

Prepared 9/21/2015 by Dr. David Zerbe

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Superintendent Goals

2015-2016

STUDENT GROWTH AND ACHIEVEMENT

Improve scores at each grade span (3-4, 5-6, 7-8, 9-12) by a cumulative of 10% over the next four years with a baseline from 2015 PSSA and the 2012-2013 Keystone exams.

- A. Provide the Board with analysis to support progress in meeting achievement goal by December 15, 2015.
- B. Provide the Board with recommendations and actions towards addressing areas of needed improvement by January 30, 2016.
- C. Provide the Board with quarterly progress reports towards improvement.

Expand STEM (Science Technology Engineering and Mathematics) programming in Methacton whereby resources and working conditions are responsive to the ongoing shifts in the competitive global market place.

- A. Define in a document all current district STEM related activities in grades K-12 within 3 months of Chief Program Officer start.
- B. Present administrative recommendation in a public meeting to the Board of School Directors for consideration for the establishment of the district's future STEM vision within 5 months of Chief Program Officer start.
- C. Adopt recommended vision and begin implementation within 7 months of Chief Program Officer start.

ORGANIZATIONAL LEADERSHIP

Establish a collaborative environment with the community whereby the district can leverage fundraising and strategic opportunities to impact student achievement, infrastructure, and extra-curricular activities.

- A. Expand activities of the Capital Campaign Fundraising efforts towards a new goal of \$2 Million by June 30, 2017.
- B. Provide quarterly reports to the Board on Capital Campaign actions and results.
- C. Seek opportunities as Superintendent to effectively assist the Education Foundation for the Methacton Community with its transformation efforts in

developing a greater philanthropic reach. Provide the Board with a report by July 15, 2016.

DISTRICT OPERATIONS AND FINANCIAL MANAGEMENT

Develop an organizational culture that is flexible, sustainable, and data-driven.

- A. Complete all high school field renovation improvements with the exception of lights by October 30, 2015.
- B. Complete the approval, installation and first use of lights by March 31, 2016.
- C. Provide the Board of School Directors with a comprehensive recommendation for school consolidation by January 31, 2016.
- D. Begin work on resulting Board of School Director decision(s) regarding school consolidation no later than March 15, 2016.

COMMUNICATION AND COMMUNITY RELATIONS

Develop an organizational culture that encourages internal and external participation in the educational decision making process through the planning, development, and implementation of a comprehensive strategic planning process.

- A. Develop a comprehensive strategic plan by April 30, 2016 that considers all existing plans, goals, objectives, policies, and stakeholder input to provide a clear direction for the future of the district with implementation to begin by July 1, 2016.
- B. Extend the Superintendents communications on district matters beyond the immediate school base whereby the sharing of data, professional insight, and reference is provided regularly for the greater good of our community. This will begin immediately and with a communication to be no less than 1X per month from adoption of goals through June 30, 2016.

HUMAN RESOURCE MANAGEMENT

Organize people and systems to increase student achievement and growth through a focus on curriculum, professional development, and career readiness.

- A. Complete administrative re-organization to include a Chief Program Officer and Supervisor of Professional Learning and Continuous Improvement by December 15, 2015.