

PSBA Standards, Key Indicators, and Goals: Superintendent Evaluation

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

The 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

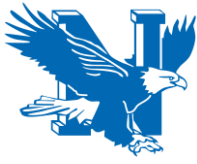
- Assist the Assistant Superintendent in the evaluation of the academic performance of all students, and develop and monitor plans to address academic gaps identified through the analysis of a variety of measures including but not limited to:
 - PA Standardized assessments
 - Norm-referenced assessments
 - Curriculum-based assessments
- Incorporate the key components of the Comprehensive Plan in recommendations made to the Board of Education.
- Develop an atmosphere of understanding and implementation of the Comprehensive Plan with the members of the NASD administrative team.

Standard 2: Student Growth and Achievement

The Superintendent focuses on the academic growth and achievement of district students and uses multiple data sources for assessment. The 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.



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Goals

- Monitor the implementation of all standard student evaluation programs that are in place for students and provide the Board of Education with the justification of such programs.
- Make recommendations to the Board of Education in respect to options to increase student achievement based on standardized test data performance and key District performance indicators.
- Review and support the implementation of effective instructional practices based on best practices identified through research-based strategies.

Standard 3: Governance and Administration

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

Key Performance Indicators

- 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 Superintendent/board individual and working relationships.

Goals

- 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;
 - Actively participate in the newly formed Policy Committee
 - Attend Policy Committee meetings;
 - Provide insight from an administrative and district perspective;
 - Make recommendations specific to the Nazareth Area School District.
 - Review policy changes with other local school district superintendents
 - Discuss PSBA policy recommendations with area superintendents;
 - Share the discussions held with superintendent with the Policy Committee;
 - Make recommendations specific to the Nazareth Area School District.
- Incorporates understanding of the overlapping roles of federal and state agencies that affect district operations into district planning, recommendations and decisions;
 - Provide policy requirements/recommendations established by the federal government.
 - Plan and implement educational operations related to Elementary and Secondary School Educational Relief (ESSER) funds;



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- Provide policy requirements/recommendations established by the Center of Disease Control and Prevention;
- Make recommendations specific to the Nazareth Area School District.
- Provide policy requirements/recommendations established by the Pennsylvania State Government.
 - Provide policy requirements/recommendations established by the Pennsylvania Department of Education;
 - Provide policy requirements/recommendations established by the Pennsylvania Department of Health;
 - Make recommendations specific to the Nazareth Area School District.
- Provide policy requirements/recommendations established by the Northampton County Government.
 - Make recommendations specific to the Nazareth Area School District.

Standard 4: Effective Management: District Operations

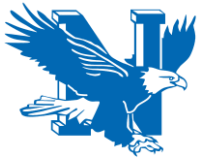
The Superintendent consistently leads, monitors, and evaluates the management of operations to ensure that organizational resources are managed efficiently and effectively. The Superintendent ensures that fiscal and technological resources are allocated appropriately. The Superintendent also ensures 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

- Oversee all functions of the Facilities and Operations Department.
 - Provide an annual update on the five-year project plan.
 - Examine the prioritization of existing and additional components of the five-year plan.
 - Survey administrators and Board of Education in regard to items to be added to the plan.
 - Prepare and present funding options/sources to support the completion of items identified to be completed within the timeframes provided.
 - Provide oversight and direction to the administrators within the Facilities and Operations Department.
 - Oversee the budget development process.
 - Bring creative solutions within the parameters of the Collective Bargaining Agreement in dealing with Facilities and Operations personnel.
- Oversee all functions the Athletic Department.



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- Assist the Director of Athletics and Coordinator of Student Activities with the EPED contract for all personnel.
- Review short-term and long-term equipment/uniform needs and assure appropriate budgeting is in place.
- Work with the Director of Athletics and Coordinator of Student Activities to resolve any athlete/parental concerns/disputes.
- Oversee the budget development process.

Standard 5: Effective Management: Personnel

The Superintendent implements and recommends improvements to the district's professional development plan. The 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

- Comply with Act 88 and Act 195 in respect to upcoming negotiations with the respective collective bargaining agreements.
- Work creatively and compassionately within the parameters of the collective bargaining agreement and school code in assisting district personnel with their specific needs.
- Develop and implement successful recruiting activities to successfully fill vacancies throughout the district.
- Ensure all federal, state and local laws are adhered to in all personnel functions.