

## **Vance Varner Superintendent GOALS: SEPT '21 TO JUNE '22**

### **GOAL #1: THE ENTRY PLAN**

Execute the first 120 days of my entry plan as outlined to the Board of School Directors during the candidate interview process (with appropriate Board contribution before I begin implementing the plan), and provide a report of findings to the Board (and other parties as appropriate) by January 2022. This will serve several purposes, including but not limited to: planning future goals for the district, addressing any discovered organizational deficiencies, etc.

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

Design measurable indicators to advance the growth, achievement, career and college readiness and success of all students, to include providing consistent and ongoing oversight, supervision of and collaboration with the administrative team to implement the following objectives:

- Monitoring and supervising the implementation of effective instructional practices
- Continue with the implementation of the career pathways model
- Continue efforts to support program expansion at the Academy for Diesel Mechanics and Heavy Equipment
- Oversee the continued implementation of the K-12 tutoring & summer remediation efforts
- Oversee the continued implementation of early summer school for grades 8-12
- Continue with the implementation of the MTSS Model for secondary schools
- Monitoring and maintaining an annual emphasis on raising 3<sup>rd</sup> grade reading levels

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

Design measurable indicators to 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 22-23 budget that will support district goals and priorities while maintaining fiscal responsibility, contain costs and explore savings in district expenditures.
- Supervise, oversee and partner with the CFO and administration in the utilization of ESSER II and ESSER III Funds, to include exploration of all measures (academic and operational) to utilize these funds for COVID mitigation purposes.
- Assist the Board of School Directors and oversee/collaborate with the HR Director in contract negotiations, as appropriately directed by the Board.
- Continue working with McClure Company to develop district-wide solar array, update boilers and control systems at LES.
- Ensure clean audits from the State Auditor General and other auditing sources.

### **GOAL #4: PARTNERSHIPS AND ENGAGEMENT**

Design measurable indicators to update/educate the community/parents regarding the details of all educational services provided by the district and outline specific steps undertaken to continuously improve those services to maximize student growth, achievement, readiness and success.

- Make systematic and frequent visits to classrooms, student activities & community events
- Develop and send newsletters to all K-12 district parents at least three times a year
- Foster relationships with the political representatives at the local and state level to benefit public schools and the Mifflin County School District
- Utilize social media and the website consistently to communicate with stakeholders
- Develop partnerships with business/community organizations, parents and community members via district presence at various community related functions, including but not limited to chamber meetings, county meetings, community clubs, etc.
- Support Academy in their efforts to cultivate business and industry contacts and promote educational programs.