

ASSISTANT SUPERINTENDENT EVALUATION AND OBJECTIVE STANDARDS AND ASSESSMENT

The Performance of the Assistant Superintendent shall be assessed against the objective performance standards listed below. The Board, Superintendent, and Assistant Superintendent hereby mutually agree to the following performance standards:

- **Student Growth and Achievement:** Assistant 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 and the Superintendent.
- **Organizational Leadership:** Assistant Superintendent works collaboratively with the Board and the Superintendent to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with the district administration to ensure best practices for instruction, assessment, curriculum development, and management are used, and works to influence the climate and culture of the district.
- **Communication and Community Relations:** Assistant 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 partnerships.
- **Human Resources Management:** Assistant Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, and recruitment within the district.
- **Professionalism:** Assistant 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. Assistant Superintendent works to individually reflect upon his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.