

## **Annual Superintendent Performance Standards**

Section 1073.1 of the PA School Code requires the contract for a district superintendent to include mutually agreed to objective performance standards. The Northern Tioga School District objective performance standards of the Superintendent are:

**Student Growth and Achievement:** Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to the needs within the School District and as determined periodically in collaboration with the Board. Such sources may include Pennsylvania System of School Assessment (PSSA), Keystone Exams, Pennsylvania Value Added Assessment System and other assessment tools.

**Organizational Leadership:** Superintendent works collaboratively with the Board to develop a vision for the School District, works collaboratively with the School 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 School District.

**District Operations and Financial Management:** Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resource in support of the School District priorities; and directing overall operational activities within the School District.

**Communication and Community Relations:** Superintendent communicates with and effectively engages the staff, the Board and members of the community, clearly articulating the School District's goals and priorities, addressing local and broader issues affecting the School District and building support for School District initiatives, programs and short/long-range plans.

**Human Resources 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 local community. Superintendent additionally works to individually reflect upon Superintendent's effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.

The Board of School Directors completed the annual performance evaluation of the Superintendent for the 2019/2020 school year. It was determined by the Board that the Superintendent successfully achieved the objective performance standards set forth by the Board.