Twin Valley School District

2017-2018 Assistant Superintendent Goals

Organization Management

Goal 1: Implement Federal Programs changes and upgrades due to ESSA

Measurement:

- Update Procurement Policy in line with ESSA rules
- o Develop Parent Compacts for each building and district that reflect ESSA rules
- o Implement Title 1 Parent Information Sessions at each elementary building
 - 3 = All measurements complete
 - 2 = Two of 3 measurements complete
 - 1 = One measurement complete

Rating:	
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Goal 2: Develop guidelines and procedures for new Future Ready Index data elements

Measurement:

- o Develop curriculum needed for Career Standards implementation from TVSD Chapter 339 Plan
- Develop methods for reporting on Career Portfolio elements with Guidance Departments
- Train staff on the Future Ready Index Data elements
 - 3 = All measurements complete
 - 2 = Two of 3 measurements complete
 - 1 = One measurement complete

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Goal 3: Research and develop a single schedule solution for Twin Valley Middle School for 2019-2020

Measurement:

- Collaborate with transportation director and principals to develop a transportation plan with two options for Twin Valley Middle School based on one schedule
- o Restructure teacher schedules at Twin Valley Middle School to allow for one schedule
- o Develop and direct the communication plan for parents and community
 - 3 = All measurements complete
 - 2 = Two of 3 measurements complete
 - 1 = One measurement complete

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Teaching and Learning

Goal 4: Implement year 2 (Professional Development) and plan for year 3 (Implementation) of Technology Vision

Measurement:

- Develop and implement professional development based upon teacher needs as determined by survey
- Lead the Communications sub-committee of the 1:1 Technology Committee to develop communication plans for:
 - o Parents
 - Staff
 - o Students
 - 3 = All measurements complete
 - 2 = Two of 3 measurements complete
 - 1 = One measurement complete

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Goal 5: New curriculum development in Technology Education Department

Measurement

- Redesign courses to reflect robotics, coding, and computer generated problem-solving (STEAM)
- Develop capstone course for technology
- o Lead the development of a new course integrating STEAM initiatives

3= All measurements complete

2= Two of 3 measurements complete

1= One measurement complete

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Goal 6: Use common assessment data analysis to continually revise instruction

Measurement:

- Research, pilot, and evaluate new reading assessment programs for K-12
- Develop a metric report on relevant K-12 district data.
- Meet metric goals on district data as defined on report
 - o Reading Benchmark K-8- increase proficiency 1% over previous year
 - 3=2% or above, 2=1%, 1=below 1% Rating_
 - o Writing Benchmark K-12 increase proficiency 2% over previous year
 - 3=3% or above 2= 2%, 1=1% or below Rating
 - o Math Common Assessment 7-12 increase proficiency 1% over baseline year
 - 3=2% or above, 2=1%, 1=below 1% Rating_____

Goal 7: Expand Career Pathways Model in conjunction with the Berks County Pathways Alliance (Student Survey Recommendation)

Measurement:

- Continue to lead and support Berks County Pathways Alliance by completing a Berks County Pathway model for use by other districts
- o Meet and collaborate with pathway specific advisory council to revise course offerings
- Research and evaluate benfits of multi-disciplinary teaming at Twin Valley High School to enhance the pathway model
- Lead the development of capstone courses in current pathways (Agriculture Science, PLTW, Business, Family and Consumer Science)
 - 3 = All measurements complete
 - 2 = Three of four measurements complete
 - 1 = One measurement complete

Rating	:

Leadership Development

Goal 8: Develop leadership capacity within staff (*Teacher Survey Recommendation*)

Measurement:

- Redefine role of department heads and grade level leaders to include instructional leadership responsibilities; peer coaching, data analysis, curriculum implementation, and resource management.
- o Develop and utilize a rubric to evaluate effectiveness of department and grade level leaders
- Monitor the increase of peer coaching ability of reading specialists at elementary and middle school level through BCIU monthly coaching training, a schedule reflecting coaching opportunities, and teacher feedback
 - 3 = All measurements complete
 - 2 = Three of four measurements complete
 - 1 = One measurement complete

Rating	

Goal 9: Develop new Teacher Induction Program based on guidelines from National Institute of Strategic Leadership (*Teacher Survey Recommendation*)

Measurement:

- o Increase mentor and inductee meetings to once per week and evaluate effectiveness
- o Increase mentor, inductee, principal meetings to once per month and evaluate effectiveness
- Develop list of relevant instructional skills to be developed throughout induction period. Monitored through observations, lesson plans, and quarterly meetings
 - 3 = All measurements complete
 - 2 = Three of four measurements complete
 - 1 = One measurement complete

Rating: Goal 10: Restructuring of the Student Services Department (Teacher Survey Recommendation)
Measurement:
 Prepare and implement an entry plan for the new Student Services Director Develop and monitor implementation of a plan to reduce outside placements Survey and design professional development for learning support teachers
 3 = All measurements complete 2 = Three of four measurements complete 1 = One measurement complete
Rating:
Climate and Culture
Goal 11: Improve climate and culture in the district through building action plans (Parent-Student Survey)
Measurement:
 Oversee the implementation of TVMS positive behavior report plan and discipline committee. Dat reports to show a decrease in number of incident referrals to principals Collaborate with principals to develop building plans for cultural awareness activities and events Documentation of on-line training and building events for parent education (Drug and alcohol, career opportunities, social emotional wellness)
 3 = All measurements complete 2 = Three of four measurements complete 1 = One measurement complete
Rating:
Goal 12: Define standard for communication expectations within the district. (Parent Survey Recommendation)
Measurement:
 Monitor implementation of district-wide guidelines and procedures for communication Update the log of district communications through School Messenger Plan for stakeholder involvement in Comprehensive Plan
 3 = All measurements complete 2 = Three of four measurements complete 1 = One measurement complete
Rating: