



<p><b>Objective Performance Standard 1: Student Growth and Achievement</b>          Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the board of school directors. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to standardized assessments, PVAAS , or other locally determined measures.</p>
<p>PI 1.1: Effectively works with the Board to develop and monitor district policy and administrative regulations related to Student Growth and Achievement</p>
<p>PI 1.2: Demonstrates understanding and appropriate use of performance measures established within the district in support of specific goals and initiatives</p>
<p>PI 1.3: Appropriately monitors student achievement on identified standardized assessments and has actively developed successful strategies for improvement.</p>

<p><b>Objective Performance Standard 2: Organizational Leadership –</b>  <i>Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.</i></p>
<p>PI 2.1 Effectively works with the board to develop and monitor district policy and administrative regulations related to Organizational Leadership</p>
<p>PI 2.2 Has ensured priorities and initiatives are in alignment with a clearly defined and well-articulated vision for the district</p>
<p>PI 2.3 Demonstrates an ability to assist and motivate others in achieving personal, professional, and district goals</p>
<p>PI 2.4 Is skilled in identifying, analyzing, and resolving problems that impact the district</p>
<p>PI 2.5 Maintains a regular presence in district buildings and at district events for the purpose of monitoring effectiveness of programming</p>

**Objective Performance Standard 3: District Operations and Financial Management**

*Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.*

PI 3.1 Regularly assesses state of district facilities and equipment and develops replacement and updating schedules as appropriate

PI 3.2 Works with the board and district business official to successfully accomplish financial and budgetary priorities including meeting all timelines associated with the annual budget

PI 3.3 Ensures end-of-year results are consistent with budgetary planning expectations

**Objective Performance Standard 4: Communication and Community Relations**

*Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.*

PI 4.1 Has worked successfully with the board to build support in the community for the district's vision, mission, and both long and short-term priorities

PI 4.2 Maximizes utilization of multiple methods for delivering accurate, timely, and reliable information to the Board and community

PI 4.3 Communicates effectively with the board and coordinates the flow of information from administrators to board committees in a manner consistent with Board Operating Guidelines

**Objective Performance Standard 5: Human Resource Management**

*Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.*

PI 5.1 Appropriately manages district staff, assigning functions, delegating effectively, and determining accountability as necessary

PI 5.2 Ensures timely completion of all district-wide staff evaluations

PI 5.3 Has ensured training and professional development opportunities for all professional staff related to new requirements for teacher and administrator evaluation

PI 5.4 Effectively monitors all aspects of the collective bargaining agreement(s) in the district

**Objective Performance Standard 6: Professionalism**

*Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.*

PI 6.1 Supports a standards-based approach to governance, leadership, and instruction throughout the district

PI 6.2 Encourages an inclusive and respectful environment that aligns with the organization's execution of the district's vision, mission, and strategic goals.

PI 6.3 Demonstrates ethical and personal integrity consistent with expectations associated with the role of superintendent

PI 6.4 Continuously monitors effectiveness within the role of the superintendent, seeking out and participating in professional development activities in alignment with areas identified for improvement by the board and through self-reflection