

Hempfield School District
Assistant Superintendent Goals: 2018-19 (Board Approved)

Name: *Maria T. Hoover*

Date of Plan: 01/2019 – 6/2019

The following draft goals are submitted to the Hempfield Board of School Directors on February 12, 2019, given the following understandings:

- The goals have been aligned to one or more of the four goal areas established in the new district Comprehensive Plan, which was presented formally to the board in October. These goal areas include:
 - Goal Area 1: Curriculum, Assessment & Instruction
 - Goal Area 2: Reducing Barriers to Learning
 - Goal Area 3: Community Engagement
 - Goal Area 4: Operational Excellence
- The Assistant Superintendent goals will be approved at the December 11, 2018 voting meeting.

Goals	Alignment with new CP Goal Areas	Target Completion Dates	Deliverables
2019-2022 Comprehensive Plan – Assist in the implementation of the 3-year Comprehensive Plan and ensure the plan is completed within PDE’s designated timeframe.	Goal Areas 1 - 4	June 2019	Quarterly Comprehensive Plan updates
Student Growth and Achievement - Focus district and building efforts and align district resources to ensure that all students realize growth in core content areas and that struggling learners receive the additional supports needed to close the achievement gap with their peers functioning on grade level.	Goal Areas 1, 2	June 2019	Updated SWIP doc. Student achievement data presentations
Professional Development- Continue to strengthen and align instructional practices with PA Core Standards by providing quality learning experiences to our staff.	Goal Areas 1, 2	June 2019	Individual building action plans

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Goals	Alignment with new CP Goal Areas	Target Completion Dates	Deliverables
<p>Curriculum and Instruction- Work with the stakeholders, building Principals, and Department Leaders to analyze and determine the effectiveness of the learning opportunities with a focus on quality instruction to continue to close the achievement gap. Curriculum Audit and Revision Cycle- Update each content area based on the current cycle, and continue the process to revise each area as needed.</p>	Goal Areas 2,3	June 2019	Curriculum Audit and Revision Cycle PPTs and updates CARC document
<p>Professional Development- 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 in all areas aligned to the Comprehensive Plan.</p>	Goal Area 2	June 2019	Professional Development Survey Data Professional development sessions PD Committee Agendas
<p>Leadership Development – Continue to develop my knowledge and skill set in order to effectively serve the Hempfield School District in my new role.</p>	Goal Areas 1 - 4	June 2019	Summary of Leadership Development Opportunities
<p>Hempfield Leadership Structure Transition-In my new role as Assistant Superintendent, it is critical to have an effective entry plan to support the HSD community to include support student learning through the development of leaders and staff by developing and facilitating strong relationships between staff, students, and the community.</p>	Goal Areas 1-4	June 2019	Entry Plan