

*SUPERINTENDENT EVALUATION  
AND  
OBJECTIVE PERFORMANCE STANDARDS*

**A.** The Board shall evaluate the performance the Superintendent at least once each Contract Year, in accordance with Pennsylvania law and in accordance with all applicable statutes, regulations and Board policy, relating to the Superintendent evaluation. The evaluation instrument will be developed by the Board in consultation with the Superintendent. The evaluation instrument will contain the following performance ratings:

- Distinguished
- Proficient
- Needs Improvement
- Failing

Each annual evaluation shall be in writing and will take place no later than July 15 during the Contract Year at issue, using a mutually agreed upon method as a basis for the evaluation, provided that any assessment system selected shall require the Board of School Directors to reach a consensus on the Superintendent's performance in every area of the evaluation rather than 'averaging' the feedback of the individual members of the Board. Any adjustment in salary resulting from the annual evaluation as set forth in the "Salary" provision herein below, shall be implemented effective October 15th of the next Contract Year. In the event the Board consensus determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing the specific instances of unsatisfactory performance. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation. Any such written response shall be provided to the President of the Board within fifteen (15) days of the Superintendent's receipt of a copy of the evaluation. The evaluation and any response thereto by the Superintendent shall be considered confidential and the parties hereto agree to maintain the confidentiality of the evaluation and any response thereto to the extent permitted by law or except as the District may be compelled to disclose pursuant to a lawfully issued subpoena or an Order of Court. Notwithstanding the above, the date of the assessment and whether or not the Superintendent has met the agreed upon objective performance standards will be posted on the District's website.

**B.** The performance of the District Superintendent shall be assessed by the Board against the objective performance standards listed below. The performance standards shall be posted on the District's website. The Board and Superintendent hereby mutually agree to the following performance standards:

*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 achievement and growth on POE-required assessments including, but not limited to, PSSA, PVAAS, Keystone Exam and other locally determined measures.

*Organizational Leadership:* 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.

*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.

*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.

*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 Woodland Hills 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.

*Staff Development and Training:* Superintendent will create a climate that stimulates and supports professional growth and improvement of all staff. Professional development will be developed and provided to struggling staff and in service opportunities will be developed for all staff that promotes research on how students learn, classroom management, emerging technology tools for education and new curriculum.

**C.** The key performance indicators under each objective performance standard will undergo an annual review by the Superintendent and the Board of School Directors. Modifications may be made by the Board of School Directors, as agreed upon by the Superintendent, to address the current nature of challenges, issues and needs facing the District. The Board will provide the Superintendent with periodic opportunities to discuss with the Board the Board/Superintendent relationship.

**D.** The performance assessment shall be used for the following purposes: to strengthen the working relationship between the Board and the Superintendent; to clarify for the Superintendent and individual members of the Board the responsibilities the Board relies on the Superintendent to fulfill; to discuss and establish goals and/or objective performance standards for the ensuing year; and to establish the basis for possible incremental adjustments in the annual salary rate for the Superintendent.