
Superintendent Entry Plan

SEPTEMBER 1, 2022



Agenda

- Priority Areas for District Leadership
- Superintendent Goals for the 2022-2023 School Year
- Goal Topics
- Accomplishments as of August 31, 2022
- Next Steps for September and 2022-2023



Priorities of Leadership

- Communication
- Engagement
- Visibility



Entry Plan - Goals

- To meet with students, staff, faculty, administrators, and community members to build and further enhance relationships with stakeholders in CASD.
- To establish a strong working relationship with each individual member of the Board of Directors and build a cohesive governance team with a common, united purpose.
- To share my philosophy, beliefs, and core values for educating students while endorsing the district vision of “empowering every learner.”
- To increase student achievement for all students while also preparing students to be college/work ready.
- To increase organizational effectiveness, efficiency, and accountability.
- To promote CASD publicly and with media outlets to highlight the successes of the students, faculty, administration, and Board of Directors.



Entry Plan – Goal Topics

- Goal One – Relationships (Engagement & Visibility)
- Goal Two – Governance with the Board of Directors
- Goal Three – Visionary Thinking
- Goal Four – Student Achievement
- Goal Five – Organizational Effectiveness, Efficiency, and Accountability
- Goal Six – Communication (and Publicity)



Comprehensive Plan

- Academic Excellence (Entry Plan Goal Four)
- Health and Wellness (Entry Plan Goal One)
- Culture and Climate (Entry Plan Goal Three)
- Systems and Structures (Entry Plan Goal Five)



Accomplishments as of August 31, 2022

- **Goal One** – Met with First Responders, Borough Manager, Rotary, Kiwanis, Chamber of Commerce, Bibleway Hibner Memorial Church
- **Goal Two** – Met with Board Members individually to identify key goals and areas for growth.
- **Goal Three** – Shared my philosophy, beliefs, and core values at the Administration Retreat. Provided time at the retreat for leadership planning at the building/department level.
- **Goal Three** – Prepared and shared philosophy, beliefs, and core values at Opening Day Assembly for all faculty and staff.



Accomplishments as of August 31, 2022

- **Goal Five** – Interviewed and recommended a candidate for the position of Assistant Superintendent.
- **Goal Five** – Reviewed Organizational Chart. Made changes to increase efficiency and accountability.
- **Goal Six** – Updated district website with my welcome video.
- **Goal Six** – Published video to welcome students and families to Carlisle Area School District.
- **Goal Six** – Sought opportunities to meet with local journalists to share highlights of the Carlisle Area School District.



Next Steps – September

- Goal One – Relationships
 - Schedule Focus Groups
 - Begin visiting classrooms
- Goal Two – Governance with Board of Directors
 - Continue to meet with Board Members
- Goal Three – Visionary Thinking
 - Communicate beliefs and core values to new staff at second interview



Next Steps – September

■ Goal Four – Student Achievement

- Meet with Assistant Superintendent on instructional programming
- Meet individually with principals to discuss academic performance and Continuous Improvement Plans

■ Goal Five – Organizational Effectiveness

- Review data-driven feedback from cabinet and admin. team on current initiatives and projects
- Prioritize initiatives at each level and develop timelines for projects
- Identify leader for each initiative and schedule to meet regularly

■ Goal Six – Communication

- Develop Communication Plan
- Continue to seek opportunities to meet with local journalists to share highlights of CASD



Questions?

