INTERBORO SCHOOL DISTRICT SUPERINTENDENT EVALUATION

Evaluation of the District Superintendent for the *2025-2026* School

Year *2025-2026 Superintendent Rating*

*For the **2025-2026** school year, the Superintendent has received a satisfactory rating by the Interboro Board of School Directors for meeting the agreed upon Objective Performance Standards*

The performance of the District Superintendent is assessed against six objective performance standards.

They 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 PSSA, PVAAS, and other locally determined measures.

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.

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.

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.

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 her effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.

These key performance indicators under each objective performance standard will undergo an annual review by the Superintendent and the Board of School Directors.

Board President _____

Date: 6/10/26

Superintendent Bernadette C Reilly

Date: 6/10/26