



2014-2015 Objective Performance Measures  
Steven M. Yanni, Assistant Superintendent

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**Goal One:** Continue to facilitate the implementation of the Comprehensive Plan along with the completion of one-half of the plan (Domain 2: Systems Leadership)

**Description:** The Comprehensive Plan is our roadmap to align district initiative to a common vision and to continue to move the district forward in terms of curriculum and instruction, technology, and facilities.

End of June Deliverables

- End of the year report the Board of School Directors, as Internal Facilitator, as to the status of plan implementation and completion
- Recommendations to the Curriculum Advisory Committee and the Board of School Directors relative to curriculum revisions/program adoptions, PLCs, gifted education programming, cyber education, teacher-leaders, and student achievement/growth.

**Goal Two:** Support the unification of the K-5 elementary concept (Domain 1: Strategic/cultural leadership)

**Description:** Despite having two elementary buildings each with their own unique configuration and needs, it is imperative that the general belief systems and framework of leadership that exists in each building is aligned to a K-5 concept.

End of June Deliverables

- Summation of work with the elementary principals—our vision work, walk-throughs, and transition plan for students matriculating from the LES to the UES provide to the Superintendent via update meetings
- Recommendation for or against implementing a pre-k program in our school district provided to the Curriculum Advisory Committee and the Board of School Directors by June 30, 2015

**Goal Three:** Support the implementation of the K-5 literacy programs (i.e. Literacy by Design and Being a Writer) that will have an immediate effect on our elementary program and a subsequent effect on our secondary program (Domain 3: Leadership for learning)

**Description:** These literacy programs will redefine elementary literacy and impact the quality of teaching and learning as well as student achievement.

#### End of June Deliverables

- Summary report to the Curriculum Advisory Committee and Board of School Directors (information only) on the successes and areas of opportunities with regard to the implementation of K-5 literacy programs
- Professional development plan relative to the K-5 literacy programs for the 2015-2016 school year that articulates answers to the following questions: What did we do well?/What can we celebrate? Where are there opportunities for growth? What will it take for us to be successful in the future?

**Goal Four:** Support the pilot of the K-5 Standards-Aligned Report Cards (SARCs) for the 2014-2015 school year and plan for full implementation of the SARCs for the 2015-2016 school year (Domain 3: Leadership for learning)

**Description:** Our previous elementary report cards were no longer aligned to appropriate standards. The new report cards align best practices with the PA Core Standards

#### End of June Deliverables

- Summary report regarding report cards to the Curriculum Advisory Committee and the Board of School Directors (information only) regarding the pilot and plans, based on data, for full implementation during the 2015-2016 school year.
- Communication to parents for the implementation of the SARCs with any revisions or edits for the 2015-2016 school year by June 30, 2015

**Goal Five:** Support the development of all teachers K-12 by aligning professional development to initiatives that increase student achievement and promote growth. (Domain 1: Strategic/cultural leadership)

**Description:** Effective, pervasive, and ongoing professional development is essential for our school district to maintain its premiere status.

End of June Deliverables

- Comprehensive professional development plan for the 2015-2016 school year
- Recommendation for or against moving forward with offering graduate courses in a cohort framework on campus

**Goal Six:** Support the continued implementation of Effective Educator (EE) and Differentiated Supervision Plan (DSP) to align with PDE mandates (Domain 1: Strategic/cultural leadership)

**Description:** It is vital for me to maintain Socratic knowledge of EE to ensure the successful continued implementation of the state mandate in our school district.

End of June Deliverables

- Completed formal observations and pending evaluations in Edulink
- A revised DSP and updated administrative manual for reference

**Goal Seven:** Support the MS/HS scheduling committees to determine best practices for secondary schedules and develop a plan for revised schedules in the future (Domain 4: Professional and community leadership)

**Description:** It is critical to develop a secondary schedule that supports best practices in education and instructional delivery.

End of June Deliverables

- Summary information presented to the Board of School Directors relative to scheduling recommendations
- An action plan that articulates a plan for schedule revisions in the secondary setting for 2015-2016 and/or in subsequent years

**Goal Eight:** Work collaboratively with my administrative assistant to demonstrate fiscal responsibility with regard to the budgets controlled by my office (Domain 2: Systems leadership)

**Description:** To demonstrate fiscal responsibility, it is imperative to increase budgets only within the Act 1 Index to ensure that general operating budget is also maintained within the index.

End of June Deliverables

- Develop a budget for the 2015-2016 school year that contains the curriculum and instructional needs within the parameters of the Act 1 Index

**Goal Nine:** Engage in professional development opportunities that will assist me in my role as a central office administrator and that will bring continued notoriety to our outstanding school district (Domain 4: Professional and community leadership)

**Description:** Ongoing, effective professional development is necessary for all district employees.

End of June Deliverables

- Obtain my Superintendent Letter of Eligibility
- Develop a personal professional development plan for the 2015-2016 school year based on new learning and needs from the 2014-2015 school year