

## 2021-2022 Superintendent and District Administration Goals

The work of staff and administration on the Continuous School Improvement process uncovered disparate levels of access for students who are within the subgroup of Economically Disadvantaged students. The Wilson School District Administration and Board of Directors support a focus on both the academic and social-emotional needs of ALL students, with an emphasis on our Historically Underperforming groups - including Students with Disabilities, English Learners, Economically Disadvantaged, and Hispanic, Multi-Racial, and Black Students. The Wilson Administration and Board of Directors agree that this focus will improve the overall educational experience for ALL students.

- ❖ ***Dr. Faidley will coordinate the facilitation of professional learning for building principals, directors and assistant superintendents*** by using contextual analysis tools to conduct an in-depth assessment of the Wilson School District's current system—its structures, processes, incentives, and supports— relative to the policies and practices associated with school systems that have achieved equity, excellence, and efficiency.
- ❖ ***Dr. Faidley will be highly visible and engaged*** in the classrooms, schools and student activities.
- ❖ ***Dr. Faidley will delegate appropriately and encourage the empowerment of staff***, follow up with tasks and understand details.
- ❖ ***Dr. Faidley will be consistent in decision making*** after acquiring the best information possible.
- ❖ ***Dr. Faidley will communicate changes in decisions*** by providing data and reasoning behind changes.
- ❖ ***Dr. Faidley will consistently provide accurate information*** to the board, administration, teachers and the community.
- ❖ ***Dr. Faidley will engage staff at the middle school*** in Reading/English Language arts, math and science to align curriculum to the Pennsylvania Core Standards to increase the level of rigor in our middle school buildings.

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- ❖ **Dr. Faidley will present and implement a profile of a Wilson Graduate** (Redefining Ready - life, career, and college ready) as a reporting tool to the students, parents, and community.
- ❖ **Dr. Faidley will facilitate the development of procedures and marketing strategies** to promote career readiness, through increased and targeted participation in the Berks Career and Technical Center, School to Work, Accelerated Academy, and Internships.
- ❖ **Dr. Faidley will facilitate an increased enrollment in higher-level courses** (College Preparatory, Honors, Advanced Placement, and Dual Enrollment) - including Economically Disadvantaged, Students with Disabilities, English Learners, Hispanic, Multi-Racial and Black Students, as measured by the 2022-2023 secondary student schedule.
- ❖ **Dr. Faidley will investigate and identify barriers** to participation in educational opportunities including, participation in rigorous coursework, co- and extracurricular activities, and other engagement opportunities in the school community.
- ❖ **Dr. Faidley will present data and monitor success indicators** (attendance/truancy, scheduling, participation in curricula/courses, discipline records, etc.) for elementary, middle and high school students.
- ❖ **Dr. Faidley will recommend, assist in the design and implementation of interventions and enrichment programs** to further personalize education based on the needs of students.
- ❖ **Dr. Faidley will recommend and present a district school organizational model** for phase two of the Wilson feasibility study.
- ❖ **Dr. Faidley will work with the chief financial officer to present recommendations** for the annual district budget to support the implementation of the organizational model recommended for phase two of the Wilson feasibility study.