

West Mifflin Area School District Assistant Superintendent Goals 2018-2019

Goal 1: The Assistant Superintendent shall effectively manage the completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities. Provide long-range fiscal planning that will permit the District to attain educational goals.

- Provide leadership and guidance in creating labor agreements that are financially fair and equitable to both the District and unions creating long-term labor peace.
- Provide the Board and solicitor with input and support during contract negotiations with the follow labor groups/individuals.

• **4 – Distinguished** 3 – Proficient 2 – Needs Improvement 1 - Unsatisfactory

Goal 2: The Assistant Superintendent will oversee and provide input in all safety and security initiatives that are approved by the School Board.

- Assist in the creation of School Police force that will enhance the safety and security of our students and staff within the district.
- Monitor the security renovations and upgrades to ensure they are effective in enhancing the safety for all students and staff.
- Provide support for the continued implementation of PBIS at all District buildings.

• **4 – Distinguished** 3 – Proficient 2 – Needs Improvement 1 - Unsatisfactory

Goal 3: The Assistant Superintendent will oversee and determine the most effective utilization of District facilities, staff, and resources by updating the Board with enrollment figures and other pertinent information related to the possible consolidation of buildings.

- Provide and update the Board on a regular basis with all relevant enrollment information for the consolidation of elementary buildings.
- Provide the public with information related to the recommendation for the possible closure of an elementary building due to declining enrollment.
- Closing of New Emerson and consolidating the students and staff with Homeville Elementary.

4 – Distinguished • **3 – Proficient** 2 – Needs Improvement 1 - Unsatisfactory

Goal 4: The Assistant Superintendent shall maintain open lines of communication with the Board and serve as an active member of the team, keeping the Board apprised of items related to governance, inclusive of policy development and those items requiring Board approval.

- Work collaboratively with committee chairs and the Board leadership to include action items for committee review and board approval OR evolve committees into a board workshop/committee of the whole.
- Provide regular updates to the Board on matters pertaining to the district and beyond (i.e., state budget).
- Plan and/or facilitate professional learning for the Board given that four new board members will be seated in December 2019

4 – Distinguished **3 – Proficient** **2 – Needs Improvement** **1 - Unsatisfactory**

Goal 5: The Assistant Superintendent appropriately manages district staff, assigning functions, delegating effectively, and determining accountability as necessary.

- Ensures timely completion of all district-wide staff evaluations.
- Provide continued support for all instructional staff and administrators with the PA Effective Educator process, including providing formal and informal observations of staff.

4 – Distinguished **3 – Proficient** **2 – Needs Improvement** **1 - Unsatisfactory**

Goal 6: The Assistant Superintendent will provide guidance and assistance for the creation of an inclusive district environment that is understanding and accepting to all students.

- Assist with creation of alternatives to suspension to reduce the number of African-American students being suspended and/or assigned to placements.
- Provide Professional Development activities for all staff members to gain a better understanding of strategies to utilize with difficult students who may have mental health needs.
- Work with the Director of Pupil Personnel Services to oversee the development of a Special Education Handbook.

4 – Distinguished **3 – Proficient** **2 – Needs Improvement** **1 - Unsatisfactory**

Goal 7: The Assistant Superintendent will work with the Director of Buildings and Grounds to provide oversight to all construction/energy saving projects that are occurring within the District.

- Work with the Building and Grounds committee to ensure all planned renovations and facilities are being completed as per District expectations.
- Report to the Board any issues surrounding the construction projects that may financially impact the District and/or place the District in jeopardy of being in compliance with State regulations.

4 – Distinguished 3 – Proficient 2 – Needs Improvement 1 - Unsatisfactory

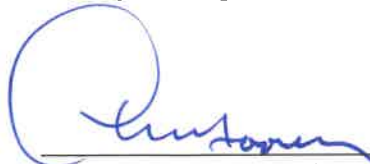
Goal 8: The Assistant Superintendent will use multiple sources to assess student success and growth as appropriate, specific to needs within the District which are relative to achievement and growth on state measurements and assessments including but not limited to the PA Ready Index, School Performance Profile, PSSA, PVAAS, Keystone Exam and other locally determined measures.


- Review school district progress performance on the new Future Ready Pennsylvania Index and lead the school district administrative team to identify areas of need and the formulation of a plan to address identified needs.
- Appropriately monitors and analyzes student achievement on identified standardized assessments (i.e.: SAT/ACT, AP, Keystone Exams, PSSA, and has actively develops successful strategies for improvement with building administrators.

4 – Distinguished 3 – Proficient 2 – Needs Improvement 1 - Unsatisfactory

Overall Average (+0.5 rounded up, -0.5 rounded down): 3.5

Yearly Rating: Distinguished


Assistant Superintendent
Signature/Date 6.27.2019


Board President
Signature/Date