funding, and budgets.
- Working with Consultant and Business Manager, respond to ESSERS Monitoring Results.
- Direct Business Manager to meet with High School and Middle School personnel to Analyze, Assess, and Balance/Reconcile student accounts.
- Analyze and Assess use of Title funding district-wide for financial savings where possible.
- Recommend new Business Office Clerk Position
- Weekly meeting with new Operations Manager and Buildings & Grounds
- Completion of door locks and cameras in appropriate areas.
- Work with SitelogIQ to ensure all project completion.
- Meet with Jen Turel, Aramark, on a monthly basis to determine if Café Funds are applicable to use on future and/or upcoming projects.
- Assist in Teacher Negotiations if requested.

### **Measures of Success**

1. Provide finance related board updates to Board of Directors.
2. Continue to oversee, evaluate, and communicate to Board of Directors capital improvement updates and recommendations.
3. Implement ESSERS on-site monitoring recommendations.
4. Positive fund balance.
5. Assist Business Manger with auditors reviewing financial status.

## **Superintendent Standard #4 - Community and Community Relations**

**Communications and Community Relations** – Superintendent communicates with and effectively engages the staff, the Board and members of the community, clearly articulating District goals and priorities, addressing issues affecting Wyoming Valley West, and building support for District goals, initiatives and programs. Social media, district website, REMIND app, and Robo calls will continue to be implemented efficiently and effectively pertaining to activities, stakeholder responses, announcements of school district events and opportunities within the school district.

### **Standard One – Developing and Implementing Shared Vision and Goals**

### **Standard Four – Effective Management District Operations**

- Attend New Teacher Orientation (NTO)
- Initiate Grief Counseling
- Attend Parent/Family Elementary Engagement Nights
- Attend Weekly SitelogIQ Meetings
- Attend PTO Meetings
- Attend Meet the Teachers Night
- Attend Parent/Teacher Conferences
- Initiate and Communicate Board Email and Texts
- Initiate and Communicate Solicitor Email and Texts
- Initiate Sunday Night Robo Calls
- Direct and Expand Kids at King’s Program
- Direct District Facebook Page Content
- Attend Athletic Events & Co-Curriculars

### **Measures of Success**

1. Continue to improve the flow of information between the district, the Board of Directors and stakeholders.
2. Partnership with “A Caring Place” (Grief Counseling).
3. Expand “Kids at King’s” academic opportunities at the new High School STEM Lab.
4. Successful first year partnership with Caring Place: Grief Counseling to create a foundation of support for students.
5. Increased positive communications via District Facebook Page.

