



Superintendent Objective Performance Standards

Dr. Lawrence Cannon

2023-2024

Deliverable One: Systematic development of Multi-tiered Systems of Support (MTSS) to support student academic and behavioral success, starting at the elementary level, inclusive of the incorporation of PBIS. To include:

- Engage stakeholders, including administrators, teachers, specialists, and support staff to build a mutual understanding of the role of MTSS to support student academic and behavioral success.
- Review current systems and practices for data review in order to streamline and organize academic and behavioral data more efficiently and effectively.
- Consult with the MCIU and PaTTAN for MTSS professional development and support with the implementation of MTSS and PBIS at the elementary level.
- Review current instructional practices, inclusive of core classroom instruction and interventions, to determine effectiveness in meeting the academic and behavioral needs of students.
- Review current elementary schedule to determine if devoted instructional time is appropriate to support MTSS and the academic and behavioral needs of all students.
- Provide regular progress updates to the Superintendent.

Deliverable Two: Review and revise the curriculum framework to integrate curriculum, assessment, instruction, professional learning, and budget to ensure for effective teaching and learning across the district. To include:

- Assess the current curriculum framework and amend the process to ensure that curriculum, assessment, and instruction are all aligned with state standards and reviewed/updated based on a consistent cycle.
- Review current practices for professional learning and develop a plan that promotes best practices for teaching and learning across the District.
- Review the budget process for curriculum resources and restructure the process to ensure for fiscally responsible curriculum and assessment planning and implementation.
- Engage teacher leaders and administrators in the curriculum framework to ensure K-12 alignment and connectedness to the professional growth model outlined in Act 13.
- Present results of review to Board and community by January 2024.

Deliverable Three: Focus on supporting and strengthening District safety and security division to ensure a trauma-informed approach to safety and security inclusive of the integration of the new Safety and Security Monitors and Social Workers. To include:

- Implementation of Emergency Response Teams (ERT) and Safety & Security Monitors that are trained and equipped to respond to situations before first responders arrive. ERT's will be trained in CPR, First Aid, AED, and Safety Cares Training.
- Review current drills and safety protocols and implement evacuation drill with staff to YMCA to ensure stakeholders are prepared for an offsite evacuation.
- Monthly training sessions with the Transportation Department to focus on trauma informed care, understanding students with special needs, as well as training sessions at the schools with students to promote a more positive bus experience for students and staff.
- Provide an update to the Board as part of the annual Safety and Security presentation during an Executive Session.