

# Allegheny-Clarion Valley School District

## Superintendent's Contract Objective Performance Standards

March 23, 2015

David McDevitt

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

2015 – 2016 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 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
- 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 #2

Human Resource Management

The superintendent will incorporate best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions in an effort to personalized student success by ensuring management of these resources for a safe, efficient and effective learning environment.

- Has systems in place to monitor human resource management/personnel records
- Complies with state and federal mandates and local board policies
- Addresses current and potential issues in a timely manner
- Manages fiscal and physical resources responsibly, efficiently and effectively
- Maximizes instructional time by effectively designing and managing operational flow chart and procedures

End of Year Evaluation: Objective Performance Standard #2

Met the objective performance standards

yes ( no )

Date: June 30, 2016

School Board President: Robert M. Ginnis

Superintendent: [Signature]