

**Hempfield School District**  
**Assistant Superintendent/Superintendent Goals: 2018-19**

**Name:** *Michael J. Bromirski*

**Date of Plan:** *08/2018 – 06/2019*

The following draft goals are submitted to the Hempfield Board of School Directors on August 14, 2018, given the following understandings:

- The goals are designed to span the year as the Assistant Superintendent and the Superintendent.
- The goals have been aligned to one or more of the four goal areas established for new district Comprehensive Plan that is under development and will be presented formally to the board in October. These goal areas include:
  - Goal Area 1: Curriculum, Assessment & Instruction (CAI)
  - Goal Area 2: Reducing Barriers to Learning
  - Goal Area 3: Community Engagement
  - Goal Area 4: Operational Excellence
- The goals will be approved at the September 11, 2018 voting meeting.

<b>Goals</b>	<b>Alignment with new CP Goal Areas</b>	<b>Target Completion Dates</b>	<b>Deliverables</b>
<b>2019-2022 Comprehensive Plan</b> – Lead the development and implementation of the next 3-year Comprehensive Plan and ensure the plan is completed within PDE’s designated timeframe.	Goal Areas 1 - 4	June 2019	Presentation of new Comprehensive Plan – 10/9/18 Board meeting  Comprehensive Plan approval by the Board – 11/13/18 Board meeting  Two additional Comprehensive Plan updates in March and June
<b>Systemic Analysis of Student Achievement, Growth &amp; Instructional Dashboard Data</b> - Work with building Principals to ensure the development of School-Wide Improvement Plans for each building that identify areas of strength, need with respect to student growth and achievement, priorities, as well as action steps to be implemented, monitored, and adjusted during the year to address targeted areas of need.	Goal Areas 1, 2	October 2018  February 2019  Summer 2019	SWIPs developed by October 2018  Monitoring updates throughout 18-19 school year
<b>Future Ready PA Index</b> – Realign district practices to this new reporting measure and educate stakeholders regarding this new tool.	Goal Areas 1, 2	December 2018	Presentation to District Leadership and School Board by December 2018

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<b>Design and Evaluate Professional Development Offerings</b> - work with the Director of Curriculum, the Director of Student Services, building Principals, Department Leaders, and the HSD Professional Development Committee to design professional development opportunities and analyze evaluations to determine the effectiveness of the learning opportunities (focus on integration of technology and closing the achievement gap)	Goal Areas 1, 2	June 2019	Summary of PD Offerings
<b>Professional Development Committee</b> – Co-facilitate the district’s professional development committee to review and evaluate prior professional development experiences, review professional development survey data, and to recommend topics for future professional development experiences that would be beneficial to the instructional staff	Goal Areas 1, 2	June 2019	PD Committee Agendas
<b>Develop and implement a formalized transition/entry plan</b> - As I transition to the role of Superintendent, it is critical to have an effective and smooth transition and a formalized plan of action is essential.	Goal Area 4	October 2018	Each board member is provided with a copy of the transition plan
<b>Develop and implement a formalized budget development timeline</b> – Work with district leaders to develop and implement a budget timeline that ensures a preliminary draft budget is developed by February to promote stronger communication and discussion regarding the district finances.	Goal Area 4	February 2019	Preliminary budget is developed and shared with board members
<b>Leadership Development</b> – Continue to develop my knowledge and skill set in order to effectively lead the Hempfield School District	Goal Areas 1 - 4	June 2019	Summary of Leadership Development Opportunities