

# BOARD OF EDUCATION SUPERINTENDENT EVALUATION



November 20, 2024  
John Rushefski  
Superintendent  
Susquehanna Community School District  
3192 Turnpike Street  
Susquehanna, PA 18847

To Mr. John Rushefski:

In accordance with Section 1073.1 of the Pennsylvania School Code, it is mandated that superintendents undergo an annual performance evaluation utilizing objective performance standards. In November, the Susquehanna Community Board of Education conducted your evaluation based on six key performance standards: Student Growth & Achievement, Organizational Leadership, District Operations & Financial Management, Communication & Community Relations, Human Resource Management, and Professionalism.

We are pleased to report that you have proficiently met your goals.

It has been a pleasure collaborating with you throughout this successful year. We look forward to continuing to achieve our shared goals, in fulfilling the District's Mission and Vision.

Sincerely,

*Amanda Cook*

President  
Susquehanna Community School District  
Board of Education

## Mission Statement

*The mission of Susquehanna Community School District is to provide a safe inclusive educational environment that will inspire students to develop the knowledge, skills, and abilities necessary to become contributing members of society.*

## Vision Statement

*The vision of the Susquehanna Community School District is to educate all students in a safe, healthy environment to think with reflection; act with compassion; and lead with honor and integrity through the collaboration of highly qualified teachers, families, and the community.*



# 2024 Superintendent Evaluation Results

Student Growth & Achievement

Organizational Leadership

District Operations & Financial Management

Communication & Community Relations

Human Resource Management

Professionalism

	Distinguished	Proficient	Needs Improvement	Failing
Student Growth & Achievement		✓		
Organizational Leadership	✓	✓		
District Operations & Financial Management		✓		
Communication & Community Relations	✓	✓		
Human Resource Management		✓		
Professionalism		✓		

The Susquehanna Community District Board of Education will evaluate Mr. John Rushefski, Superintendent of Schools, based on mutually agreed upon Objective Performance Standards listed below, at the conclusion of the 2023-2024 academic year.

Key Performance Indicators are as follows:

#### Student Growth and Achievement

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 standardized assessments, PVAAS, or other locally determined measures.

#### District Operations and Financial Management

Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

#### Organizational Leadership

Superintendent has worked collaboratively with the Board 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.

#### Communication 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 local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans

#### Human Resource Management

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

#### Professionalism

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. Superintendent additionally works to individually reflect upon his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.

MISSION STATEMENT: The Mission of the Susquehanna Community School District is to provide a safe, inclusive educational environment that will inspire students to develop the knowledge, skills, and abilities necessary to become contributing members of society.

VISION STATEMENT: The Vision of the Susquehanna Community School District is to educate all students in a safe, healthy environment to think with reflection, act with compassion, and lead with honor and integrity through the collaboration of highly qualified teachers, families, and the community.