

Superintendent Lower Dauphin School District
Objective Performance Measures
2025-2026

Standard 9 - OBJECTIVE PERFORMANCE STANDARDS. Section 1073.1 of the Public School Code of 1949 provides that "the employment contract for a district superintendent shall include objective performance standards mutually agreed to in writing by the board of school directors and the district superintendent."

9.1 Objective Performance Standard #1:

Successfully implement a comprehensive Entry Plan to build relationships with key stakeholders, gain a thorough understanding of district strengths and areas for growth, and communicate findings and insights to the Board.

Met/Did Not Meet Objective #1: MET

9.2 Objective Performance Standard #2:

Provide direct oversight and facilitation of effective implementation of the short-term facilities plan, established by the previous administration, while continuing to develop a long-range facilities strategy that ensures safe, secure, and instructionally aligned environments for all learners.

Met/Did Not Meet Objective #2: MET

9.3 Objective Performance Standard #3:

Lead the development of a fiscally responsible 2026-2027 annual budget that reflects district priorities, maintains or improves educational programming, and demonstrates efficient use of resources through cost-saving measures and operational efficiencies.

Met/Did Not Meet Objective #3: MET

9.4 Objective Performance Standard #4:

Ensure the success of all students by supporting high-quality teaching and learning, well-rounded educational opportunities, data-informed decision-making, and equitable practices across the district.

Met/Did Not Meet Objective #4: MET

9.5 Objective Performance Standard #5:

Foster trust, transparency, and support for the district through proactive, consistent communication and authentic engagement with the Board, families, students, staff, and external stakeholders.

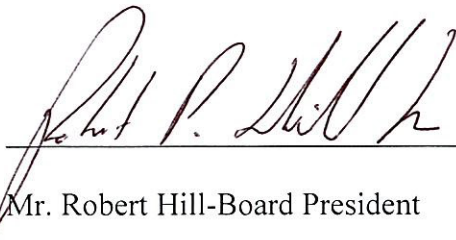
Met/Did Not Meet Objective #5: MET



Dr. Gregory Milbrand-Superintendent

June 24, 2026

Date



Mr. Robert Hill-Board President

June 24, 2026

Date