

**Hempfield School District**  
**Assistant Superintendent Goals: 2018-19 (Board Approved: 12/11/18)**

**Name:** *Tab Musser, Ed.D.*

**Date of Plan:** *11/2018 – 6/2019*

The following draft goals are submitted to the Hempfield Board of School Directors on November 13, 2018, 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
<b>2019-2022 Comprehensive Plan</b> – Assist in 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	Quarterly Comprehensive Plan updates
<b>Student Growth and Achievement</b> - Focus district 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	Creation and implementation of SWIPs Student achievement data presentations
<b>Multi-Tiered Systems of Support</b> - Continue to strengthen and align Multi-Tiered Systems of Support for student learning, establishing consistency when practical across the school district.	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
<b>College and Career Ready</b> - Work with various stakeholders to communicate with parents/guardians about college and career ready education opportunities offered inside and outside the district.	Goal Areas 2,3	June 2019	Summary of college and career related offerings
<b>Student Mental Health</b> - Continue to monitor student mental health and address mental health as a barrier to learning. In addition, provide professional development for our staff pertaining to the mental health trends of today and how to recognize warning signs and symptoms.	Goal Area 2	June 2019	School counselor data Professional development sessions Summary of student services offered/provided Board presentation in Spring 2019
<b>Leadership Development</b> – Continue to develop my knowledge and skill set in order to effectively serve the Hempfield School District in my new role.	Goal Areas 1 - 4	June 2019	Summary of Leadership Development Opportunities
<b>Hempfield Leadership Structure Transition</b> - Assist in the transition to a new leadership structure at the Hempfield School District, while ensuring we continue to meet the needs of all stakeholders during the transition and after it is complete.	Goal Areas 1-4	June 2019	District organization chart/roles and responsibilities outlined