

SHARPSVILLE AREA SCHOOL DISTRICT
SUPERINTENDENT PERFORMANCE GOALS – SCHOOL YEAR 2022-2023

STUDENT GROWTH AND ACHIEVEMENT

1. Oversee and encourage use of growth data among professional staff with regard to making curricular, staffing, and strategic planning decisions within the District.
2. Monitor student achievement via traditional assessment vehicles such as PSSA, SAT, AP and other assessments, but simultaneously, encourage alternative definitions of success and the varied ways through which faculty and students can demonstrate growth and achievement.
3. Work in conjunction with the administrative team to implement a minimum of two programs designed to address the learning gap identified in our students caused by the COVID-19 pandemic.

ORGANIZATIONAL LEADERSHIP

1. Work collaboratively with the Board to develop a vision for the District, display an ability to identify and rectify problems affecting the District, work collaboratively with District administration to ensure that best practices for instruction, supervision, curriculum development and management are being utilized, and positively influence and impact the climate and culture of the District.
2. The Superintendent will provide the leadership for the district to better communicate with the general public those positive activities, programs, accomplishments, and district improvements to increase community awareness and understanding.
3. Work collaboratively with administration and staff to continue to develop and grow the STEAM/STEM initiative.
4. Incorporate the revised induction program for our new staff members throughout the 2022-2023 school year. We will meet monthly August through May. There is a monthly discussion topic.

DISTRICT OPERATIONS AND FINANCIAL MANAGEMENT

1. Assume responsibility for annual (2022-2023) operating budget such that final expenditures do not exceed budgeted amounts.
2. Explore external funding opportunities including grants on local, regional, or national level at least two times during the school year.
3. Work collaboratively with the Board and administration to plan and coordinate the next phases of renovation and the usage of ESSER funds.
4. Utilize the PCCD grants to improve school security and safety as well as mental health needs.

COMMUNITY RELATIONS

1. Post a public message on the District Website and/or District app to update the community on school activities at least three times during the school year.
2. Maintain open dialogue with borough and township officials included within the District boundaries including on-going discussion and an annual meeting to review relevant topics.

HUMAN RESOURCES

1. Complete annual evaluations of all District administrative personnel by the applicable due date.
2. Facilitate negotiations with AFSCME and Act 93 with their contracts.

PROFESSIONALISM

1. Attend one professional meeting annually.
2. Regular participation in regional professional meetings (e.g. Intermediate Unit, Career Center, etc.)