

# Allegheny-Clarion Valley School District

## Superintendent's Contract Objective Performance Standards

2018-2019 School Year

David McDeavitt

Changes were made to section 1072 (PA School Code) when amendments were made to act 82 and act 114 of 2012, these changes now require superintendents to have a contract, be evaluated each year, have an up-to-date job description, and objective performance standards.

### 1073.1. Performance Review

(a) In addition to any other requirements provided for under this act, the employment contract for a district superintendent or assistant district superintendent shall include objective performance standards mutually agreed to in writing by the board of school directors and the district superintendent or assistant district superintendent.

**The objective performance standards may be based upon the following:**

- (1) achievement of annual measurable objectives established by the school 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 grades;
- (6) financial management standards;
- (7) standards of operational excellence; or
- (8) **any additional criteria deemed relevant and mutually agreed to** by the board of school directors and the district superintendent or assistant district superintendent.

(b.1) The board of school directors shall post the mutually agreed to objective performance standards contained in the contract on the school district's publicly accessible Internet website. Upon completion of the annual performance assessment, the board of school directors shall post the date of the assessment and whether or not the district superintendent and assistant district superintendent have met the agreed to objective performance standards on the school district's publicly accessible Internet website.

# Allegheny-Clarion Valley School District

## Objective Performance Standards

2018 – 2019 school year

### Objective Performance Standard #1

#### Organizational Leadership

The superintendent will focus all efforts on improving the overall educational system by continually working with all stakeholders to ensure that 100% of the students receive an appropriate education and are college and/or career ready.

- Superintendent works collaboratively with the A-CV School board to sustain the vision for the district.
- Displays an ability to identify and rectify problems impacting the school 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 school district.
- Systematically and fairly recognizes and celebrates accomplishments of staff and students.
- Oversees the evaluation of staff and creates a system that prioritizes the needs of staff in terms of professional development leading to improved student learning.
- Delegates appropriately to encourage the empowerment of staff.

End of Year Evaluation: Objective Performance Standard #1

Met the objective performance standards

( yes ) ( no )

SB PRESIDENT Robert McEwen  
D. Foster

Objective Performance Standard #2

**To Support a Safe School Environment**

The Superintendent will incorporate best practices to ensure safety for all students and staff. The Superintendent will be responsible for oversight, coordinating staff training, recruitment, and trainings that will support a safe school environment.

- Create a Safety Committee to review and update the district's Crisis Plan.
- Review and update (crisis plan) Flip Chart.
- Works collaboratively with local and state police.
- Complies with state and federal mandates.
- Addresses safety-related reports in a timely manner.
- Participates in safety related trainings and workshops (professional development)
- Upgrades safety equipment and procedures when necessary.

End of Year Evaluation: Objective Performance Standard #2

Met the objective performance standards

(yes) ( no )

Date: June 30, 2019

SB President:

Robert M. Quinn

Superintendent:

[Signature]

Objective Performance Standard #3

**Employee Wellness Program**

The Superintendent will research ways to implement a successful employee wellness program. The Superintendent will be responsible identifying, researching, and collecting data on healthcare costs savings and best practices for successful implementation for the 2019-2020 school year.

- Identify a consortium-base employee wellness program for an educational institute.
- Set-up meeting with leadership team and Reschini Insurance company.
- Research best practice for implementation, communication, incentives, and identify ways to predict and overcome items that may cause staff to stop participating.
- Conduct research on finding ways that an employee wellness program can reduce healthcare costs for school districts.
- Develop a k-12 employee wellness program.
- Prepare for implementation for the 2019-2020 school year.

End of Year Evaluation: Objective Performance Standard #3

Met the objective performance standards

( yes ) ( no )

Date: June 30, 2019

**By signing this document both parties agree that the objectives were met for the 2018-2019 school year.**

SB President:

Robert McQuinn

Superintendent:

[Signature]