

**Hempfield School District**  
**Assistant Superintendent/Superintendent Goals: 2018-19 (Board Approved: 9/2018)**

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

**Date of Plan:** *8/2018 – 6/2019*

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.

Goals	Alignment with new CP Goal Areas	Target Completion Dates	Deliverables
<p><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.</p> <p><b>January 2019:</b> Comprehensive Plan was fully developed and submitted to PDE on November 21, 2018. PDE approved the plan, with no revisions needed, on November 26, 2018. We are in the process of planning the implementation of the plan. I anticipate two future board updates: March and June.</p> <p><b>June 2019:</b> In March, I provided the board with an update on the development of the Comprehensive Plan visuals that will be displayed in all areas of the district beginning in August 2019. In addition, a Two-Minute Talk was developed/produced and a Hempfield Happenings segment will air in July. Furthermore, a Pathways to Success video is currently being developed with four shorter videos that feature graduating seniors and their “pathways to success.” All of these items will be used to gear up for Opening Day, 2019. This summer, goal area leaders will finalize their action plans which will help us track the progress of the implementation of the plan.</p>	Goal Areas 1 - 4	June 2019	<p>Presentation of new Comprehensive Plan – 10/9/18 Board meeting</p> <p>Comprehensive Plan approval by the Board – 11/13/18 Board meeting</p> <p>Two additional Comprehensive Plan updates in March and June</p>

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<p><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.</p> <p><b>January 2019:</b> Plans have been developed at the building level and each plan has three goals. With the transition, Tab and Maria will be meeting with the building principals in February to conduct a “check-in” and we will discuss their progress during our bi-weekly EdTalk meetings.</p> <p><b>June 2019:</b> Tab and Maria will work with building principals to wrap up their plans. We will have a debrief this summer to identify strengths and needs of this process and adjust accordingly for the 2019-20 school year.</p>	<p>Goal Areas 1, 2</p>	<p>October 2018 February 2019 Summer 2019</p>	<p>SWIPs developed by October 2018 Monitoring updates throughout 18-19 school year</p>
<p><b>Future Ready PA Index –</b> Realign district practices to this new reporting measure and educate stakeholders regarding this new tool.</p> <p><b>January 2019:</b> Presentations and discussions took place this summer for our District Leadership Team. A public board presentation took place in November 2018. Individual building dashboards will also be reviewed during the February “check-in” meetings with principals.</p> <p><b>June 2019:</b> Individual building ESSA report cards are now linked to each school’s site, which is required for compliance purposes under Federal and State regulations. Data from each building’s site will be used to formulate measurable goals for the 2019-20 school year.</p>	<p>Goal Areas 1, 2</p>	<p>December 2018</p>	<p>Presentation to District Leadership and School Board by December 2018</p>

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<p><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)</p> <p><b>January 2019:</b> Our first-district-wide professional development day took place in September 2018. Following that event, I provided you with a detailed list of the PD offerings offered to our staff. We are in the process of planning our second district-wide professional development day in February.</p> <p><b>June 2019:</b> In February, we successfully implemented a fully on-line professional development day. We continued to provide in-service opportunities throughout the spring, including on-line modules. On June 7, we have our final in-service day for the 2018-19 school year. The day will be focused on teaching English Learners (ELs).</p>	Goal Areas 1, 2	June 2019	Summary of PD Offerings
<p><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</p> <p><b>January 2019:</b> This summer and fall I worked with Dr. Dan Snyderman (Committee Co-Chair) to plan the committee meetings. In addition, we facilitated the first meeting on November 27, 2018. I will continue to work with Mrs. Hoover as she transitions into her role and assumes the Committee Co-Chair position.</p> <p><b>June 2019:</b> I transitioned positions with Mrs. Hoover, and she worked with Dr. Snyderman to carry out the requirements of the CBA with respect to the Professional Development Committee.</p>	Goal Areas 1, 2	June 2019	PD Committee Agendas

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<p><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.</p> <p><b>January 2019:</b> A formal transition plan was developed in October and I shared it with you in November. I am enjoying my one-on-one meetings with district staff. Currently, I'm in my second round of building visits and I am looking forward to starting my individual board member meetings this month. I have been attending and will continue to attend at least one PTO/PAC meeting at each building. We are also working on setting up individual meeting with our legislators and I'm looking forward to my next student council rep meeting.</p> <p><b>June 2019:</b> Below are items that were accomplished:</p> <ul style="list-style-type: none"> <li>• Individual meetings with senior leadership team members</li> <li>• Individual meetings with Admin building staff</li> <li>• Held voluntary transition meetings in each building</li> <li>• Attended a PTO/PAC meeting at every building</li> <li>• Listening meetings at each building (2 times)</li> <li>• Individual meetings with Board of School Directors</li> <li>• Individual meetings with the President of HEA</li> <li>• Attended Hempfield Foundation meetings</li> <li>• Facilitated SBAC meetings</li> <li>• Facilitated SPAC meetings</li> <li>• Facilitated Student Council Chats</li> <li>• Individual meetings with Senator Aument, Representative Miller, and Representative Fee</li> <li>• Weekly Leadership Team Meetings</li> <li>• Monthly Admin Staff meetings</li> <li>• Monthly Support Staff Representative meetings</li> <li>• Participated in Executive Safety &amp; Security Committee meetings</li> <li>• Visited buildings and attended many community, extracurricular, and co-curricular events</li> <li>• Sent weekly staff emails (Monday Message &amp; Week-End Celebration Wrap-Up)</li> <li>• Sent monthly district e-newsletter (Knightline)</li> </ul>	Goal Area 4	October 2018	Each board member is provided with a copy of the transition plan

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<p><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.</p> <p><b>January 2019:</b> An internal budget calendar was developed and presented to you in September. We are on track and will continue adhering to the calendar. You heard the preliminary budget presentation this evening. In addition, internal budget meetings have already begun and we will continue providing budget updates at our Finance Committee Meetings and future board meetings.</p> <p><b>June 2019:</b> While this was an ambitious calendar, due to the start date, we strived to stay true to the calendar. I believe we were fairly successful. This summer, we will begin the budget process for the 2020-21 school district budget.</p>	<p>Goal Area 4</p>	<p>February 2019</p>	<p>Preliminary budget is developed and shared with board members</p>
<p><b>Leadership Development</b> – Continue to develop my knowledge and skill set in order to effectively lead the Hempfield School District</p> <p><b>January 2019:</b> This fall I attended the Superintendents’ Fall Study Council hosted by IU 13. The main focus of the study council was social and emotional learning, which is deeply embedded in our new Comprehensive Plan. I have developed a book study for our leadership team utilizing the book, <i>The Power of Positive Teams</i> and we are currently engaged in this book study. I have joined the Pennsylvania Association for School Administrators and plan to attend their Leadership Summit in March.</p> <p><b>June 2019:</b> Our leadership team will conclude the book study this month. I attended the Leadership Summit in March and was invited to become a member of the College Board’s Superintendent Advisory Council. I attended my first College Board’s Superintendent Advisory Council meeting in April.</p>	<p>Goal Areas 1 - 4</p>	<p>June 2019</p>	<p>Summary of Leadership Development Opportunities</p>