

**Upper Perkiomen School District  
Superintendent Goals for 2021 – 2022  
Dr. Allyn J. Roche**

**Goal 1: COVID-19 - Lead, plan, direct, manage, support and collaborate with all internal and external stakeholders in addressing the challenges and opportunities facing Upper Perkiomen School District in the 2021-22 School Year related to COVID-19.**

- COVID-19 Metrics & Weekly Data
- Health & Safety Planning and Compliance with County and State Health Agencies
- Priority on In-Person Instruction, High Quality UPOLA Programming and Supports
- COVID-19 Communication

**Goal 2: Support the Business Department in the transition to new leadership and collaborate with the administration and Board on the development, discussion and presentation of the 2022-23 UPSD budget for adoption including:**

- Examining previous budget documents and process to continue the transparent presentation of the budgeted expenditures and revenues
- Participate in budget and financed based professional development workshops and software programs to provide supporting documents and comparisons

**Goal 3: Coordinate the development, deployment, and communication of goals and action plans designed to improve overall student achievement and growth including:**

- Monitor building-level action plans to increase Student Achievement and Growth as measured by PSSA Math and ELA, MAP Testing and other academic indicators as well as show comparisons to the state, similar districts and longitudinal trends as well as plan components focused on Positive School Culture and Relationship
- Implement an annual goal and action step process for all non-instructional administrators in conjunction with their supervisors to document, monitor, supervise and evaluate their performance and professional growth
- Examine current and potential expansion of programs to support the mental health, social and emotional needs and overall well-being of our students
- Further explore district-wide safety & security measures in conjunction with Facilities, Human Resources and Technology departments

**Goal 4: Coordinate the development, deployment, and communication of goals and action plans designed to improve overall district operations and efficiency including:**

- **Facilities** – In collaboration with the Director of Facilities, support development and monitoring of the GESA program to the Board as well as support the ongoing preventative maintenance schedules, improvements to the facilities and recommendations for improvements/cycle of major purchases/upgrades as well as support the district-wide Feasibility Study.
- **Human Resources** – In collaboration with the Director of Human Resources, continue to develop and refine processes to maximize efficiency and best practices to support the current employees and attract, retain and develop a strong employee base as well as support during the collective bargaining planning and process.
- **Technology** – In collaboration with the Director of Technology, continue with goal setting and strategic planning to support both the return to in-person classroom instruction as well as provide support for our virtual students navigating the COVID-19 environment. In addition, continue to support the department and the operations / technology department in a seamless upgrade of UPSD critical infrastructure to protect our students, staff and families and overall network/cyber security.

**Goal 5: Develop and deploy programs to increase the district's communication and administrator visibility with students, employees, and community groups including:**

- Improve communications with employees and parents/community including an emphasis on highlighting student and school successes as well as increasing positive news stories and celebrations
- Continue to increase visibility of the superintendent and members of the administrative team in our schools, at school and district events and positively represent UPSD in the community, county and beyond to promote our successes
- Increase and develop positive relationships with community organizations and further foster established relationships for the overall benefit of the students, employees and community as well as support the continued growth and impact of the Upper Perkiomen Education Foundation