

West Mifflin Area School District

2021-2022 School Year Superintendent Annual Goals

It is at the direction of the West Mifflin Area School District Board of Directors the following goals are assigned to Mr. Jeffery Soles – Superintendent, for the 2021-2022 school year.

Presented on August 20th, 2021. 2021-2022 GOALS:

1. District Operations and Financial Management

- a. Maintain and improve the financial position of the district, focus on building a fund balance that meets the recommendations of the PA audit report.
- b. Successfully renegotiate the Act93 contract maintaining or improving district leverage and financial position.
- c. Enforce and regularly review district handbooks and policies to ensure appropriate guidelines are established and tailored to the specific needs of WMASD. Annually review all district handbooks to ensure accuracy.
- d. Ensure district wide transportation is provided in accordance with all laws and provisions. Develop and initiate a long-term plan for district transportation needs as it relates to the current transportation contract.
- e. Define and execute projects that improve the overall technology capabilities of the district. Including but not limited to security camera system, door access, network infrastructure upgrades, www.WMASD.org website replacement, 1:1 device program management, student information system maintenance and other technology needs as required.
- f. Oversee all facilities and grounds maintenance and improvement projects. Develop and document a maintenance management program that outlines routine maintenance, certification obligations, project backlog with estimates, and any nuanced building specific requirements the district must maintain or be aware of.
- g. Maintain requisite certifications and training for the WMASD Police force. Formalize the roles and responsibilities of the police force and security officers to ensure clear and appropriate functions are understood and implemented for each group of personnel. Ensure the safety of all staff, faculty, students and visitors at all times.

2. Academic Excellence and Student Success

- a. Increase the number of students who score advanced or proficient on PSSA tests for ELA, Math and Science by 5% for each grade level over the 2019 test results.
- b. Increase the number of students who score advanced or proficient on the Keystone test exams for Algebra I, Biology and Literature by 5% over the 2019 test results.

- c. Continue to follow the curriculum review cycle established in 2020-2021. Provide recommendations to the board on the establishment of new curricula as necessary. Periodically provide progress updates to the board and parents that communicate the impact and results of the curriculum review and refresh.
- d. Encourage department heads to solicit new ideas that create exciting and engaging educational experiences that improve student participation. Support departments in their exploration of new curricula and investments.
- e. Develop best practices for grant writing to ensure all staff are skilled and empowered to secure funding for innovative educational initiatives.

3. Culture, Communication and Community Relations

- a. Institute programs and events that promote a culture of West Mifflin pride among ALL West Mifflin Area SD staff, faculty, students and community members.
- b. Establish routine and regular communications with building faculty and staff to promote a sense of community and mutual respect.
- c. Elevate the brand of West Mifflin Area SD, emphasize the community, activities, athletics, academics, and holistic experience of the district to external audiences increasing awareness and driving interest outside of West Mifflin Area.
- d. Establish and maintain relationships with WMASD parent groups, key community groups, governmental leaders, Steel Center leadership and peer superintendents.
- e. Promote throughout the school year, internally and externally, all grants secured, their purpose and realized outcomes.

4. Human Resource Management and Planning

- a. Implement and oversee a systematic performance management program that measures individual professional performance against strategic district goals and individual development needs.
- b. Ensure all key administrative positions are staffed with highly qualified experienced employees.
- c. Maintain appropriate staffing levels to meet the needs of all students and student programs including special education.

5. Professionalism and Personal Development

- a. Exemplify the persona and attitude of West Mifflin Area School District culture and community. Represent the district with pride and commitment always.
- b. Promote West Mifflin Area SD with a positive attitude, commitment to excellence and desire to profoundly impact the lives of our students.

c. Successfully complete the PA Inspired Leadership program (PIL) credits required for ACT 45.