

Dr. William R. Riker
Superintendent
East Stroudsburg Area School District

Performance Goals
2017-2018

2017-2018 SY

The ESASD and Superintendent hereby mutually agree that the following performance goals shall apply to the Superintendent.

Item 1:

During the remaining duration of the current contract, the Superintendent will review, update, and make available to building administrators, updated ARs to reflect changes in Board policies and their implementation.

Specific: Administrative regulation are documents that directly align with, and provide guidance to building leaders on the implementation of Board policies.

Measurable: A summary of updated ARs will be made available to the Board of Directors.

Attainable: yes

Relevance: Administrative regulations are needed to provide consistency among building level leaders in the implementation of Board policies throughout the district. Current lack of, and accessibility to Administrative regulations provides opportunities for inconsistencies to exist in how policies may be applied or interpreted by individual leaders charged with following such policies.

Time Frame: Throughout the length of the contract.

☒ Met ☐ Not Met ☒ On-going

Item 2:

By the end of the 2017-2018 fiscal year, the Superintendent, along with Administrative Services and Transportation will conduct an analysis of the current attendance areas, and provide data for future consideration by the Board.

Specific: Attendance areas have a direct impact on the population of students at each of our district schools.

Measurable: A report of findings will be made available to the Board of Directors.

Attainable: yes

Relevance: A review of the geographical lines that define attendance areas allows the Board the opportunity to evenly distribute students in buildings throughout the district. Class size, building capacities, staffing needs, and transportation are all impacted by Board defined attendance zones. Any potential changes in attendance areas requires significant time for adjustments in school operations and student/sibling/family integration.

Time Frame: 2017-2018 SY (Any findings may result in subsequent agreed upon goals throughout the length of this contract.)

☒ Met ☐ Not Met ☒ On-going

Item 3:

Throughout the remainder of the current contract, the Superintendent, in conjunction with other members of the administrative staff, will assess the district's movement toward a more "Personalized/Customized" approach to educational offerings, course design and the impact of each on existing graduation requirements.

Specific: This goal will result in proposals to the Board from the Curriculum office for the development of new courses and/or the redesign and/or elimination of some existing courses. It will also provide opportunities for the Board to approve potential Career Pathways that are aligned with High Priority Occupations.

Measurable: As the authority of program offerings resides with the Board, the Board will be presented with new and/or replacement of existing courses for the 2018-2019 SY, as well as any plans for the development and implementation of a Career Pathway.

Attainable: yes

Relevance: We live in a "personalized/customized" world, yet our educational system has remained the same in many ways for decades. Finding ways to develop more personalized/customized learning opportunities will help to

elevate content relevancy for students and their motivation toward learning.

Time Frame: Throughout the Length of the Contract

 X Met Not Met X On-going

Item 4:

During the 2017-2018 fiscal year, the Superintendent will represent ESASD in professional learning opportunities through attendance at CIU20 meetings/trainings; partnership opportunities with ESU and NCC (and other post-secondary opportunities that may present themselves); State; Pennsylvania Department of Education and professional organization trainings/events.

Specific: Events should support the mission and vision of the East Stroudsburg Area School District and one or more components of the approved Comprehensive Plan, or possible items of consideration to include within the Comprehensive Plan.

Measurable: A summary of events will be made available to the Board.

Attainable: yes

Relevance: Continuous professional learning and growth will assist in providing current data and information to changes in instructional practices, mandates, and topics associated with the various components of public education.

Time Frame: Throughout the Length of the Contract

☒ Met ☐ Not Met ☒ On-going

Item 5:

As part of the Finance committee and annual budgetary process, and in conjunction with the district's CFO, the district's five year annual financial plan will be reviewed and updated to address any new revenue sources and/or potential reductions in expenses.

Specific: Annual review of the district's revenue sources and expenditure to keep the Board informed of the district's financial status

Measurable: As reviewed and discussed at Financial Committee meetings and Board meetings.

Attainable: yes

Relevance: The ESASD Board of Directors approves all preliminary and final budgets. The annual budget is a function of Board approved personnel, negotiations, and programming. It is important for the members of the Board to be informed when new revenue sources present themselves and/or expenditures may be reduced so that their decision-making process may occur with current and future financial projections in-mind.

Time Frame: Throughout the Length of the Contract

☒ Met ☐ Not Met ☒ On-going

Item 6:

During the 2017-2018 school year, the Superintendent, in conjunction with the administrative staff and other personnel, will present safety and security recommendations to the Property and Facilities committee for their consideration. These recommendations are based on the safety and security audit of the district during the 2016-2017 SY.

Specific: Property and Facilities recommendations

Measurable: Summary of recommendations to the Property and Facilities committee will be made available to the Board.

Attainable: yes

Relevance: Maintain and improve upon the Safety and Security of all district property.

Time Frame: 2017-2018 SY

☒ Met ☐ Not Met ☐ On-going

Item 7:

In conjunction with the district Organizational Chart, further development of positional responsibilities will be developed.

Specific: To provide greater clarity to each position identified on the approved Organizational Chart, job related responsibilities and oversight (where appropriate) will begin being developed for the seven departments that report to the Superintendent.

Measurable: A more descriptive document will be created for each "color-coded" department within the Organizational Chart. The document will provide greater clarity and accountability for each position.

Attainable: yes

Relevance: By providing job related tasks/responsibilities/and oversight, areas that may be neglected can be addressed. In addition, areas that have been assigned and are being neglected can be addressed in order to provide clarity and accountability. The development, articulation, and implementation of this process should provide for a reduced opportunity for potential oversight, and an increased opportunity for effectiveness and efficiencies within the organization.

Time Frame: Throughout the Length of the Contract

 X Met Not Met X On-going