

MANHEIM TOWNSHIP SCHOOL DISTRICT

Lancaster, PA



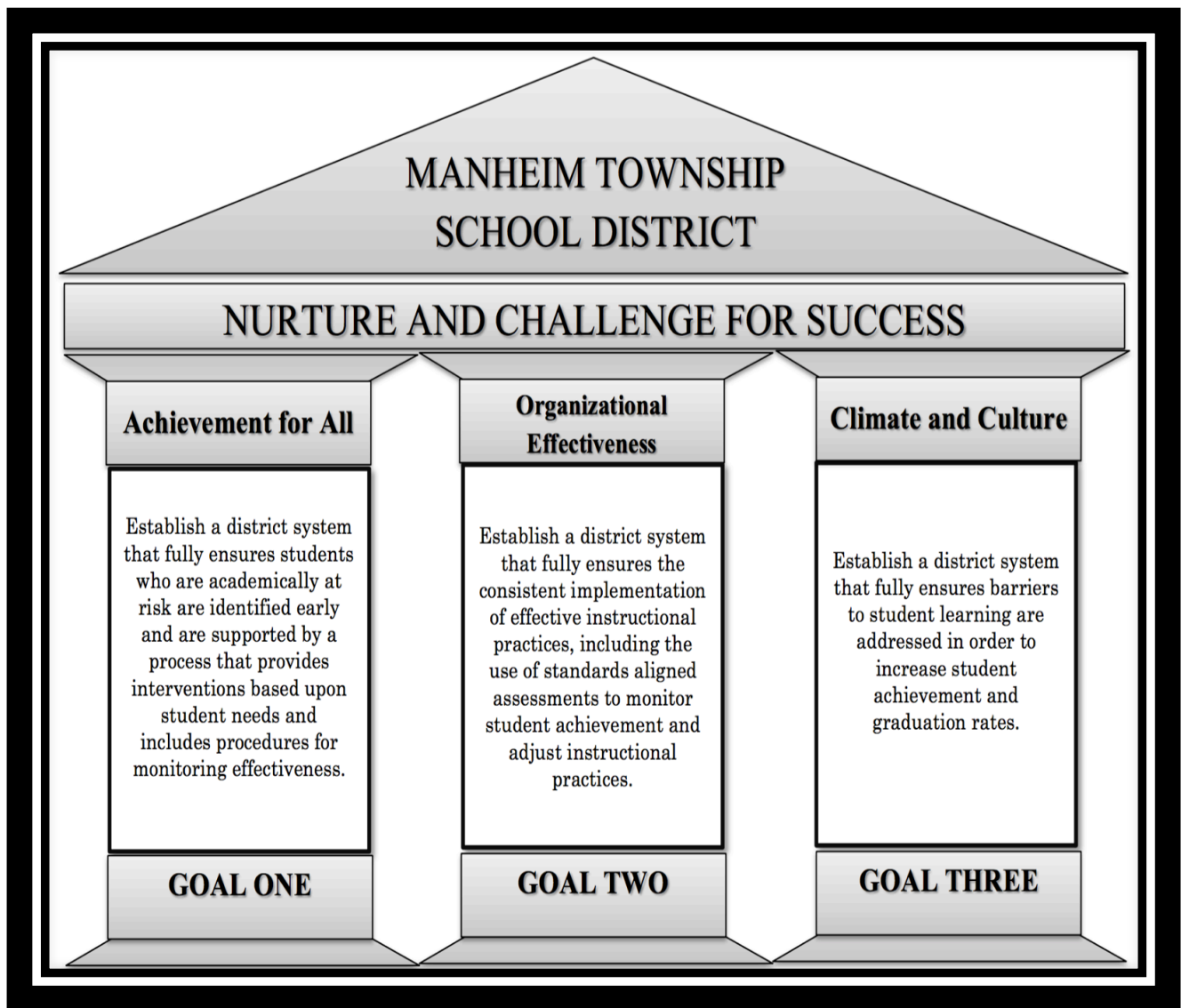
PERFORMANCE

GOALS

2016-2017

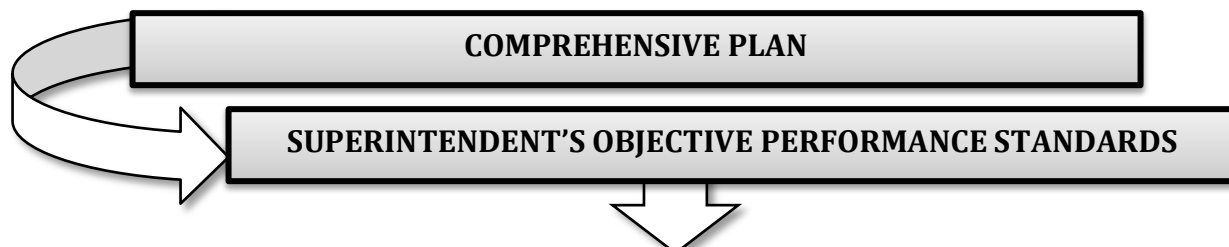
COMPREHENSIVE PLAN GOALS

(July 1, 2015 to June 30, 2018)



Objective Performance Standards for Superintendent of Schools

- Standard 1: *Student Growth and Achievement*
- Standard 2: *Organizational Leadership*
- Standard 3: *District Operations and Financial Management*
- Standard 4: *Communication and Community Relations*
- Standard 5: *Human Resource Management*
- Standard 6: *Professionalism*



SUPERINTENDENT GOAL #1: Entry Plan Facilitation

- **Listen & learn:** Dialogue with vast array of internal and external stakeholder groups; visit school sites, district events, community/organizational events, local activities; structure entry plan meetings to involve a needs assessment facilitated through interviews/discussion.
- **Share:** Share my passion for education, leadership story, educational philosophy & beliefs, district vision.
- **Study:** Review history of district, multiple measures of data, demographics, district services, and budget; study Comprehensive Plan and district initiatives to help identify priorities.
- **Collaborate & build relationships:** Make personal connections – learn about their values, traditions, and hopes for the students and district; build relational capital.
- **Plan & prioritize:** Collaboratively develop and communicate goals and the prioritized plan to address them.
- **Evaluate & communicate progress:** Assess progress with implementation plan & share results with designated stakeholders.

SUPERINTENDENT GOAL #2: Student Achievement

- Evaluate and enhance high school International Baccalaureate (IB) Program.
- Evaluate and develop plan of implementation for building K-12 Science/STEAM program.
- Facilitate development of mid-point Comprehensive Plan (due November 2017).
- Develop plan for storing and managing student achievement data.
- Establish K-12 framework for "libraries of the future," including plans to develop maker spaces, updated curriculum, and comprehensive library media services that align with technology initiatives.
- Develop and implement plan for staff development focused on technology as an instructional tool.

SUPERINTENDENT GOAL #3: Communication and Community Outreach

- Develop and implement a District Communication Plan.
- Implement a new comprehensive district website, including a Superintendent's page with key information and a monthly blog.
- Implement a system for online school-wide communication with families.
- Explore the use of Google Apps for email, video conferencing, online storage and file sharing.
- Establish plan of events/activities for promoting community awareness and support for middle school renovation.

SUPERINTENDENT GOAL #4: District Operations & Finance

- Develop framework for multi-year revision and updating of job descriptions and SRIs.
- Develop and employ an administrative and professional staff structure that meets the current and future needs of the district.
- Conduct negotiations for a new Collective Bargaining Agreement with our professional staff (contract expires June 2017).
- Create plan for policy review and revision, and develop administrative guidelines to accompany policies.
- Develop a fiscally sound budget for 2017-2018 that allows the district to maintain its educational programs and address staffing needs.