



TULPEHOCKEN AREA SCHOOL DISTRICT

When we **expect** the most of ourselves and our community—and we **believe** in the inborn ability of all children to attain the knowledge and skills necessary to realize their full potential in life—we will **achieve** great things.

2022-2023 PERFORMANCE OBJECTIVES - ANDREW NETZNIK, SUPERINTENDENT	
Goal #1	Performance Target #1 - Development of Job Descriptions <ul style="list-style-type: none">• Develop a system to create job descriptions.• Implementation of new job descriptions and system for maintenance
Goal #2	Performance Target #2 - JSHS Renovation Project <ul style="list-style-type: none">• Creation of renovation design• Development of Timeline with Architect• Bidding of project• Beginning of Construction
Goal #3	Performance Target #3 - Focus on Program Reviews <ul style="list-style-type: none">• Work with Assistant Superintendent & Director of Teaching & Learning to complete a comprehensive review of district academic programs.
Goal #4	Performance Target #4 - District-Wide Policy Review <ul style="list-style-type: none">• Oversee the review by PSBA of all district policies• Work with PSBA and administrators on the review of district policies

2021-2022 PERFORMANCE OBJECTIVES – ANDREW NETZNIK, SUPERINTENDENT		Status
Goal #1	Performance Target #1 – Development of Job Descriptions <ul style="list-style-type: none"> • Develop a system to create job descriptions. • Implementation of new job descriptions and system for maintenance 	
Summer 2020	<ul style="list-style-type: none"> • Administrative Assistant put in charge of organizing job descriptions • Job Descriptions Categories created: <ul style="list-style-type: none"> ○ Administrative ○ Administrative Assistants ○ Support Staff – Educational ○ Maintenance and Operations ○ Cafeteria ○ Athletics • Acquired Job Descriptions from various sources to piece together positions that we are have descriptions for 	•
Fall 2020	<ul style="list-style-type: none"> • Work began on converting acquired job descriptions into T ASD format 	•
Winter 2020-2021		
Spring 2021	<ul style="list-style-type: none"> • Creation of two new job descriptions <ul style="list-style-type: none"> ○ Board Certified Behavior Analyst ○ Junior Systems Administrator – Technology 	•
Next Step	<ul style="list-style-type: none"> • Continue with the development of job descriptions through the Summer of 2021; finalize with directors/principals late summer/early fall for implementation. • Comprehensive district organizational chart layout of all positions and supervisors 	•

2021-2022 PERFORMANCE OBJECTIVES – ANDREW NETZNIK, SUPERINTENDENT	Status
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Goal #2	Performance Target #2 – JSHS Renovation Project <ul style="list-style-type: none"> • Creation of renovation design • Development of Timeline with Architect • Bidding of project • Beginning of Construction 	
Summer 2020	<ul style="list-style-type: none"> • Project on pause due to COVID 	•
Fall 2020	<ul style="list-style-type: none"> • Project on pause due to COVID 	•
Winter 2020-2021	<ul style="list-style-type: none"> • December 2, 2020 – Leadership Team met with Crabtree, Rohrbaugh, & Associates to begin discussions on jump-starting the JSHS project • December 22, 2020 – Leadership Team met with Crabtree, Rohrbaugh, & Associates to create a strategy and timeline for laying out the road map for a JSHS project • February 4, 2021 - Leadership Team met with Crabtree, Rohrbaugh, & Associates to develop a presentation to be utilized with the Building & Grounds Committee along with the Finance Committee • February 9, 2021 – Building & Grounds Committee met with Jeff Straub to discuss potential options and the scope of the project 	•
Spring 2021	<ul style="list-style-type: none"> • March 2, 2021 – Tom and I layout the financial outlook of the district and the impact of a JSHS project • March 16, 2021 – Board makes a decision to begin a major renovation project at the JSHS • April 13, 2021 and every other Tuesday – Leadership Team (Tom, Amanda, Justin, Heston, and Andy) meet with CRA (Jeff Straub and team) to work through logistics, next steps, and design phase • April 20, 2021 – Contract signed with CRA to “officially” move into the construction phase of the district • May 2021 – Site Surveying, Asbestos Assessment, Wetland Testing, etc begins • May – June 2021 – Initial meetings with staff to understand needs of each department 	•
Next Step	<ul style="list-style-type: none"> • June-July 2021 – Official Board Update • September-October 2021 – Act 34 Hearing takes place • September 2021 – Design Update with the Board 	•

2021-2022 PERFORMANCE OBJECTIVES - ANDREW NETZNIK, SUPERINTENDENT		Status
Goal #3	Performance Target #3 - Revise the Employee Handbook for Support Staff <ul style="list-style-type: none"> • Redesign and update the employee handbook for Support Staff 	Completed
Summer 2021	<ul style="list-style-type: none"> • June-July 2021: Review and update the handbook <ul style="list-style-type: none"> ○ Relevant Language ○ Update procedures ○ Addition of Support Staff Sick Bank • Board Approval in August 2021 	Completed

2021-2022 PERFORMANCE OBJECTIVES - ANDREW NETZNIK, SUPERINTENDENT		Status
Goal #4	Performance Target #4 - District-Wide Policy Review <ul style="list-style-type: none"> Oversee the review by PSBA of all district policies Work with PSBA and administrators on the review of district policies 	
Summer 2020	<ul style="list-style-type: none"> Oversee the review by PSBA of all district policies Work with PSBA and administrators on the review of district policies 	•
Fall 2020	<ul style="list-style-type: none"> Every Monday – A scheduled meeting every Monday morning is a rolling item on Tom, Amanda, Mimi, and my calendars to meet, discuss, and review current policies and needed revisions. <i>Due to COVID-19 being a pressing issue, Policy revisions focus has been shifted to only the policies that necessary at this time for revision</i> August 2020 – Wellness Policy 246 revised 	•
Winter 2020-2021	<ul style="list-style-type: none"> November 2020 – Policies Revised: <ul style="list-style-type: none"> #008 Organizational Chart #204 Attendance #704 Maintenance #705 Facilities & Workplace Safety #707 Use of School Facilities #913 Non-school Organizations Groups Individuals November 2020 - Policy Proposal was presented to the Board for approval. The proposal would have PSBA review all policies over the next two years and work with administration to update all necessary policies. 	•
Spring 2021	<ul style="list-style-type: none"> Initial survey completed by district to begin process of policy review. June 2021 – Policy #251 updated to reflect Homelessness Liaison changes 	•
Next Step	<ul style="list-style-type: none"> Continue to work with PSBA on updating policies <i>Process delayed with Mimi's absence</i> 	•