

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 of School Directors.

The performance of the Superintendent shall be assessed by the Board against the Leadership Standards listed below. The Board and Superintendent hereby mutually agree to the following Leadership Standards:

Standard 1 - SHARED VISION. An education leader promotes personalized student success by thinking and planning strategically to create and sustain an organizational vision of learning that is shared and supported by the school community.

Standard 2 - CULTURE OF LEARNING. An education leader promotes personalized student success by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning.

Standard 3 - DECISION MAKING. An education leader promotes personalized student success by accessing and using appropriate data to inform decision making at all levels of the system.

Standard 4 - MANAGEMENT. An education leader promotes personalized student success by ensuring management of the resources for a safe, efficient and effective learning environment.

Standard 5 - FAMILY AND COMMUNITY. An education leader promotes personalized student success by collaborating, communicating, engaging and empowering others inside and outside of the organization to pursue excellence in learning.

Standard 6 - ETHICS. An education leader promotes the personalized student success by operating in a fair and equitable manner with personal and professional integrity.

Standard 7 - ADVOCACY. An education leader promotes personalized student success by advocating for children and public education in the larger political, social, economic, legal and cultural context.

Standard 8 - PERSONAL AND PROFESSIONAL GROWTH. An education leader promotes the personalized student success by supporting professional growth of self and others through practice and inquiry.

Standard 9 - OBJECTIVE PERFORMANCE STANDARDS. Section 1073 .1 of the Public School Code of 1949 provides that "the employment contract for a district superintendent shall include objective performance standards mutually agreed to in writing by the board of school directors and the district superintendent. The objective performance standards may be based upon the following: 1) achievement of annual measurable objectives established by the school district; 2) achievement on the PSSA and/or Keystone Exams; 3) student growth as measured by PY AAS; 4) attrition or graduation rates; 5) financial management standards; 6) standards of operational

excellence; or 7) any additional criteria deemed relevant and mutually agreed to by the board and district superintendent.

The Superintendent's Annual Evaluation was approved by the Chartiers Valley Board of School Directors on June 27, 2023: *The Board approves the 2022-2023 performance rating for Dr. Johannah M. Vanatta, Superintendent. The Board has determined that the Superintendent has met the objective performance standards for the 2022-2023 school year and that the Superintendent performance rating is Proficient.*