

NEW HOPE-SOLEBURY SCHOOL DISTRICT
*Engaging, Enriching, and Empowering All Students
through a World-Class Education*



ANNUAL ASSESSMENT OF PERFORMANCE

Dr. Charles W. Lentz
Superintendent of Schools

Dr. Lentz was evaluated by the Board of Directors on June 30, 2022. Per Act 82 of 2012, the Board and Dr. Lentz agreed on the following Objective Performance Measures (OPMs) for the 2021-2022 school year:

Objective Performance Measure 1: Student Growth and Achievement

The Superintendent will analyze student data from local assessments to identify learning gaps which have occurred through pandemic and utilized this data to target areas of support and assistance to address academic learning loss for students in the areas of math and reading who are not assessed as proficient.

The Superintendent will implement a new Student Information System (SIS) which will enhance the ability of all stakeholders to monitor student data and progress by the Fall of 2021.

The Superintendent will work with the leadership team to enhance the Multi-Tiered Systems of Support (MTSS) to identify students in need of supports and services and ensure students receive the assistance they need to be successful in the school district as evidenced by students recommended for the MTSS process demonstrating improved performance.

The Superintendent will implement extensive professional development in equity to ensure that faculty and staff receive adequate training to support all students in our school district and learning gaps identified in our school district can be addressed.

The Superintendent will work with the education department to continue the curriculum review cycle and to complete the analysis of our curriculum in math and social studies through this process with an equity lens.

The Superintendent in collaboration with the education department will implement new curricular materials and resources to enhance the school district's equity initiatives.

The Superintendent will engage with the AASA and the International Center for Leadership in Education to develop a plan to continue to further the development of New Hope-Solebury School District a forerunner for preparing students for their future by including the school district as a national demonstration school in the national educational reform initiative spearheaded by AASA, ICLE and PASA.

Objective Performance Measure 2: Organizational Leadership

The Superintendent will implement a scheduling committee which will analyze school schedules district-wide and make recommendations for improvement for the 2022-2023 school year by the end of the year. As a function of the scheduling process, the Superintendent will engage community stakeholders in conversations about research related to school start time at the secondary level and integrate this into the evaluation process.

The Superintendent will develop a plan that guides the district in reopening the district for full in person instruction in the 2021-2022 school year which will encompass a revised Health and Safety Plan, a revised Athletic Health and Safety Plan and provisions for modifications to the plan in the event of changes in the pandemic.

The Superintendent will coordinate the development of an initiative to support college and career readiness through the implementation of our Act 339 plan and our comprehensive planning goals for college and career readiness. The

Superintendent will work in collaboration with the education, technology, and student services departments to ensure the professional development necessary for the annual initiatives is sufficiently provided.

The Superintendent will assist the Board in NHSESP contract negotiations process.

Objective Performance Measure 3: District Operations and Financial Management

The Superintendent will monitor enrollment trends, building usage and staffing to ensure the district is maximizing its resources.

The Superintendent will work with the operations team to develop a ten-year plan for district facilities which will encompass both building and grounds needs and establish a plan for ongoing maintenance and improvement for the next ten years by December of 2021. The Superintendent will work with the operations team to review the findings of the risk and vulnerability assessments and implement these recommendations into the ten-year facilities management plan. The Superintendent will work with the operations team to finalize the implementation of the Navigate Prepared System to further the enhancement of the district-wide safety plan.

The Superintendent will work with the business team to develop a corollary ten-year financial plan which will ensure adequate funding for the projects identified in the facilities plan by December of 2021. The Superintendent will work with the business office to continue to look for additional revenue streams and cost saving measures which can enhance the district financial stability and to support the cost of district capital projects. The Superintendent will work in collaboration with the business office team to develop a balanced budget at or below the Act 1 Index.

Objective Performance Measure 4: Communication and Community Relations

The Superintendent will finalize the development and implementation of the district communications plan with a focus on the improvement of district social media and community engagement as two priorities of the plan. The Superintendent will develop a more streamlined communication system which connects with a wider array of district stakeholders including community members, alumni and the local business community.

The Superintendent will continue to work with local community partners through the implementation and development of the district equity initiatives.

The Superintendent will work with the communications team to refine and enhance the school district website to promote school district events and activities, accomplishments and provide information in a meaningful way for our stakeholders.

Objective Performance Measure 5: Human Resources Management/Wellness

The Superintendent will work with the student services team to address the social and emotional needs of students, faculty and staff following the pandemic which will include programs, support and professional development through three focused professional development programs. The Superintendent will work in collaboration with the student services team to utilize the results from the PAYS survey to identify areas of concern for students and provide additional supports and services to address these issues.

The Superintendent will work with the human resources team to analyze the staff reductions made possible through the retirement incentives, realize staff reorganization opportunities, and right size staff across the school district in light of the district's declining enrollment.

The Board of Directors has concluded that Dr. Lentz successfully achieved all the OPMs for the 2021-2022 school year.