

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

### **District Assimilation Goals**

#### ***ITEM 1:***

Within the first ninety (90) days, the Superintendent will conduct an analysis of the current administrative organizational structures within the district.

Specific: Review findings related to existing organizational structures

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

Attainable: Yes

Relevance: Assess current administrative organizational structures on perceived efficiencies and effectiveness; the responsibilities associated with individual roles and responsibilities; and how roles support various district stakeholders.

Time Frame: 90 days (Any findings may result in subsequent agreed upon goals throughout the length of this contract.)

#### ***ITEM 2:***

By the end of the 2016-2017 fiscal year, the Superintendent will conduct an analysis of the current student programming structures within the district.

Specific: Programming analysis related to courses, graduation requirements of the district and the State, purpose, and post-secondary career and work preparedness.

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

Attainable: Yes

Relevance: Programming is recognized as a primary function of the Board. Relevant and purposeful programming is essential to the quality of education and the fiscal responsibilities of the district.

Time Frame: 2016-2017 SY (Any findings may result in subsequent agreed upon goals throughout the length of this contract.)

**ITEM 3:**

Within the first one-hundred eighty (180) days of the school year, the Superintendent will conduct a minimum of two (2) public "Town Hall" informal gatherings to gain insights on the needs and perceptions of the district's community.

Specific: Meetings will provide additional feedback from community stakeholders

Measurable: A summary report will be made available to the Board regarding community feedback.

Attainable: Yes

Relevance: Additional feedback from community stakeholders provides an opportunity to gather information regarding perceptions of stakeholders outside of district personnel.

Time Frame: 180 days

**District Assimilation/School Performance Goal**

**ITEM 4:**

During the 2016-2017 fiscal year, the Superintendent, in conjunction with other members of the administrative staff, will assess the district's recent School Performance Profiles, and the alignment of building performance and curricular focus.

Specific: An analysis of each buildings performance on PSSA and Keystone exams will be conducted. The analysis will include a review of each School Performance Profile, curriculum alignment with State Standards, Instructional Resources, and Instructional Programming.

Measurable: A report will be made available to the Board for each area with specific attention to areas of need for the purpose of increasing student's/school performance.

Attainable: Yes

Relevance: The ESASD Board of Directors recognize that student learning is influenced by the programming, resources and instructional alignment of State standards and assessments to the curriculum and instructional practices within the district/classroom. While the intent of all analysis and recommendations are for the purpose of improving current practices, resources and alignment of curriculum and programming to provide the greatest opportunity for student's success, the Board also recognizes that each student's approach to successfully completing each assessment is critical to the final school and district outcomes.

Time Frame: Throughout the Length of the Contract

## **Professional Learning and Growth**

### ***ITEM 5:***

During the 2016-2017 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

## **District Finance**

### ***ITEM 6:***

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.

Timeline: Throughout the Length of the Contract

## **Safety and Security**

### ***ITEM 7:***

During the 2016-2017 school year, the Superintendent, in conjunction with the administrative staff and other personnel, will conduct an internal review of safety and security concerns. In addition, outside professionals such as Pennsylvania Law Enforcement Agencies may be presented, as appropriate, and upon approval of the Board, to conduct a safety and security audit of the district.

Specific: Internal and External Safety and Security Audit

Measurable: Summary of Outcomes and Recommendations will be made available to the Board

Attainable: Yes

Relevance: Maintain and Improve upon the Safety and Security of all district property and personnel

Timeline: 2016-2017 SY