

Allegheny-Clarion Valley School District

Superintendent's Contract Objective Performance Standards

2021-2022 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

2021 – 2022 school year

Objective Performance Standard #1

Completion Date: July 30, 2022

Pandemic Planning, Comprehensive Planning, Transition “New” Business Manager/Special Education Director, Federal Programs Audit, and Special Education Audit

The Superintendent will be approved by the school board to be the point of contact for the district and serve as the pandemic coordinator beginning June 18, 2020.

- Continue meeting with the pandemic committee including; School Nurse, Maintenance Director, Cafeteria Manager, Parents, Administrators, School Board Members, Transportation Director, and Athletic Director. The superintendent (Pandemic Coordinator) will monitor the pandemic plan and adjust it when necessary. Changes to the plan will be board approved before implementing.
- The superintendent (Pandemic Coordinator) will create and submit a pandemic plan that will align with the recommendations made by PIAA, PDE, PASA, PSBA, Department of Health, and the Governor’s Office.
- Once created the pandemic plan will be approved by the board of directors in July, 2021.
- Comprehensive Plan will be reviewed, modified, and submitted during the 2021-2022 School Year.
- Ensure Compliance and Update our Safety Plan, Flip Chart, and work on making changes a linked to our safety audit.
- Work with the new business manager and new special education director to ensure that we are in compliance with all state, and federal reporting and guidelines. ESSER money will need to be monitored closely and the application will need to be completed.

- Work with the “new” Special Education Director to ensure that we are in compliance with IEP timelines, evaluations, and IEP meetings, along with preparing for the special education audit scheduled for the 2021-2022 school year.
- Work with the business manager and federal programs coordinator to ensure A-CV is in compliance with federal program requirements and make the necessary changes that are needed to ensure future compliance.
- Special Education Department will work collaboratively with Superintendent to prepare for Special Education Audit.

End of Year Evaluation: Objective Performance Standard #1

Met the objective performance standards

(yes) (no)

Objective Performance Standard #2

**To Support a Safe School Environment: Safety and Security Coordinator and Act 18 of 2019
“New” Threat Assessment Team Development**

The Superintendent will incorporate best practices to enhance the safety of all students and staff. The Superintendent will be responsible for oversight, coordinating staff training, recruitment, and trainings that will support a safe school environment.

- Act 18 of 2019 amended the Pennsylvania Public School Code by adding Article XIII-E, Threat Assessment. Among its provisions, Article XIII-E requires the establishment of at least one Threat Assessment Team for each school entity in Pennsylvania by the start of the upcoming 2021-22 school year.
- Act 18 of 2019 will be implement with fidelity by creating a threat assessment led person (SPO), create a threat assessment team, provide trainings, and ensure implementation
- Update the A-C Valley SD Crisis Plan and review the reunification plan.
- Update (crisis plan) Flip Chart and add additional sections that are aligned with the reunification plan.
- Work collaboratively with A-CV School Police and state police to ensure student and staff safety.
- Reestablish a relationship with the Clarion, Butler, Venango, and Armstrong state police.
- Addresses safety-related reports in a timely manner.
- Oversee and conduct safety related drills (Lockdown, ALICE, Reunification, Fire Drills).
- Participates in safety trainings and workshops (professional development).
- Upgrades safety equipment and procedures when necessary.

End of Year Evaluation: Objective Performance Standard #2

Met the objective performance standards

(yes) (no)

Date: June 30, 2022

By signing this document both parties; agree that the objectives were met for the 2021-2022 school year.

School Board President: Kelly Jewelliger

Superintendent: [Signature]