

# Allegheny-Clarion Valley School District

## Superintendent's Contract Objective Performance Standards

2016-2017 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 2016 – 2017 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 Board to sustain the vision for the District
- Displays an ability to identify and rectify problems impacting 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
- 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 )

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.

- Crisis Plan updated and in-place
- Update and Review Flip Chart
- Works collaboratively with Local and State Police
- Complies with State and Federal Mandates
- Addresses reports in a timely manner
- Participates in Safety Related Trainings
- 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, 2017

School Board President: Robert M. Griffin

Superintendent: Dail McArthur