

## **Vance Varner's Superintendent GOALS: SY 2024-2025**

### **GOAL #1: SCHOOL SAFETY, SECURITY, AND WELLNESS**

Provide a school environment for staff, teachers, students, families, and community members that is inviting, accessible, safe, and secure.

- Implement new school safety and security training for staff on situational awareness
- Train all staff on diabetes awareness, seizures, and administration of Epinephrine Auto-Injectors (EpiPens)
- Ensure the district is prepared to effectively respond to all emergencies that might affect the safety and security of students and staff
- Staff will work cooperatively to maintain positive school climates
- Continue focus on mental health and trauma services for students

### **GOAL #2: ACADEMIC EXCELLENCE AND STAFF DEVELOPMENT**

Advance the growth, achievement, career, and college readiness and success of all students, including providing consistent and ongoing oversight, supervision of, and collaboration with the administrative team to implement the following objectives:

- Develop and implement a new supervision and evaluation plan for professional staff at the Academy
- The administrative team will use multiple data sources to assess student growth and achievement
- Monitor and supervise the implementation of effective instructional practices
- Continue the implementation of the career pathways model
- Implementation of a program that enhances MCHS transition opportunities through a partnership with Office of Vocational Rehabilitation
- Monitor and maintain an annual emphasis on raising 3<sup>rd</sup> grade reading levels
- Continuous staff-driven professional development will be provided for all staff members through in-service days and on-line trainings
- Review the elementary mathematics program and pilot three new resources
- Develop a Child Accounting Guide for all MCSD Secretaries and Administration to ensure uniform responses and procedures

### **GOAL #3: STEWARDSHIP AND OPERATIONS**

Ensure all district financial, capital, and human resources are utilized to their maximum efficiency and aligned with the mission and vision of student growth, achievement, readiness, and success.

- Serve as the 10<sup>th</sup> member and chief advisor to the Board of School Directors and oversee/collaborate with the CFO in the development and implementation of the SY 24-25 budget that will support district goals and priorities while maintaining fiscal responsibility, containing costs and exploring savings in district expenditures
- Supervise, oversee, and partner with the CFO and administration in the utilization of the ending of ESSER III and ESSER IV Funds. Prepare for audit of ESSER Funding.
- Complete the construction of the Multi-Sports Facilities Project
- Evaluate cost-saving options related to health care costs for MCSD employees
- Complete an evaluation of the building structure of the Academy and formulate an appropriate maintenance plan
- Complete an evaluation of the roof structure at East Derry Elementary School and formulate an appropriate plan
- Focus on uniform responses and procedures between the Academy and MCSD Administration Teams

### **GOAL #4: HUMAN RESOURCE MANAGEMENT**

Develop and maintain best practices for human resource management and oversight, coordinating contract negotiations, staffing, onboarding, recruitment, and other human resource functions within the district.

- Assist the Board of School Directors and oversee/collaborate with the HR Director and other Central Office Administration in contract negotiations, as appropriately directed by the Board
- Begin negotiations with Academy AMCE Contract
- Transitioning/onboarding a new Administrative Director at the Academy
- Transitioning/onboarding a new Principal at the Academy
- Continue working on new administrator mentoring/district-level induction program

- Begin working on Act 93/Compensation agreements for Administrative Supervisors, Principals, and other administrative support staff
- Work on expanding the MCSD footprint for recruiting on LinkedIn and PSU job posting boards in addition to all the normal job boards we already post on
- Create an offboarding process
- Undertake initiative to convert former employee personnel paper files to a digital format

### **GOAL #5: Organizational Leadership**

Work effectively and collaboratively with the Board of Education and District/Academy Administration to lead responsibly, communicate clearly, and govern effectively to ensure best practices for supervision, curriculum development, and management are being utilized and work to influence the climate and culture of the district.

- Effectively works with the Board to develop policies and procedures that promote the goals and objectives of the district and ensure the efficient operations of the schools
- Effectively works with the Board to develop administrative regulations that contain details and procedures to enhance effective board policy implementation
- Communicates effectively with the Board and coordinates the flow of information from administration to board members
- Handles media resources skillfully and regularly demonstrates good judgment when communicating with the public.
- Communicate with the general public positive activities, programs, accomplishments, and district improvements to increase community awareness and understanding
- Participate in opportunities to develop additional knowledge and skills to be an effective leader
- Involvement with community-based organizations
- Maintains a regular presence in district buildings and at district events
- Conduct new School Board member orientations and updates to provide guidance and background to perform their duties effectively