

Vance Varner Superintendent GOALS: SY 2023-2024

GOAL #1: UPDATING AND MAINTAINING THE MCSD POLICY MANUAL

Undertake multi-year initiative to develop and maintain effective policies that comprise local specifications with state/federal laws and regulations, applicable court and arbitration decisions, and relevant policy issues.

- Policy Committee and the Board to review and update school policies to ensure that all information is current (ongoing)
- Develop policies and procedures that promote the goals and objectives of the district and ensure the efficient operations of the schools
- Develop administrative regulations that contain details and procedures to enhance effective board policy implementation
- Oversee a partnership with PSBA to ensure new and revised policies from PSBA are officially brought to the Policy Committee and the Board

GOAL #2: SCHOOL SAFETY, SECURITY, AND WELLNESS

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

- Implementation of new Act 55 requirements related to safety trainings
- Expansion of MCSD Threat Assessment teams at each secondary building
- 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

GOAL #3: 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:

- 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
- Explore opportunities to include Geisinger Lewistown Hospital with MCHS career pathways

- Long-range planning to have a sustainability plan for proven educational practices and resources set for when ESSER funding ends
- Continue efforts to support program expansion at the Academy for Diesel Mechanics and HVAC
- Continue the implementation of the MTSS Model for secondary schools
- Continue focus on mental health and trauma services as well as interventions for students
- Monitor and maintain an annual emphasis on raising 3rd grade reading levels

GOAL #4: 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 10th member and chief advisor to the Board of School Directors and oversee/collaborate with the CFO in the development and implementation of the SY 23-24 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 ESSER III and ESSER IV Funds, including exploration of all measures (academic and operational) to utilize these funds for COVID mitigation purposes
- Flooring project at LIS
- Flooring project at MCMS library
- Roofing projects at the maintenance and administration buildings
- Add sidewalks adjacent to MCHS leading to Alpha Entrance
- Recondition MCHS gym floor
- Evaluate cost-saving options related to health care costs for MCSD employees
- Ensure clean audits from the State Auditor General and other auditing sources
- Involvement with the development, design and fundraising for the possible Stadium Project
- Continue with the design and planning of the Academy expansion project for Diesel Mechanics and HVAC Programs

GOAL #5: 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.

- Implementation of new administrator mentoring/district level induction program
- Assist the Board of School Directors and oversee/collaborate with the HR Director in contract negotiations, as appropriately directed by the Board
- Begin negotiations with AMCE Contract
- Transitioning/onboarding new Admin team at MCMS
- Continue working to streamline the new online onboarding system
- Complete the initiative to digitize MCSD Personnel Files
- Initiate the utilization of the electronic tracking of teacher credits in Skyward

GOAL #6: PARTNERSHIPS AND ENGAGEMENT

Update the community/parents regarding the details of all educational services and programs provided by the district and outline specific steps undertaken to continuously improve those services and programs to maximize student growth, achievement, readiness, success, career pathways, school climate and school environment.

- Make systematic and frequent visits to classrooms, student activities & community events
- Utilize social media and the website consistently to communicate with stakeholders
- Utilize a District Newsletter to be shared with parents, community members, Juniata River Valley Chamber of Commerce, Mifflin County Commissioners, local businesses and partners
- 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.
- Foster relationships with the political representatives at the local and state level to benefit public schools and the Mifflin County School District
- Build community partnerships that mutually benefit all parties
- Support the Academy in its efforts to cultivate business and industry contacts and promote educational programs