

# Allegheny-Clarion Valley School District

## Objective Performance Standards for the Superintendent

2024-2025 School Year

Dr. David McDeavitt

### Objective Performance Standard #1

Develop, Approve, and Submit the 2025-2028

#### **Future Ready Comprehensive Plan**

Establishing a clear and shared focus that all stakeholders across the LEA agree upon is a necessary first step in developing a plan for continuous improvement.

Develop a succinct vision and mission statement, as well as an understanding of the educational community and values from various stakeholders, establishes a robust framework for developing a plan that is embraced by all internal and external stakeholders.

Identify both internal and external stakeholders that play an integral part in the planning and operations of the educational and support programs.

This committee will begin the planning process by creating a shared vision, mission, and educational values statements to provide a profile of the district and a comprehensive and consistent framework for developing a plan for continuous improvement.

Conducting a thorough needs assessment is essential to establishing a successful improvement plan. A needs assessment is a systematic process that is used to identify strengths and challenges within the context and constraints of the organization and digs deeper into root causes of these challenges. The needs assessment goes beyond student data to include data on the prevalence of effective practices. It includes a thorough examination of practices, processes, and routines that impact teaching and learning. Through the needs assessment, the LEA should establish a deep understanding of the LEA's context, including internal community (e.g., teachers, student groups) and external community (e.g., parents, local area) and how these internal and external factors impact achievement of your vision and attainment of your long-term goals for students.

In addition to reviewing data on the Future Ready PA Index, other state-sponsored and local formative data sources should be reviewed in order to better understand your schools'

performance on the Future Ready PA Index metrics. In this section, review local assessment data to gain a deeper understanding of patterns in student performance, such as, CDTs, DIBELS, etc.

For each content area:

- Determine the data source.
- Review data to determine strengths, challenges, and notable observations.
- Record strengths, challenges, and notable observations in the designated space.

Reflect on the most pressing challenges and associated strengths highlighted in the Summary of Strengths and Challenges from the Needs Assessment of the LEA's designated school(s) improvement plan(s).

(1) Empower Leadership for District Continuous Improvement

(2) Focus on Continuous Improvement of Instruction

(3) Provide Student-Centered Supports so That All Students are Ready to Learn

(4) Implement Data-Driven Human Capital Strategies

(5) Organize and Allocate Resources and Services Strategically and Equitably.

Within each of the five conditions, discrete practices are defined to provide a clear playbook for LEAs in their efforts to establish and maintain these core conditions for continuous improvement of student achievement.

Met the objective performance standard #1

( yes )  ( no )

### Objective Performance Standard #2

Develop a Superintendent Transition Plan for the 2026-2027 School Year

The demands of the superintendent of schools are many, but post COVID has been more difficult now than ever before to lead a school district through financial struggles, Social Media, Lack of Funding, and Day-to-Day responsibilities.

Goals of the Transition Plan

- The final year of Dr. McDeavitt's contract, (prior to retirement) will be used to prepare the "new" superintendent to replace the "retiring" Superintendent.

- Dr. McDeavitt will mentor the new superintendent on a day-to-day basis to ensure that the values of the A-C Valley school district and local community remain the top priority.
- Goals of the transition plan are:
  - To Build Positive Relationships with School Board, Staff, and the Community
  - Maintain “Falcon Pride” at the district
  - Advocacy at the Local and State Governmental Regions
  - Use of Data to Support Positive Academic and Financial Planning
  - Lead the Western Secure Treatment Unit (WSTU) to ensure compliance with Chapter 14, 15 and 16

Transition Plan Details

- School Board Relationships, Policies, and Advocacy
- Staffing Relationships: Administrative Staff, Professional Staff, Department Chair Persons/Lead Teachers, and Support Staff
- Budget Development, Fund Balance, Investment, Facilities, Building Projects, Request for Proposals, and Bonds
- Contracts: Superintendent, Business Manager, Director of Buildings and Grounds, Act 93, Professional Staff, Support Staff, and Meet and Discuss
- Community Relationships and Communication
- Planning: Daily Schedules, School Board Agenda development and Year Long Timeline
- Emergency Planning: School Safety, Snow Call, Water Issues, Electrical Issues and Required Drills
- Professional Learning: IU6, CCC, PASA, and PSBA

End of Year Evaluation: Objective Performance Standard #2

Met the objective performance standard #2

( yes ) ( no )

Date: June 30, 2025

By signing this document both parties; agree that the objectives were met for the 2024-2025 school year.

A-C Valley School Board President: Kelly Tewelliger

Superintendent: [Signature]