Board of Education
Superintendent Evaluation

November 9, 2026
Superintendent John Rushefski
Susquehanna Community School District

To Mr. John Rushefski:

In accordance with Section 1073.1 of the Pennsylvania School Code, the Board of Education conducted its annual evaluation of your performance using six performance standards: Student Growth & Achievement; Organizational Leadership; District Operations & Financial Management; Communication & Community Relations; Human Resource Management; and Professionalism.

All nine Board members participated in the 2026 evaluation. Across the six overall performance standards, Board members selected ratings of Proficient and Distinguished. The Board recognizes your leadership, commitment to the district, pursuit of grant opportunities, and involvement in our school community.

As we move forward, we look forward to continued collaboration on academic achievement, effective communication, and the Board's strategic priorities. We appreciate your service to our students, staff, families, and community.

Respectfully,

Amanda Cook

President, Board of Education
Susquehanna Community School District

Mission: The Mission of the Susquehanna Community School District is to ensure every student has access to engaging, rigorous, and future-ready learning experiences that build character, communication, collaboration, and critical thinking. Through strong community partnerships and a safe, inclusive environment, we empower students to take ownership of their learning while finding purposeful pathways in school, career, and life.

Vision: The Vision of the Susquehanna Community School District is to prepare every student to thrive in a rapidly evolving world by developing curious thinkers, creative problem-solvers, ethical leaders, and engaged citizens. Through safe, equitable, and innovative learning environments powered by strong community partnerships, real-world experiences, and emerging technologies, we will empower students to shape their futures and create meaningful impact in their communities and beyond.

2026 Superintendent Evaluation | Board Summary

Performance standard	Proficient	Distinguished
Student Growth & Achievement	8	1
Organizational Leadership	6	3
District Operations & Financial Management	6	4
Communication & Community Relations	7	3
Human Resource Management	7	3
Professionalism	6	3

Respondents could select multiple ratings; counts may exceed nine. No overall category was rated Needs Improvement or Failing. Individual question ratings and written feedback should also be considered.

Strengths noted

- Grant-seeking and financial resourcefulness; community presence; collaboration and leadership.

Themes for continued attention

- Consistent, timely communication to the Board about significant incidents and district matters.
- Academic performance, curriculum effectiveness, and instructional resources.
- Accountability and follow-through on district priorities.

Evaluation follow-through

- Review complete results with John, document the evaluation and finalize the public-facing letter through the district's normal process.
- Use adopted Board goals to inform future expectations and quarterly progress reporting.

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 2025-2026 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.