

PSBA Standards, Key Indicators, and Goals: Assistant Superintendent Evaluation

Standard 1: Developing and Implementing Shared Vision, Goals, and Annual Measurable Objectives

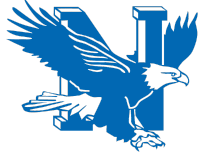
The Assistant Superintendent collaborates with the board to develop district-wide goals and annual measurable objectives that support the district's comprehensive plan and promotes district success through the systematic implementation of effective strategies, and the monitoring and evaluation of progress. District-wide goals and annual measurable objectives are clearly defined with action steps and identified outcomes. The goals and objectives are calculated to advance the district's performance and/or reduce a gap or challenge faced by the district (including academic, fiscal, human resources, and technology).

Key Performance Indicators

- Collects manages, and uses data to identify goals and objectives, and monitor and assess progress and organizational effectiveness;
- Promotes continuous and sustainable improvement and accountability related to district goals and annual measurable objectives;
- Collaboratively evaluates progress and impact of goals and objectives and recommends revisions as needed.

Goals

- Evaluate the academic performance of all students, and develop and monitor plans to address academic gaps identified through the analysis of a variety of measures including but not limited to:
 - PA Standardized Assessments
 - Norm-referenced Assessments
 - Curriculum-based Assessments
- Facilitate the process to evaluate and revise the existing Comprehensive Plan for implementation in the 2022-2023 school year.
- Facilitate the monitoring, evaluation, and revision of the Targeted Support and Improvement (TSI) plan at the Nazareth Area High School.



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Standard 2: Student Growth and Achievement

The Assistant Superintendent focuses on the academic growth and achievement of district students and uses multiple data sources for assessment. The Assistant Superintendent implements research-based strategies and initiatives to develop, support, monitor and evaluate district curriculum, assessment systems, programs, and services to support student growth and achievement.

Key Performance Indicators

- Student achievement on Pennsylvania System of School Assessment (PSSA) tests;
- Student achievement on Keystone Exams;
- Student growth as measured by the Pennsylvania Value-Added Assessment System;
- Attrition rates or graduation rates.

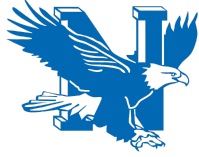
Goals

- Evaluate the academic performance of all students in PA State Standardized tests and STAR 360 Assessments to:
 - Support, monitor, and evaluate district programming in the areas of ELA, math, and science
 - Support, monitor, and evaluate the effectiveness of district interventions (i.e. Response to Instruction and Intervention, Staffing - Interventionists)
 - Support, monitor, and evaluate the NASD Cyber Academy
 - Communicate student performance and interim progress to the School Board of Directors and community (i.e. District Report Card)

Standard 3: Governance and Administration

The Assistant Superintendent consistently collaborates with the board to establish policies and procedures that promote effective relationships between the Assistant Superintendent and the board, as well as high-quality education for all students. The Assistant Superintendent understands the difference between public school governance and administration and demonstrates the ability to implement policy through the administrative role.

Key Performance Indicators



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- Facilitates the review and revision of school board policies based on changes in law, regulations, and district processes, and develops or revises administrative regulations or procedures for implementing board policy;
- Incorporates understanding of the overlapping roles of federal and state agencies that affect district operations into district planning, recommendations, and decisions;
- Establishes and implements clear procedures for Assistant Superintendent/board individual and working relationships.

Goals

- Review and revise Board Policy in collaboration with the Board Policy Committee chair and committee members.
- Revise district and school practices to align with legislative changes, including Act 13 Educator Effectiveness, Act 35 Civics Assessment, Act 158 High School Graduation Requirements, Act 66 Student Grade Level Retainment.
- Plan and implement educational operations related to Federal Programs including Title and Elementary and Secondary School Educational Relief (ESSER).

Standard 4: Effective Management: District Operations

The Assistant Superintendent consistently leads, monitors, and evaluates the management of operations to ensure that organizational resources are managed efficiently and effectively. The Assistant Superintendent ensures that fiscal and technological resources are allocated appropriately. The Assistant Superintendent also ensures that organizational time is aligned with the support of effective district operations.

Key Performance Indicators

- Monitors and evaluates the administration and management of operations;
- Manages, allocates, and aligns personnel, fiscal and technological resources to support district operations;
- Develops and monitors facility plans as well as safety and security plans to ensure the timeliness of renovations and new construction that help to support the student, staff, and community needs.

Goals



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- Develop, manage, and monitor the allocation of financial resources to support the work within the areas of Curriculum and Instruction, Information Technology, and Educational Technology.
- Support and monitor the allocation of financial resources in the areas of Pupil Services and Special Education to best meet the needs of these programs and the students they support.

Standard 5: Effective Management: Personnel

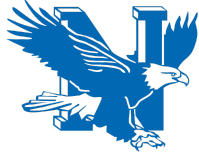
The Assistant Superintendent implements and recommends improvements to the district's professional development plan. The Assistant Superintendent also ensures that professional and support staff are equipped with resources and training to support quality instruction and student learning.

Key Performance Indicators

- Monitors and evaluates the administration and management of district personnel;
- Promotes and protects the welfare and safety of students, staff, and other stakeholders;
- Obtains, allocates, aligns resources to support the ongoing growth and development of district administrative personnel.

Goals

- Facilitate the development, implementation, monitoring, evaluation, and revisions of the School District Health and Safety Plan.
- Facilitate the design, implementation, and evaluation of a district-wide professional learning plan for professional staff, and support staff.
- Organize district-wide professional learning in safety and security in the following areas:
 - A.L.I.C.E.
 - Bullying
 - Building-specific safety & security procedures
- Monitor the implementation of building-based safety drills through the use of Navigate 360 emergency management application.



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- Monitor student enrollment and staffing needs and make recommendations to the Assistant Superintendent of School and School Board Directors.