

September 8, 2023



## **PRIVILEGED AND CONFIDENTIAL**

Dr. Andrew J. Sanko  
Council Rock School District  
Office of the Superintendent

### **Proposed 2023-2024 Leadership Standards**

#### **Areas of Growth and Refinement**

- Continued to keep Students First. Always.
- Greater administrative presence in classrooms and across school community.
- Data analytics to inform instructional decisions and planning.
- Refine and streamline decision-making processes throughout the district.
- Empower leaders to act, decide, take risks, and grow their individual leadership skills.
- Suggestions of Board.

#### **Personal Narrative**

The first year of the Superintendency was a time of learning, growth, and challenges, all of which confirmed my belief that Council Rock is an exceptional school district. I am honored to be one of the guardians of Council Rock's standards of excellence. My intent is to continue to model high expectations across the district, from the classroom to the community. As the Superintendent I will lead fairly so that others learn from my example; work diligently, so that others will see the value in hard work; listen closely, so that the voices of others are heard; and serve Council Rock by keeping Students First. Always.

Andrew J. Sanko  
Superintendent of Schools

## **Proposed 2023-2024**

### **Standard 9: Superintendent's Objective Performance Standards**

1. During the 2023-2024 school year, the District Superintendent will continue to meet with multiple stakeholder groups, including members of the School Board, staff at each District building, student leaders, members of local Emergency Services, and the Council Rock community to identify strengths and areas for growth in the Council Rock School District.
2. During the 2023-2024 school year, the District Superintendent will use data analysis of student performance to guide strategizing with building administrators and teachers to expand homework clubs, clinics, differentiated teaching, and remediation to continue to address interrupted learning.
3. During the 2023-2024 school year, the District Superintendent will facilitate the implementation of the Safety and Security grant as awarded by the Pennsylvania Commission on Crime and Delinquency, pursuant to the conditions and requirements of the grant approval, including managing the submission of timely and detailed information aligned with PCCD's reporting requirements. The Superintendent will submit a report on the first phase of implementation of the 2023-2025 PCCD Safety Security Grant to the Board no later than June 30, 2024.

### **Proposed Timeline of 2023-24 Superintendent Review Meetings**

On or before September 30, 2023	Y2 Q 1 Review
On or before December 31, 2023	Y2 Q 2 Review
On or before March 30, 2024	Y2 Q 3 Review
On or before June 3, 2024	Y2 Review / Evaluation  Proposed 2024-25 Success Indicators and Performance Objectives