

Per the Pennsylvania School Code: The Superintendent shall be the chief administrative officer and chief instructional officer of the Chartiers Valley Board of Education and Chartiers Valley School District, and shall be responsible for the execution of all actions of the Board, the administration and operation of the public school system subject to the policies of the Board, and the supervision of all matters pertaining to instruction in all the schools under the direction of the Board.

A Chartiers Valley School District superintendent will be evaluated on annual goals categorized into the following seven categories:

STUDENT GROWTH AND ACHIEVEMENT

Superintendent uses multiple sources to assess student success and growth as appropriate, specific to needs within the District and as determined annually in collaboration with the Board. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to achievement and growth on state measurements and assessments and other locally determined measures.

DISTRICT LEADERSHIP

Superintendent works 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.

FINANCIAL MANAGEMENT

Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities.

OPERATIONAL MANAGEMENT

Superintendent executes all policies and oversees the work of district leaders who direct the various operational domains/departments within the District.

COMMUNICATIONS AND COMMUNITY RELATIONS

Superintendent communicates with and effectively engages the staff, the Board, 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.

HUMAN RESOURCE MANAGEMENT

Superintendent incorporates best practices for human resource management and oversight, coordinating staff, recruiting and other human resource functions.

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 Chartiers Valley community. Superintendent additionally works to individually reflect upon her

effectiveness within the role, and works to improve effectiveness using professional development literature and activities.

The Superintendent's Annual Evaluation was conducted and approved by the Chartiers Valley School Board on May 18, 2021. Based on the position goals, Dr. Johannah M. Vanatta was rated as:

Distinguished

- Performance is clearly outstanding
- Performance is superior, regularly exceeding expectations
- Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations