



Superintendent's Annual Performance Assessment Objective Performance Standards

Below are the agreed upon objective performance standards in the areas of Student Growth and Achievement; Organizational Leadership; District Operations and Financial Management; Communication and Community Relations; Human Resource Management; and Professionalism along with the rating scale utilized for the Superintendent's annual performance assessment.

Objective Performance Standards

Student Growth and Achievement Overall

Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the District, and as determined annually in collaboration with the Board of School Directors. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to PSSA, PVAAS, and other locally determined measures.

Organizational Leadership

Superintendent works collaboratively with the Board to support the mission of and a shared vision for PDSD; displays an ability to identify and rectify problems affecting the District, manages PDSD staff to ensure best practices are being utilized by all buildings and departments; and works to positively influence the climate and culture of PDSD.

PDSD Operations and Financial Management

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

Communications and Community Relations

Superintendent communicates with and effectively engages the staff, the Board, and members of the community, clearly articulating District goals and priorities, addressing issues affecting PDSD, and building support for PDSD goals, initiatives, and programs.

Human Resource Management

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resources function within PDSD.

Professionalism

Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as those of PDSD, and works to individually reflect upon his/her effectiveness within the role as well as to improve effectiveness with professional development literature and activities.

Rating Scale Descriptors

Distinguished	Performance is superior and routinely exceeds expectations.
Proficient	Performance is adequate and occasionally meets or exceeds standards or expectations
Needs Improvement	Performance periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies.
Failing	Performance fails to meet most expectations associated with the role of Superintendent. Substantial improvement is needed to be considered proficient in the role.