

## **Vance Varner's Superintendent GOALS: SY 2025-2026**

### **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.

- All school buildings will create a safety committee made up of employees and building administration
- All school buildings will conduct a safety and security physical assessment based on the revised 2025 standards from the Pennsylvania Commission on Crime and Delinquency (PCCD)
- Ensure the district is prepared to effectively respond to all emergencies that might affect the safety and security of students and staff
- Collaboration between MCSD & Academy to align building safety procedures and Act 55 requirements across all district facilities
- Staff will work cooperatively to maintain positive school climates
- Continue focus on mental health and trauma services for students
- Ensure student medication procedures are reviewed by school nurses and administration to confirm that school board policies and state laws are being followed

### **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:

- The administrative team will use multiple data sources to assess student growth and achievement
- Monitor and supervise the implementation of effective instructional practices
- The Academy Administration will focus on the opportunity to expand PDE-approved industry-recognized credentials relevant to the program of study for MCAST graduates
- Continue the implementation of the career pathways model
- Continue growth in MCHS transition opportunities through a partnership with the Office of Vocational Rehabilitation

- Maintain an annual emphasis on literacy with a focus on the percentage of kindergarten students at or above Benchmark on End of Year Assessments
- Monitor and maintain an annual emphasis on raising 3rd-grade reading levels
- Continuous staff-driven professional development will be provided for all staff members through in-service days and online trainings
- Implement iReady Classroom elementary mathematics program and revise the elementary mathematics curriculum
- Provide elementary staff with multiple opportunities for initial and ongoing training on the new iReady Classroom mathematics program

### **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 25-26 budget that will support district goals and priorities while maintaining fiscal responsibility, containing costs, and exploring savings in district expenditures
- On an annual basis, evaluate staffing to address student needs and district priorities
- Complete a Capital Improvement Facilities and Maintenance plan with the Academy to ensure upgrades support facility and instructional goals
- Facilitate the transition from the final stages of construction to full operational use of the Multi-Sports Facilities Project
- The Academy will update and publish a revised staff and student handbook to reflect current policies, expectations, and safety protocols

### **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 the Support Association Union Contract

- Continue expanding the MCSD footprint on LinkedIn to welcome new hires, post jobs, and share news about the district
- Begin researching time tracking software to move the district away from paper time sheets, creating a more accurate payroll, and saving time for the business office
- Continue the process of converting former employee personnel paper files to a digital format
- Continue standardizing the HR function between the District and the Academy

## **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
- Maintain regular communications with Academy and MCSD leadership to ensure communication and policies are unified
- 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 about 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