

Superintendent Performance Standards

Pursuant to Act 141 of the Pennsylvania School Code enacted in 2012, school boards are required to disclose the objectives and performance standards for the Superintendent on their district website for Superintendents who enter into a new contract or renew their contract after 9/10/2012. School districts are also required to post on their website whether or not the standards were met by the Superintendent.

The Pleasant Valley Board of Education entered into a contract with the Superintendent on 3/23/17, which became effective 8/1/17. Part of the terms of the contract requires the board and the Superintendent to mutually agree upon objectives and performance standards. In the beginning of May, the board is required to start the process of evaluating the Superintendent. The final evaluation is due no later than the 15th of June. Objectives and performance standards for the next school year are to be formulated no later than the 31st of July and immediately posted on the school district website.

The mutually agreed Superintendent's Performance Standards for the 2017 – 2018 school year are as follows:

(1) 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 PSSA, PVAAS, and other locally determined measures.

(2) Organizational Leadership

Superintendent has worked 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.

(3) 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.

(4) 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 the district initiatives, programs and short/long-range plans.

(5) Human Resource Management

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

(6) 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 local community. Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.