

# Allegheny-Clarion Valley School District

## Superintendent's Contract Objective Performance Standards

2019-2020 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 grates;
- (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

2019 – 2020 school year

Objective Performance Standard #1

Date: September 16, 2019

### Employee Wellness Program

The Superintendent will work in collaboration with Highmark/SHARECARE representatives and the Catapult Healthcare system to provide an employee wellness program that consist of awareness and prevention.

- The A-CV employees will be provided the opportunity to meet with Highmark representatives to learn about and set-up the SHARECARE app.
- The superintendent will work in collaboration with the catapult/Highmark representative to set-up and offer in-house wellness screening program on December 3, 2019.
- The superintendent will work with the Reschini group to identify costs savings strategies that can help to reduce healthcare costs.
- Review and evaluate the A-CV wellness policy.
- Review and seek feedback from employees for the second year of the employee wellness program.

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 enhance the safety of all students and staff. The Superintendent will be responsible for oversight, coordinating staff training, recruitment, and trainings that will support a safe school environment.

- Update the A-C Valley SD Crisis Plan.
- Update (crisis plan) Flip Chart.
- Work collaboratively with A-CV School Police, local police, and state police.
- Addresses safety-related reports in a timely manner.
- Oversee and conduct safety related drills.
- Participates in safety trainings and workshops (professional development).
- Upgrades safety equipment and procedures when necessary.

End of Year Evaluation: Objective Performance Standard #2

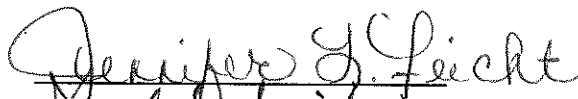
Met the objective performance standards

(yes)  (no)

Date: June 30, 2020

**By signing this document both parties; agree that the objectives were met for the 2019-2020 school year.**

SB President:



Superintendent:

