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Domain E: Instructional Leadership/Culture for Teaching and Learning/Academic Programs

1. Goal: Develop a protocol for reporting student academic achievement to School Directors and Community.

- a. Principals and Directors will provide an overview of academic achievement data to the School Directors and stakeholders.
- b. Promote academic growth for every student.
- c. Increase the number of students who meet or exceed standards in Language Arts, Science, and Mathematics.
- d. Reduce absenteeism rates on an annual basis.
- e. Develop, review, and report outcomes regarding ESSER Acceleration and Intervention programs for each school building.
- f. Per ESSER Grant requirements—the District is committed to implementing a learning management system prior to September 2024. As a result, the District will adopt the Schoology Learning Management system during the 2022-2023 school year.

2. Goal: Develop and submit a Horticulture classification of instruction program to the Pennsylvania Department of Education for approval.

Domain C: Staff Relations/Building Level Leadership

1. Goal: Human Resource Management - The Superintendent will make optimal use of the personnel in the organization. Specifically, for 2022-23 school year the Superintendent will develop the skills of the administrative leadership team, particularly those assisting to lead the Jr./Sr. High School, to achieve their building and department goals and grow as educational leaders and department managers.

- a. Review monthly reports
- b. Develop and recommend software to improve technology work order completion, maintenance work order completion, business office payroll efficiency, and food service delivery.

Domain D: Business and Finance/ Related to Culture of Safety/ESSER Grant Funding

1. Goal: Review district safety and security plan at each building for PCCD Grant Funding.

- a. Meet with School Resource Officer—Review Emergency Operations Assessment data provided by PSP and complete PCCD Grant Application to address tier 1 needs for each school.

2. Goal: The Superintendent will preserve the approved financial limits established by the Board's adopted budget. Specifically, for 2022-2023, the Superintendent will continue the

process of moving the District forward in achieving the facilities and infrastructure goals established by the Strategic Plan and ESSER funding.