



TVSD Assistant Superintendent Goals

2016-2017

Domain One: *Student Growth and Academic Achievement*

Goal 1: Provide a student assessment system that improves student performance in reading and writing in grades K-8 and common assessments in 9-12.

- **Measurement**
 - Reading Benchmarks (Evidence showing 80% of students are at grade level benchmark for DRA)
 - 81% and above – exceeds standards, 77% -80% = 3, 73%-76% = 2, 68%-72% = 1
 - Writing Benchmarks (Evidence of implementation such as classroom instruction data, student assessment exemplars, and evidence that 53% of students will score 3 or above on post-assessments)
 - 54% and above- exceeds standards, 50%-53%=3, 46%-49%=2, 40%-45%=1
 - Report the progress through common assessments in English 9-12

Complete = 3, Incomplete = 1

Goal 2: Enhance the secondary math curriculum and implement the 7-12 CPM program

- **Measurement:**
 - Provide baseline data from common assessments in 7-12 math from Performance Plus
 - Compare baseline data from 1st and 2nd semester
 - Teacher observation data and administrative feedback from principal and the Assistant Superintendent
 - Include sample of observation tool
 - Keystone Algebra I proficient/advanced will increase 1%

Complete = 3, Incomplete = 1

Goal 3: Increase integration of technology and curriculum to promote digital learning experiences

- **Measurement:**
 - Creation of the district repository of 6-12 grade core content resources to be used within Google Classroom
 - Documentation showing completion of digitized content and list of active Google Classrooms (75% and above – exceeds standards, 71% -74% = 3, 67%-70% = 2, 64%-66% = 1)
 - Completed curriculum for hybrid courses in Honors English 11 and Advanced Accounting
 - 3 courses and above – exceeds standards, 2 courses = 3, 1 course = 2



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- Teacher webpages in grades K-5
 - Include a sample of teacher webpage

Complete = 3, Incomplete = 1

Goal 4: Collaborate with principals on implementation of the high school vision including improvements in the areas of data collection and analysis, professional learning, student life and curriculum development

- **Measurement:**
 - Data collection and analysis-Reports from Performance Plus and agendas from quarterly data meetings
 - Updated student achievement profile data, quarterly
 - Professional learning-Department data tool reports developed for best practices in teaching in the block, evidence from lesson plans of implementation of models
 - Student life-Evidence of increased opportunities through flex enhancements, quarterly reports from student reps
 - Provide a current flex schedule and list of opportunities
 - Curriculum development - evidence of completion of Curriculum Cycle
 - Completed curriculums and curriculum schedule

Complete = 3, Incomplete = 1

Goal 5: Enhance learning opportunities for advanced students in the middle school

- **Measurement:**
 - Provide baseline data of advanced performance in reading and math common assessments, mid-year progress, end-of-year data
 - Summary of advanced learning experiences offered in English and Math
 - Compare and monitor percentages of advanced performance in reading and math PSSA and PVAAS

Complete = 3, Incomplete = 1

Domain Two: *Instructional Leadership and Human Resource Development*

Goal 1: Complete curriculum updates to enhance rigor and relevancy of courses and common assessment creation according to the TVSD Curriculum Cycle

- **Measurement:**
 - Completed 6-12 math curriculum
 - Completed 6-12 science curriculum
 - Completed 9-12 agricultural science curriculum
 - Completed 7-12 social studies curriculum
 - Completed 5-12 technology education standards review and alignment



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- 5 – exceeds standards, 4 = 3, 3 = 2, 2 = 1

Goal 2: Implement all new academic programming with fidelity

- **Measurement:**

- Collect and analyze direct observation data to ensure implementation of all new academic programming
 - Evidence-Summary of direct observation data for new programming
 - 9-12 business and computer technology curriculum
 - 5-12 world language curriculum
 - 6th grade EDM, 7th and 8th grade CPM, AP Computer Science Principles, Honors English 11 and Honors American History 10, PLTW Design and Modeling

Complete = 3, Incomplete = 1

Goal 3: Provide training and resources in all areas of operations in accordance with district goals, staff needs and PDE initiatives

- **Measurement:**

- Survey of teachers and aides needs for training and resource needs in all areas of operation
- Schedule of professional development and workshop sessions for district staff based on survey results
- Schedule of professional development opportunities for aides and reading support teachers

Complete = 3, Incomplete = 1

Goal 4: Increase collaboration amongst teachers and support for students by increasing co-teaching at the elementary centers

- **Measurement:**

- Plans for professional development for elementary staff in the area of the best practices of co-teaching
- Collaborate with principals to create schedules to optimize time for co-teaching
 - 51% – exceeds standards, 50-45% = 3, 44-40% = 2, 35-39% = 1

Domain Three: *Supervision*

Goal 1: Implement the elements of the Principal Effectiveness Evaluation system

- **Measurement:**

- Progress on Principal Student Learning Objectives (SLO's)
- Evaluate correlation data



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- Hold meetings and develop action plans
- Create principal goals and evaluate progress

Complete = 3, Incomplete = 1

Goal 2: Mentor new principals

- **Measurement:**

- Create entry plans for new principals
- Hold meetings and develop action plans
- Create principal goals and evaluate progress

Complete = 3, Incomplete = 1

Goal 3: Collaborate and support all building principals

- **Measurement:**

- Meeting dates
- Agendas

Complete = 3, Incomplete = 1

Domain Four: *Communication and Community Relations*

Goal 1: Collaborate with stakeholders to complete the 2018-2021 TVSD Comprehensive Plan

- **Measurement:**

- Convene stakeholders to gather input into all required elements
- Timeline dates are met

Complete = 3, Incomplete = 1

Goal 2: Coordinate the implementation of the second year of transition to the E-School PLUS Parent Portal

- **Measurement:**

- Paperless delivery of student schedules
- Electronic report cards for elementary students (2, 3, 4 quarters)

Complete = 3, Incomplete = 1

Goal 3: Coordinate the creation of a district profile reporting pertinent data points

- **Measurement:**

- New district profile published and distributed

Complete = 3, Incomplete = 1