

## GOAL CATEGORY 1 -- Student Growth and Achievement

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

### Key Performance Indicators

- ★ Execute provisions of the district's job description under this category.
- ★ Within the first 30 days, begin assessing academic, curricular, extracurricular, and professional development initiatives. Provide a written report of results at the first quarter review in September.
- ★ Over the first six months, coordinate the initial planning process for analyzing district programs, and suggest continuation and/or modification of programs.
- ★ At least monthly, meet with the administrative team (*faculty as appropriate*) to discuss district issues with an emphasis on education and visioning.

## GOAL CATEGORY 2 -- Organizational Leadership

The District Superintendent works collaboratively with the Board of School Directors to develop a vision for the School District, display an ability to identify and rectify problems affecting the School District, while working collaboratively with School District Administration to ensure educational and operational initiatives are planned, executed, and assessed.

### Key Performance Indicators

- ★ Execute provisions of the district's job description under this category.
- ★ Familiarize yourself with district strategies for collecting, analyzing, and reporting data. Make any suggested changes in writing by the second semester review in June.
- ★ During the summer 2025, coordinate (*in partnership with the board and admin*), a meeting with the leadership team and board to discuss vision building, academics, board-superintendent relations, clarified roles and responsibilities, communication, etc.
- ★ Over the first 90 days, review district policies, procedures, and other protocols and lead a discussion with the Board around your findings and reflections. Provide a written report of results at the first quarter review.

### GOAL CATEGORY 3 -- School District Operations and Financial Management

The District Superintendent ensures completion of activities associated with the annual budget, overseeing distribution of resources in support of School District priorities, and directing overall operational activities within the School District.

#### Key Performance Indicators

- ★ Execute provisions of the district's job description under this category.
- ★ Supervise the preparation and presentation of the annual budget following an evaluation of financial needs.
- ★ Establish and maintain efficient procedures and effective controls for all expenditures of district funds in accordance with the adopted budget and applicable law.
- ★ Each month, brief the board on your review/progress/action steps taken around the district's finances.

### GOAL CATEGORY 4 -- Communication and Community Relations

The District Superintendent communicates with and effectively engages the staff, the Board of School Directors, and members of the community, clearly articulating School District goals and priorities, addressing local and broader issues affecting the School District, and building support for District initiatives, programs, and short/long-range plans.

#### Key Performance Indicators

- ★ Execute provisions of the district's job description under this category.
- ★ Each week, visit staff and students in classrooms, athletic events, and performances to monitor climate and quality of district programs.
- ★ Within the first 90 days, outline your communication and engagement protocols for the school community that keeps everyone well informed.
- ★ Provide a written report of results at the first quarter review.
- ★ Develop a climate survey to understand the culture and climate as perceived by students, faculty, staff, and caregivers. Share this information in a public meeting and make the results available on the website.
- ★ Within the first 30 days, collaborate with the board to develop communication protocols with the board of school directors.

## GOAL CATEGORY 5 -- Human Resource Management

The District Superintendent oversees the staffing, coordination, recruitment, professional development, and retention of staff, along with other human resource functions.

### Key Performance Indicators

- ★ Execute provisions of the district's job description under this category.
- ★ Outline your approach (and seek feedback around) evaluation, supervision, and accountability of the administrative team within the first six months. Provide a written report of results at the second semester review.
- ★ By August 2025, complete review of the administrative structure and leadership capacity of the administrative team and outline methods for continued growth and development and/or remediation, etc.

## GOAL CATEGORY 6 -- Professionalism

The District 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. Additionally, the District Superintendent reflects upon his effectiveness and pursues professional growth through various training activities.

### Key Performance Indicators

- ★ Executive provisions of the district's job description under this category.
- ★ Within the first 90 days, begin coordinating efforts to develop and implement standards of practice and core values to be consistently reviewed and discussed at board meetings and modeled.
- ★ Each month at board, admin, faculty meetings, celebrate staff accomplishments and report on efforts to build standards of practice and core values.