

Allegheny-Clarion Valley School District

Superintendent's Contract Objective Performance Standards

2020-2021 School Year

David McDeavitt

Changes were made to section 1072 (PA School Code) when amendments were made to act 82 and act 114 of 2012, these changes now require superintendents to have a contract, be evaluated each year, have an up-to-date job description, and objective performance standards.

1073.1. Performance Review

(a) In addition to any other requirements provided for under this act, the employment contract for a district superintendent or assistant district superintendent shall include objective performance standards mutually agreed to in writing by the board of school directors and the district superintendent or assistant 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 Pennsylvania System of School Assessment (PSSA) tests;
- (3) achievement on Keystone Exams;
- (4) student growth as measured by the Pennsylvania Value Added Assessment System;
- (5) attrition rates or grades;
- (6) financial management standards;
- (7) standards of operational excellence; or
- (8) **any additional criteria deemed relevant and mutually agreed** to by the board of school directors and the district superintendent or assistant district superintendent.

(b.1) The board of school directors shall post the mutually agreed to objective performance standards contained in the contract on the school district's publicly accessible Internet website. Upon completion of the annual performance assessment, the board of school directors shall post the date of the assessment and whether or not the district superintendent and assistant district superintendent have met the agreed to objective performance standards on the school district's publicly accessible Internet website.

Allegheny-Clarion Valley School District

Objective Performance Standards 2020-2021 school year

Objective Performance Standard #1
Date: July 20, 2020

Communication

The Superintendent shall communicate with and effectively engage the staff, the Board, and members of the community, clearly articulate School District goals and priorities, address local and broader issues affecting the School District, and build support for School District initiatives, programs, and short/long-range plans. As the District moves through this year with unknown challenges and obstacles due to the Coronavirus pandemic, communication with all stakeholders is essential. As the school focuses on how to provide education both face to face and through distance education, the Superintendent must engage and encourage communication regarding those decisions from people both internal and external to the District. As such, the following will be important components of this goal.

- Create a communication plan which incorporates components for staff, families and community members.
- Utilize multiple processes for communicating important information including School Messenger, email, Facebook, videos, etc.
- Establish regular staff meetings in each building, to be guided by the principles. The Superintendent will attend one in each building once a month.
- Facilitate relationship and team building between the Administration, Board and Staff through in-services, building meetings, etc.
- Continue the effective communication with families and community established in the last quarter of the 19/20 school year

End of Year Evaluation: Objective Performance Standard #1

Met the objective performance standards

(yes) (no)

Objective Performance Standard #2

Date: July 20, 2020

To Support Student Achievement & Success

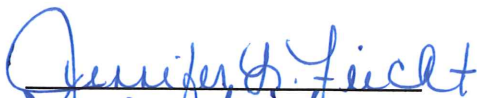
Student achievement and success is the overarching goal of the Allegheny Clarion Valley School District. Given the current climate of the world at this time, this goal is more important than ever before. The Superintendent will need to utilize performance and perceptual data to plan for changes in curriculum, assessment, instruction, technology, and school culture. As part of this process, the Superintendent must complete the following tasks.

- Continually evaluate and modify the Health and Safety Plan and Return to Play plans of the district. This should be accomplished by working with the Health and Safety Plan Team and the Athletic Committee. These plans should be brought to the board as often as necessary to ensure continued student success.
 - Ensure that teachers are prepared for providing distance education to the students of AC Valley. This should include an evaluation of all teachers' education in this format, identify the continuing professional development needs of our educators and work with the administrative team to ensure that the necessary professional development is received.
 - **IF** distance education must be utilized during the 2020/2021 school year, evaluate the effectiveness of the program, identify any issues and provide information to the board on how to make any necessary adjustments.
 - Evaluate the schedules of academic classes of both buildings to ensure the maximum benefit of all students. Consideration must be given to scheduling process changes and schedule changes at a minimum. Progress reports on this goal should be provided to the board on a regular basis to assist in any transitions that may need to be made.
 - Evaluate the role and function of the guidance department in the district. Determine what modifications can be made to improve the services to the students of AC Valley. This evaluation should include at a minimum, the following areas:
 - Job Descriptions for guidance counselors, both elementary and high school
 - Post-secondary preparation
 - Scheduling processes
 - Any other items determined by the Superintendent

Date: June 30, 2021

By signing this document both parties; agree that the objectives were met for the 2020-2021 school year.

SB President:



Superintendent:

