

# **Superintendent Performance Objectives**

**2024-2025 School Year**

## **STANDARD 1: EDUCATIONAL LEADERSHIP**

*Performance expectations related to vision, motivation, support of the district's mission, organizational goals, comprehensive planning, leadership, and professional development.*

The superintendent works to determine program effectiveness, the attainment of annual and long-term academic and financial goals and ensures best practices for instruction and management.

### **Key Performance Indicators**

- Provides written analysis of high school course and program enrollment trends with recommendations for modifying, discontinuing, or adding courses/programs to improve the high school curriculum and student achievement
- Articulates the goals of the district and addresses broader issues affecting the community to inform and build support for district initiatives
- Motivates others to improve performance through professional development, collegial guidance and personal support
- Develops and maintains an intellectually vital and culturally diverse staff that is reflective of the composition of Susquehanna Township
- Maintains effective Special Education program services that ensure the enrollment and participation of all eligible students
- Develops effective summer enrichment and remedial instructional activities and reports on the effectiveness on the activities no later than September 30th of each year

## **STANDARD 2: ORGANIZATIONAL LEADERSHIP**

*Performance expectations related to the daily operations and functions of the school district, as well as superintendent expertise in employee relations-related activities.*

The superintendent can manage effectively, utilizing a thorough understanding of the district's budget and educational resources, appropriately allocates all resources, and effectively communicates/collaborates internally and externally with staff, school board and community-based stakeholders.

### **Key Performance Indicators**

- Oversee the development of the annual budget reflecting needs of the district and the responsible, efficient, and effective use of District assets and resources
- Maintains high quality academic and athletic buildings and grounds facilities that promote the well-being and academic success of the students and community
- Appropriately defines roles, assigns functions, delegates effectively, and ensures accountability through on-going assessment and reporting feedback
- Management, personnel evaluation, and collective bargaining agreement administration
- Builds community partnerships that mutually benefit all parties
- Handles media relations skillfully and with sound judgment

### **STANDARD 3: GOVERNANCE & BOARD RELATIONS**

The superintendent works effectively with the board to monitor and create organizational policies and demonstrates appropriate leadership and governance of the school district.

#### **Key Performance Indicators**

- Develop a long-range plan for updates to the various school buildings
- Maintains positive working relationship with the board
- Understands applicable local, state, and federal laws and regulations
- Administers and supports policies throughout the school district to include annual evaluation and revision of both student and teacher handbooks
- Models ethics, prudent judgment and builds trust and confidence in leadership
- Works successfully with the board to build community support, enhance the image of the district and accomplish both short and long-term priorities
- Develops policies and procedures that promote the goals and objectives of the district and ensure the efficient operation of the schools
- Leads the Board to review and update school policies to ensure that all information is current (ongoing)

## **STANDARD 4: PROFESSIONAL & PERSONAL QUALITIES**

*Performance expectations related to professional ethics including individual morality and appropriate value systems and growth of the superintendent.*

The superintendent models professional decision-making processes and ethical standards that are consistent with the values of Pennsylvania's public education system as well as that of the Susquehanna Township community. The superintendent additionally works to individually reflect upon her effectiveness within the role and works to improve effectiveness through professional development literature and activities. The superintendent in conducting her duties and interacting with the stakeholders demonstrates work attitudes that reflect high levels of initiative, dependability, and productivity.

### **Key Performance Indicators**

- Demonstrates ethical and personal integrity
- Establishes and maintains the confidence and trust of the community
- Performs all duties in a manner that is consistent with the standards and expectations of the community
- Communicates effectively with individuals and groups
- Develops and maintains open and alternative lines of communications with the stakeholders in the school district, including community members, businesses, teachers, administrators, and the Board, to ensure the accurate and timely dissemination of information.
- Promotes honest, effective cooperation
- Understands and respects the work of others
- Values personal growth of self and others
- Maintains positive and respectful attitude
- Is self-motivated-devotes time and energy effectively to complete tasks
- Exercises prudent independent judgment
- Demonstrates a commitment to continuous job improvement and personal growth while performing duties in the most punctual, efficient, and reliable manner
- Demonstrates qualities that are open, transparent, and honest. Interactions exemplify respect, accuracy of information and timeliness of exchanges