

Pottsgrove School District
Superintendent Goals for 2017– 2018
Board Approved November 14, 2017

Goal #1: To increase student achievement-

Objectives:

- 1: PGSD students in Grades 3 through 8 will score at or above the state average (proficient or higher) in the PSSA Math and ELA assessments.**
- 2: The percentage of first-time (proficient/advanced) test takers in the Algebra I Keystone 2017/2018 Exam will increase from 44.0% to 55% in the 2017/2018 school year. We will continue to work toward the state average of 65%.**
- 3: The percentage of first-time (proficient/advanced) test takers in the Literature Keystone 2017/2018 Exam will increase from 59.06% to 72%, which was the state average in the 2016/2017.**
- 4: The percentage of first-time (proficient/advanced) test takers in the Biology Keystone 2017/2018 Exam will increase from 53.0% to 63%, which was the state average in the 2016/2017.**
- 5: Academic indicators, other than state tests, will show achievement and growth gains.**

Time Line	Action Step	Evaluation of Step
August 2017	Review PSSA/MAP/ECRA data with principals, supervisors and directors.	Complete
September to November 2017	Review district-wide PSSA/MAP/ECRA and Achievement Gap data with administration and staff. Review district-wide PSSA and underperforming groups and individual gaps for each learner with administration and staff. Data review meeting with Curriculum/Technology/Student Affairs Committee.	Complete Completed
August to June 2017-18	Elementary classrooms will continue to implement new ELA and Math Curriculum. Middle School teams will continue to implement new ELA and Math Curriculum.	

	<p>High School Math teachers will continue to implement new Math Curriculum.</p> <p>Continue to examine Curriculum alignment to Common Core of Keystone Biology, Algebra, and Literature Courses.</p> <p>Elementary and Middle School classrooms will continue to implement of SWPBS.</p>	
November/December 2017	<p>Complete analysis of PSSA/MAP/ECRA data Keystone Exams, SPP Achievement Gap baseline data, and other effectiveness measures to determine how PGSD ranks in the state.</p> <p>Complete analysis of School Performance Profile data. Set yearly targets for each building and for the district.</p> <p>Establish goal areas of student achievement as related to educator effectiveness measures on the principal evaluation tool.</p>	
December 2017	<p>All administrators (building level, directors, and supervisors) to finalize student achievement goals. Submit goals to immediate supervisors.</p>	
November 2017 to May 2018	<p>Principals to work with staff on achievement goal areas, conduct observations, and provide input to professional learning community meetings.</p>	
December 2017 – May 2018	<p>Updates provided by principals, supervisors and central office leadership on progress of goal setting. Updates provided at instructional leadership meetings and part of professional development days.</p>	

Assessment of Goal:

This goal will be considered successful if:

- 1. PGSD students in grades 3 through 8 will score at or above the state average (proficient or higher) in the PSSA Math and ELA Assessments.**

- 2. The percentage of first time (proficient/advanced) test takers in the Algebra I Keystone Exam increases from 44.0% to 55% in the 2017/2018 school year.**

- 3. The percentage of first time (proficient/advanced) test takers in the Literature Keystone Exam increases from 59.06% to 72% in the 2017/2018 school year.**

4. The percentage of first time (proficient/advanced) test takers in the Biology Keystone Exam increases from 53.0% to 63% in the 2017/2018 school year.
5. Academic indicators such as SAT, ACT, NOCTI, MAP, and AP Tests, will show increased achievement and growth gains.

Goal #2: To improve professional development-

Objectives:

1. Provide teachers with continued training and professional learning required to meet the demands of our new ELA and Math implementation efforts.
2. Provide teachers with continued training, skills, guidelines, and expectations that will refine our Learning Management System (Schoology), to aide with blended learning and 1:1 technology program.
3. Establish building intervention team goals to help reduce the achievement gap between historically underperforming students and other students.
4. To implement year two of Professional Learning Communities and appropriately monitor the use of (Guiding Questions) to inform instruction and interventions at each building.

Time Line	Action Steps	Evaluation of Steps
August 2017	Board workshop for ECRA and data review.	Completed
August/September/October 2017	<p>Departmental/Data Meetings analysis of PSSA/MAP/ECRA data Keystone Exams, SPP Achievement Gap baseline data, and other effectiveness measures to determine how PGSD ranks in the state.</p> <p>Share district/building survey results with staff</p> <p>Transition Meetings between Regular Ed & Special Ed</p> <p>Finalize implementation plans for PLC's and prepare for staff meetings at building levels.</p> <p>Principals to facilitate in-service day on the topic of PLC, student assessment data.</p>	
October/November 2017	Final evaluations from 2016-17 completed. To establish goals for 17-18.	

	<p>Act 93 Administrators develop goals for 2017-2018.</p> <p>Principals and Directors to facilitate in-service day on the topic of ELA and Math Curriculum Instruction review.</p> <p>Conduct Schoology training for teachers using 1:1 blended classrooms for ongoing support.</p> <p>Student learning objectives for teacher evaluation due to principals.</p>	
November/December 2017	Plan and establish building intervention team goals to help reduce the achievement gap between historically underperforming students and other students.	
December 2017	Act 93 Administrator goals finalized.	
January 2018	Review First Semester PLC meetings	
February/May 2018	PLC teams and building leadership will provide a progress report with principals on the use of protocols and intervention periods.	
March 2018	Intervention Teams Progress Check In.	
June 2017	<p>Partial evaluations completed with Act 93 group – achievement goals need to be completed in fall 2018.</p> <p>Intervention Teams Progress/Final Check In.</p>	

Assessment of Goal:

This goal will be considered successful if:

- 1. Training and resources implemented met the demands of our new ELA and Math implementation efforts.**
- 2. Implementation of Schoology skills and guidelines, and expectations are reflected in teacher's Schoology pages in our secondary division (6-12).**
- 3. Implemented School Intervention teams, establish baselines, goals, action plans and reviewed the data on closing the achievement gap with historically underperforming students and other students.**

4. Implemented year two of professional development for Professional Learning Communities with the implementation of Guiding Questions (PLC Log) that focus on instruction, resources, and planned interventions.

Goal #3: To balance the 2018-19 budget while maintaining the integrity of classroom instructional programs and co-curricular activities-

Objectives:

1. Have a balanced budget with a planned use of fund balance and a property tax increase that reflects and maintains the integrity of instructional programs and co-curricular activities.
2. To have a Target Goal of under 2.5% of the expenditure variance at the end of June 30, 2018.
3. Have a final budget passed that reflects an overall spending increase of less than 1% for non-mandated expenses.

Time Line	Action Step	Evaluation of step
July 2017	Review financial data with Administrative Team.	Completed
August 2017	Monitor effects of state budget changes if any.	Completed
September-October 2017	Determine revenue generated from Act 1.	Completed
	Reconciliation of projected deficit to actual surplus.	Completed
November/December 2017	Update projected fund balances and the budget gap to school board. Determine per-pupil allocations for buildings. Begin staffing projections for the 2018-19 school year.	
November/December 2017	Prepare building allocations and materials needs for the 2018-19 school year. Identify Grant opportunities. Estimated use of designated fund balances for healthcare, PSERS, capital projects, and technology. Board to determine if the budget will stay within the Act 1 index.	
January 2018 – April 2019	Update forecast with any new revenue sources and/or reductions in expenses. Prepare budget for 2018-19 with updates made at	

	monthly Operations and Facilities Committee meetings. Estimate costs for contract obligations. Estimate costs for health care increases. Prepare preliminary budget.	
May 2017	Prepare proposed final budget for Board approval.	
June 2017	Prepare final budget for Board approval.	

Assessment of Goal:

This goal will be considered successful if:

- 1. Have a balanced budget that reflects the lowest tax increase possible while maintaining the integrity of instructional programs and co-curricular activities.**

- 2. The Target Goal of under 2.5% of expenditure variance was met at the end of the June 30, 2017.**

- 3. A final budget is passed that reflects an overall spending increase of less than 1% for non-mandated expenses.**

Goal #4: To provide timely, relevant communication to each stakeholder group–

Objectives:

- 1. The PGSD 2018 Satisfaction and Communication Survey will reflect an overall satisfaction rating of 8 on a scale of 1 to 10.**

- 2. Continued Areas of Focus in 2017-18:**
 - Overall district communications
 - Overall school communications
 - Budget communications
 - Balance between electronic communications and face-to-face communication
 - Communicating with non-parent residents – **Annual Report**
 - Asking for, and responding to public input – **Safe Schools Partnership**

- 3. New Initiatives 2017-18**
 - Director of Community Relations and Co-Curricular Activities
 - Safe Schools Partnership
 - Pottsgrove Village

	Action Steps	Evaluation of step
August 2017	Review survey findings with administration	Complete
September 2017	Review survey findings with staff.	Complete
	Review survey findings with Board	Complete
	Post Survey Results	Complete
September-June 2017-18	Provide Overall district communications Provide Overall school communications Provide Budget communications Provide a balance between electronic communications and face-to-face communication Communicating with non-parent residents – Annual Report Asking for, and responding to public input	
August to 2017	Establish Pottsgrove Village	
September- 2017	Visit model school districts who have established Safe Schools Partnerships	
November- 2017	Meet with Board President regarding SSP Committee Establish Safe Schools Partnerships Committee	
November/December 2017	1 st Community Meeting Safe Schools Partnerships Committee - Goal Planning- Safe Schools Partnerships Committee	
January – 2018	Pottsgrove Village – Mid-Year Review	
February-May 2018	Follow-Up Meetings Safe Schools Partnerships Committee Pottsgrove Village	
February-May 2018	Director of Community Relations and Co-Curricular Activities Transition (TBA)	
June-2018	Produce a Year-End Report that reflects the established committee goals to help improve school safety and community welfare.	
	Produce a Year-End Report that reflects the established committee goals to help improve the Pottsgrove Village.	

May 2018	Conduct professional development planning meeting with the union leadership, administration, teachers, and support staff.	
June 2018	Updates to parents and staff on the survey.	
August 2018	Take Survey. Satisfaction and Communication Survey - Review survey findings Administration	
Fall 2018	Satisfaction and Communication Survey - Review survey findings with Board.	

Assessment of Goal:

This goal will be considered successful if:

- 1. The PGSD 2018 Satisfaction and Communication Survey will reflect an overall satisfaction rating of 8 on a scale of 1 to 10.**

- 2. The PGSD 2018 Satisfaction and Communication Survey indicates continued improvement in the following areas:**
 - Overall district communications
 - Overall school communications
 - Budget communications
 - Balance between electronic communications and face-to-face communication
 - Communicating with non-parent residents
 - Asking for, and responding to public input

- 3. Implement year one of New Initiatives 2017-18**
 - Director of Community Relations and Co-Curricular Activities (TBA)
 - Safe Schools Partnership
 - Pottsgrove Village