

Objective Performance Standards
2023-20204

Cathy S. Moser
Superintendent of Schools

Goal #1

Focus on leading and sustaining initiatives, building capacity for District and individual school improvements as evidenced by:

Action Steps:

- ❖ Facilitating completion of a new iteration of the District Comprehensive Plan and companion reports
- ❖ Broadening District perspective with action steps taken in consideration of prioritized capital fund projects for facilities and programs
- ❖ Advancing District planning with attention to systems as well as innovation and student-centered considerations in student programs, including gifted education, English Language Learning programs, and student support services

Goal #2

Focus on building capacity for District administrative leadership, administrative efficiency, and teacher/staff efficacy as evidenced by:

Action Steps:

- ❖ Assisting the administrative team to grow their expertise in assigned areas of administrative leadership with goal setting, guided experience and professional development, and administrative team collaboration
- ❖ Collaborating with the assistant superintendent in ongoing direction and planning for curriculum, staff development, and operations within the District
- ❖ Assisting elementary administrators in their work to strengthen elementary programs and approaches to reflect a K-5 perspective
- ❖ Assisting middle school administration and staff in conscientious renewal of programs and approaches to teaching and learning
- ❖ Assisting administration in clear development and articulation of our MTSS structures and support services in special education and gifted education programs K-5
- ❖ Providing direction and support for Act 93 administrators in their unique roles in the District
- ❖ Working with Director of Administrative Services to continue our work towards administrative efficiencies in function, labor, provision of services

Goal #3

Focus on strengthening District and school level climate and culture as evidenced by:

Action Steps:

- ❖ Advancing changes and improvements in order to promote positive school climate and a culture of equity, acceptance, and belonging for all students and staff
- ❖ Working with administrators and staff to cultivate student engagement and motivation to learn in our development and refinement of our “Look Fors” initiative

Goal #4

Focus on assuring District and school safety and wellbeing as evidenced by:

Action Steps:

- ❖ Working with administration and staff to implement improvements and maintain vigilance of physical school safety measures
- ❖ Continuing our focused work, commitment, and programming to support mental health and emotional wellbeing for students and staff