

ASSISTANT SUPERINTENDENT'S PERFORMANCE STANDARDS FOR THE 2023-2024 SCHOOL YEAR

Student Growth and Achievement

Assistant 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 Superintendent and Board of School Directors. Annual or other district performance objectives are articulated and clearly achieved under the direction of the Assistant Superintendent relative to standardized assessments, PVAAS, or other locally determined measures.

Organizational Leadership

Assistant Superintendent has worked collaboratively with the Board and Superintendent to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.

District Operations and Financial Management

As directed by the Superintendent, and in conjunction with the Business Office, Assistant Superintendent assists with management, completion of activities associated with the annual budget, distribution of resources in support of district priorities; and direction of operational activities within the district

Communication and Community Relations

Assistant Superintendent communicates with and effectively engages the staff, board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans as directed by the Superintendent.

Human Resource Management

Assistant Superintendent works with the Superintendent and Business Office to incorporate best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

Professionalism

Assistant Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Assistant Superintendent additionally works to individually reflect upon her/his effectiveness within the role and works to improve effectiveness through the use of professional development literature and activities.

On July 3, 2024, Dr. Stoker was evaluated and has met the above performance standards for the 2023-2024 school year.