

SUPERINTENDENT GOALS
2021-2022

Area	GOAL
1. Provide a High Quality Education	
	Ensure appropriate progress monitoring of all students in light of instructional changes implemented during the COVID-19 pandemic, including specifically identifying student groups that are at higher risk for academic loss. The Board will receive reports three times a year; fall, winter and spring, outlining the findings and plans to address concern, using the data from fall 2021 as the baseline. The first report should include what assessments are being used for baseline information.
	Keystone exam. 80% of the 11th grade cohort will receive a Keystone score of "proficient" or better on the exam score release date.
	SAT, superscore, (students best overall score for each section) for the 12th grade cohort, will be higher than the average superscore for Chester County, PA, and the United States. The difference between the PASD superscore and the average super-score of the District's aspirational comparator group will decrease by 25% from the prior year.
	Obtain a 95% satisfaction rate based on the annual survey provided to parents/guardians after a student's IEP, GIEP, or 504 annual meeting. Satisfaction is determined when "agree" or "strongly agree" is chosen in response to 'a student is receiving a quality program experience.'
	Increase participation rate of annual satisfaction survey of parents/guardians whose children have an IEP, GIEP or 504, by a minimum of 5% each year.
	The District will initiate the Student Attendance Improvement Plan (SAIP) process 100% of the time when a student incurs three or more unexcused absences after an attendance warning letter is sent. The SAIP plan will be implemented with fidelity and results will be tracked and reported. This process and monitoring will be maintained to due Covid-19 and related effects.
	Utilizing progress monitoring data and other relevant metrics, the District will continue to monitor retention of lost skills due to Covid that were addressed through CCS (Covid Compensatory Services) and appropriate progression in gaining skills for students who received CCS to address losses that resulted from the 2019 Covid related school closure.

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	Develop a comprehensive plan to implement a World Language program in the 2021-2022 school year.
	Implement the plan to increase the graduation and post- secondary opportunities for the District's ELL (English Language Learner) population
	At least 80% of the 12th grade cohort will participate in the High School Career Study program, increasing by 20% each year until 80% is acheived. Present participation rates to Board Spring 2022.
	The Director of Operations and Technology will identify three projects to be completed in the 2021-2022 school year that will positively impact District facilities. Recommendations will be given to the Board by the December Board Meeting.
	The 2020-21 budget will be managed within 1% of the final Board approved budget.
	The 2022-23 draft preliminary budget presented to the Board in January 2022 and will be within the Act 1 Index plus estimated applicable exemptions
	Identify and cultivate alternative revenue sources, including but not limited to, grants and community partnerships, and report to the Board semi-annually.
	Propose a full-time DEI (Diversity Equity and Inclusion) position for Board consideration, including 2022-2023 budget implications.
	Maintain or increase student participation in the arts and STEM.
	In May, 2022, provide the Board with a report on new business partnerships and new partnerships with local colleges, universities, and post-secondary institutions. Place a minimum of 80% of eligible 12th Grade students in the High School Career Study
2. Promote Employee Growth and Effectiveness	
	At the conclusion of the non-tenure process, employee retention rate will be reviewed and reported to the Board by June, 2022. Interviews will be conducted with administration and non-tenured faculty to determine employee engagement and employment success. New employee retention will be greater than 80% over the
	Assess the strengths and weaknesses of the new administrative organizational chart and report to the Board by June, 2022.

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	Conduct and review results of staff satisfaction survey annually. Based on results, create a minimum of three goals for areas of improvement. Report results to the Board by June, 2022, with action plan(s) to address
	Phoenixville Area School District is enriched by its student diversity. The District believes its staff should reflect the diversity of its students and residents. To this end, the District will implement practices that expand its candidate search in an effort to increase the number of qualified candidates who submit applications. A larger candidate pool will allow the District to move toward its goal of having a staff which is not only well-qualified, but also representative of the PASD community. These practices will be shared with the Board.
3. Effective, Consistent Communication and Collaboration with Parents, Students	
	Provide to the Board an updated communication plan, by February, 2022, that includes but is not limited to; communication protocol that includes multiple checks to prevent errors, for the building principal level and up, methods and plans for gaining family, employee, and community input regarding communication engagement, timeliness and relevancy, and training and support methods for improving employee engagement in communications.
	Websites, both district and building level, will be managed by the communication's department to ensure consistent verbiage, messaging, and current and up to date information. Update the Board as to progress of websites by July, 2022.
	Due to the three (3) findings within the 2021 Auditor General's Performance Audit for the time period July 1, 2015 through June 30, 2019, Administration will implement all recommendations within the audit and report to the Board no later than November, 2021