

Suggested goals for 2021-2022

Invigorated to work together as a school community to provide the best learning environment for our Clarion – Limestone students, I share the goals we developed together for the 2021-2022 school year.

Standard #1: Student Growth & Achievement

Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the board of school directors. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to PSSA, PVAAS, and other locally determined measures.

Accelerated Learning, developed by PDE (Pennsylvania Department of Education) will occur districtwide to close gaps of learning loss from the pandemic months. Assessments such as the PSSA, PVAAS, STAR, Study Island, CDT, and NWEA MAP will be given to designated students/grade levels and will be analyzed by staff for remediation and enrichment. Enrichment time at the high school will continue as it is “intervention time” for students who need extra assistance. Elementary early morning (Bright Beginners) will continue along with “After Four” tutoring on Mondays, Tuesdays and Wednesdays. Elementary will begin a process of collaboration between principal, grade level teachers, special area teachers, itinerant teachers, etc. This collaboration time will occur daily prior to student arrival.

Standard #2: Organizational Leadership

Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.

Every staff member will be having a “Reason to Come to Work.” Positivity will resonate daily in voice and action throughout the district. The school board will allow the administrative team to make decisions based upon knowledge, experience and passion in education. Staff will be acknowledged for professional achievements. Communication lines will be kept open with monthly meetings between a board representative, an administrative representative, a union representative and a non-union representative.

Standard #3: District Operations and Financial Management

Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

The school board, administration, staff and community will deem building renovations that are necessary to insure safety for our students. These same groups will evaluate the need

for additional infrastructure to move our C-L teaching and learning venue into the future, allowing for enough space to get the most learning out of a 7.5-hour school day. Sound educational and financial decisions will be made. The current 5-year plan will be reevaluated and updated. The budget will be reviewed every two months to monitor spending, essential needs and possible freeze in spending, if necessary.

Standard #4: Communication 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 local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.

The Superintendent Task Force for COVID-19 will continue to make collaborative decisions for the district during the pandemic. The “Chain of Command” to follow will be shared with all constituents at the August board meeting. This document will be placed into the parent/student handbook, placed on the district website and placed on the district Facebook page. This will be a living document; enacted and enforced daily. This document’s purpose is a procedure which will provide personnel the time to do the jobs they were hired to do.

Standard #5: Human Resource Management

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

The Superintendent and school board will establish a trust along with the administrative team to manage the district’s day to day operations and make sound decisions that are right for kids. Roles and responsibilities will be assessed, altered and revised so human resources are used to their maximum potential. Everyone will be a “piece of the puzzle” in establishing the best school district. Accountability for all will be maintained.

Standard #6: Professionalism

The Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania’s public education system as well as that of the local community. Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.

The Superintendent will welcome constructive criticism, reflecting daily on decisions that are made. As the Superintendent, leading in a culture of change, the vision will be to produce leaders among the administrative team and leaders among others willing to take on more of a leadership role in the district.