

Vance Varner's Superintendent GOALS: SY 2026-2027

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.

- Use the findings from the 2025–2026 physical security assessments to develop and begin implementing a prioritized plan to address the recommendations and improve physical security at each school building.
- Conduct a comprehensive review of existing camera systems at each school building to identify coverage gaps and blind spots. Develop and begin to implement a plan to improve camera coverage and overall surveillance capabilities
- The Academy will perform a safety and security physical assessment based on the reviewed 2025 standards from PCCD to inform continued improvements necessary for our building.
- The Academy will continue to require all Act 55 guidelines, as well as building safety procedures to align itself with the district.
- The Academy, through a PCCD grant, will provide professional development/training for its staff for mental health and trauma services to align with district trainings.

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 Academy, through both a PATTAN and Perkins grant, will focus on providing training and coaching opportunities for our instructors to implement and develop “Owl Labs: Occupational Workforce Literacy and Numeracy Labs” which will focus on math/literacy skills.
- The Academy administration will continue to focus on the opportunity to expand PDE-approved industry-recognized credentials relevant to the program of study for graduates.
- The administrative team will maintain an annual emphasis on school improvement by implementing and supervising effective instructional practices, supporting

continuous staff-driven professional development, and using multiple data sources to assess student growth and achievement.

- Continue the implementation of the career pathways model.
- Pilot evidence-based reading instruction, structured literacy programs aligned with the Science of Reading for 2027-2028 adoption and implementation.

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 10th member and chief advisor to the Board of School Directors and oversee/collaborate with the CFO in the development and implementation of the current and future budgets that will support district goals and priorities while maintaining fiscal responsibility, containing costs, and exploring savings in district expenditures.
- Continue to prioritize capital improvement projects by monitoring building conditions and needs while maintaining full functionality of existing infrastructure.
- With the development of a comprehensive facilities and capital project outlook, completed in 2026, the Academy will continue to seek to implement this plan with fidelity.
- Annually evaluate and align staffing needs with student enrollment, student needs, program priorities, and district goals to ensure an effective and equitable workforce while remaining within established budget constraints.
- Evaluate MCSD transportation routes and scheduling options to identify opportunities to reduce transportation costs while maintaining safe, reliable, and equitable service for all students.
- Identify and work towards the implementation of cost-effective strategies to reduce or slow increases in insurance premiums for the District and Academy while maintaining appropriate coverage, per the collective bargaining agreements, and financial protection.

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.

- Transitioning/onboarding/acclimating a new Administrative Director at the Academy.
- 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 which includes the following:
 - Begin negotiations with the Educational Support Association Union Contract.
 - Begin negotiations with the Steelworkers Union, which represents the clerical/custodial/maintenance/nursing staff in the Academy.
- Continue the collaboration/standardization of the HR function between the district and the Academy.
- Continue the process of converting former employee personnel paper files to a digital format.
- Evaluate the onboarding process to identify opportunities to streamline and improve the efficiency and effectiveness of professional staff onboarding in preparation for the 2027–28 school year.

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.

- Undertake a multi-year initiative to develop, implement, and maintain effective Academy policies that integrate local specifications with applicable state and federal laws and regulations, relevant court and arbitration decisions, emerging policy issues, and established policies of the Mifflin County School District.
- Collaborate effectively with the Board to develop and implement policies and procedures that advance the district's goals and objectives while promoting consistent, efficient, and effective school operations.
- Maintain regular communications with Academy and MCSD leadership to ensure communication and policies are unified.
- 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.
- Proactively communicate with the general public regarding positive activities, programs, accomplishments, and District/Academy improvements to strengthen community awareness, engagement, and understanding.
- Pursue ongoing professional development opportunities to strengthen leadership knowledge, skills, and practices and enhance effectiveness as a leader.
- Foster and maintain active involvement with community-based organizations to strengthen partnerships, enhance collaboration, and support the goals and initiatives of the District/Academy.
- Maintain a visible and consistent presence throughout District buildings and at District/Academy events to foster strong relationships, demonstrate leadership, and remain connected to students, staff, families, and the school community.

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