

CURT BAKER
SUPERINTENDENT – WILSON SCHOOL DISTRICT
2016-17 GOALS AND OBJECTIVES

1. ACADEMIC ACHIEVEMENT

At a minimum, maintain Wilson School District's 2015-16 "ranking" as compared with other school districts for the 2016-17 school year on a statewide basis in at least one of the following two measures:

- District rankings, as published by the website School Digger
- School Performance Profile as published by the PA Department of Education (PDE).

Stretch goal: Achieve the average ranking of 2014-15 and 2015-16 in either of the two measures above.

2. INSTRUCTIONAL EXCELLENCE

Establish a balance between short term pilots/interventions and longer term foundation-building to make progress toward the following ambitions:

- A good, solid lesson in every classroom - every period of every school day
- Well-developed curriculum that is adjusted frequently based upon the information provided by instructional data
- Authentic literacy, which is described as extensive writing and classroom discussion in every course with the purpose of enabling student to demonstrate mastery of content and to develop critical thinking skills.

Reinforce the District's commitment to developing the whole child by continuing our heritage of athletic achievement and excellence in the arts.

3. STRATEGIC INTENT

Extend the Board's previous visioning work by creating a "Strategic Implementation" plan that describes a clear and exciting direction for the District over the next several years and provides context for District goal setting, budget prioritization, and public communication.

Complete the design of and deliver to the Board by December 2016 a Balanced Scorecard strategic measurement tool in support of the Strategic Implementation plan. Develop other reporting tools, as appropriate, to assist the School Board and the community in assessing progress in achieving the District's Strategic Implementation objectives.

4. ORGANIZATIONAL RE-ALIGNMENT

Complete the organizational re-alignment that was first presented to the Board on June 20, 2016. Fully staff the organization with high quality executives and (b) in a manner that is budget-neutral or better in 2016-17.

5. SPECIAL NEEDS

Conduct a comprehensive review of Wilson's special needs services. Based on the results of the review, develop and forge Board support for a 3-year Special Needs Plan that includes identification of need for services, scope of services required, and delivery of required services.

6. FISCAL TRANSPARENCY

Improve fiscal transparency and strengthen the tools for fiscal management. At a minimum:

- Implement full position control utilizing the District's Skyward software
- Begin the practice of producing Comprehensive Annual Financial Reports
- Review control, accounting, and Board reporting practices; implement identified improvements on or before July 1, 2017.

7. OPERATIONS

Evaluate the status of and, where appropriate, take steps to fully implement initiatives approved by the Board in Food Services (e.g., High School lunch program), Transportation (e.g., rerouting to accommodate attendance zone changes), Facilities (e.g., Wilson Southern athletic facilities), and Information Technology (e.g., insurance program for 1:1 computer initiative).

8. SECURITY

Taking into account work that has previously been completed, and working in conjunction with our SRO and first responders, conduct a comprehensive review of District- and building-level security plans. This work must include a comprehensive Crisis Communication Plan for the District.

Stretch goal: Perform one or more "tabletop" exercises that practice implementation of the District's security plans.

9. COMMUNICATION

Be an effective, transparent and consistent communicator for the District. Assure that tools, forums, and techniques that communicate clearly the District's aspirations and accomplishments are developed, including launch of an improved website. Further develop the District's brand in a manner that favorably extends its reputation beyond the boundaries of Berks County.

Conduct the Wilson School District's first-ever Convocation as a tone-setting event for the 2016-17 school year.

10. COMMUNITY ENGAGEMENT

Be extremely visible and have a genuinely open door:

- An involved and familiar face in the buildings and the community
- Attend a wide variety of school events
- Enhance school spirit
- Be an effective spokesperson/ambassador for the District
- Build strong and lasting connections with all Stakeholders – students, families, teachers and staff, administrators, the Wilson Education Foundation, the Board, and other community members.