

## 2016-17 Goals for Dr. Cosmas C. Curry

July 1, 2016-June 30, 2017

Superintendent of the Stroudsburg Area School District

- (1) Entry Plan. The Superintendent will work with the Board and other constituents of the District to develop an entry plan with multiple components that will be completed on or before June 30, 2016. Upon completion of the entry plan, it shall be the Superintendent's obligation to successfully implement each and every aspect of the entry plan.

-The entrance plan is a five year plan.

-Specific goals within plan for 2016-17 are as follows: Evaluate safe school and drug free data and adjust curricula and policy as needed; social and emotional skill training (suicide prevention); Continue to update policy manual; review and realign curricula utilizing Guides 4 Learning (G4L - Units of Instruction in year 1 of plan); Integrate career and workforce standards into lessons via G4L; Leadership development of administrative team; develop budget within Act 1; establish an in-house PR program; Develop and pilot a Hybrid approach to teaching and learning (SMS-6<sup>th</sup> grade); and provide professional development technology training for staff and students.

- (2) Student Growth and Achievement. The Superintendent will develop a multiyear plan for addressing student performance issues in alignment with the District's comprehensive plan. The Superintendent will use multiple data sources to assess student success and growth as appropriate, specific to needs within the District, and as determined annually in collaboration with the Board. Annual or other District performance objectives shall be articulated and clearly achieved under the direction of the Superintendent relative to PSSA, PVAAS, and other locally determined measures. The Superintendent shall establish an effective benchmarking system that measures and improves student achievement and performance. The Superintendent shall seamlessly implement the common core academic standards, to the extent required by state law.

-See specific goals under item #1 above.

- (3) Organizational Leadership. The Superintendent shall work collaboratively with the Board to develop a vision for the District; shall display an ability to identify and rectify problems impacting the District; shall work collaboratively with the District Administration to ensure best practices for instruction, supervision, curriculum, development, and management; and shall work to influence the climate and culture of the District. As part of the Superintendent's organizational leadership plan, the Superintendent shall always be mindful of the need to continue to develop administrative leadership from within the organization and to assure appropriate succession planning for all cabinet level positions and building leadership positions so that the District will be continually able to handle transitions as seamlessly as possible.

- See specific goals under item #1 above.

- (4) Student Enrollment and Facility Needs. The Superintendent shall lead the District's efforts to address student enrollment, the decline in the birthrate in the District, and address facility and staffing needs through effective oversight, focus, communication, and community engagement.

-Study re-districting option.

(5) Charter School Management. The Superintendent shall initiate such measures as the Superintendent deems fit in collaboration with the Board to reduce the number of resident students attending charter schools and encourage such resident students to participate in District-initiated programs, including but not limited to hybrid and/or blended learning technological options.

-In process.

(6) Property Assessment. The Superintendent shall encourage more District involvement in determinations made by the County Board of Assessment on tax-exempt and property assessment cases in order to ensure the fiscal integrity of the District.

-Evaluate and plan on impact of reassessment in addition to Interstate 80 project (3 year process).

(7) Fiscal Sustainability Plan. The Superintendent shall lead the effort in developing a multiple year fiscal sustainability plan that will be easily understandable to the Board, community, and District constituents. The Board and the Superintendent recognize that it is essential to ensure the fiscal sustainability of the District as the result of multiple demographic factors and economic factors impacting the District.

-Annual process.

School Board Approved: