

1. Superintendent Entry and Strategic Planning Goal

Goal: Implement my [Entry Plan from July 2025](#) through June 2026 to assess district culture, operations, and academic performance, engage stakeholders, and establish a foundation for strategic improvement aligned with state and local requirements.

Evidence/Measures:

- Completion of Phases 1–4 of the Entry Plan with documentation of key actions and meetings, including:
 - Administrative and staff interviews
 - Review of all major plans and collective bargaining agreements
 - Stakeholder engagement (staff, students, families, community partners)
 - Cultural insights, district strengths, and key challenges
 - Data trends and curriculum alignment findings
- Identification of **3–5 strategic district priorities** to guide Comprehensive Planning through 2027
- Begin **aligning personnel, budgeting, and professional development** with strategic priorities, including:
 - Consideration of academic schedule restructuring
 - Curriculum & MTSS development
 - Preliminary alignment of the 2026–27 budget to new priorities
- Continued community engagement through structured meetings to ensure transparency and shared ownership of the district's direction.

2. Leadership Development and Support for New Principals

Goal: [Implement a comprehensive induction](#) and mentoring process to support the professional growth and instructional leadership capacity of newly appointed principals.

Evidence/Measure:

Implementation of a leadership development plan and mentoring program

- Bi-Weekly one-on-one coaching or check-ins
- Growth in principals' effectiveness based on evaluation rubrics and stakeholder feedback
- Increased principal retention and confidence in school leadership roles

3. Strategic Communication and Board Relations

Goal: Implement a communication process that ensures timely, transparent, and consistent communication with the school board and all stakeholders. This plan includes regular updates on district initiatives, student achievement, operations, and emerging issues.

Evidence/Measure: Regular superintendent reports at board meetings (e.g., monthly updates, data dashboards, key initiatives)

- Timely dissemination of information regarding district goals, priorities, and concerns
- Positive feedback from board members via survey or informal feedback regarding clarity and responsiveness

4. Policy and Administrative Regulation Review and Alignment (multi-year Process)

Goal: Establish and implement a structured, cyclical process for the review, revision, and alignment of all district policies and administrative regulations (ARs) to ensure compliance with current laws, PDE guidance, and district needs.

Evidence/Measure:

- Creation and board adoption of a multi-year policy/AR review cycle
- Completion of a prioritized review of policies (e.g., by section or based on recent legal updates)
- Documentation of updates made to policies and ARs, including board approvals
- Clear procedures have been developed for aligning ARs with board policy and communicating changes to stakeholders
- Training for administrators on the updated process and responsibilities for AR implementation