



Title: **Performance Assessment of Superintendent/Assistant Superintendent**

Code: 312

Book: Policy Manual

Section: 300 Employees

Authority

The Board shall conduct a formal written performance assessment of the Superintendent and Assistant Superintendent annually as required by law. A timeframe for the assessment shall be included in the employment contract.[\[1\]](#)

The employment contract shall include objective performance standards mutually agreed to in writing by the Board and the Superintendent and by the Board and the Assistant Superintendent. The objective performance standards may be based upon any or all of the following:[\[1\]](#)

1. Achievement of annual measurable objectives established by the District.
2. Achievement on Pennsylvania System of School Assessment (PSSA) tests.
3. Achievement on Keystone Exams.
4. Student growth as measured by the Pennsylvania Value-Added Assessment System.
5. Attrition rates or graduation rates.

6. Financial management standards.
7. Standards of operational excellence.
8. Any additional criteria deemed relevant and mutually agreed to by the Board and Superintendent or Assistant Superintendent.

The mutually agreed upon performance standards shall be posted on the District website.[\[1\]](#)

A meeting between the Board and Superintendent and/or Assistant Superintendent will be held in order for the Superintendent and/or Assistant Superintendent to complete a self-assessment for the Board. This allows for a better understanding of job responsibilities and duties outlined in each job description.

Upon completion of the annual performance assessment, the date of the assessment and whether or not the Superintendent and Assistant Superintendent have met the agreed upon objective performance standards shall be posted on the District website.[\[1\]](#)

Adopted: **September 16, 2014**

Legal References:

- [1. 24 P.S. 1073.1](#)
 - [24 P.S. 1080](#)
 - Pol. 302
-