

## Uniontown Area School District

### Performance-Based Evaluation

The Board of School Directors shall evaluate the Superintendent annually, in accordance with Section 1073.1 of the School Code, 24 P.S. § 10-1073.1, Pennsylvania law and in accordance with all applicable statutes, regulations, and Board policy relating to the Superintendent evaluation. The evaluation of the Superintendent shall be based upon the Performance Based Standards indicated in Paragraph 3.1 below and contained in a mutually agreed upon Superintendent Performance Evaluation Form. Each annual evaluation shall be in writing and will take place no later than November 1 or five (5) weeks after the School District receives the official Student Performance Profiles (SPP) from the Pennsylvania Department of Education, following the end of each school year, beginning November 1, 2017 or five (5) weeks after the District receives the official 2016-2017 Student Performance Profiles (SPP) from the Pennsylvania Department of Education, covering the 2016-2017 school year and each year thereafter, using the mutually agreed upon Superintendent Performance Evaluation Form. The Superintendent evaluates other administrators as per the District's organizational chart and shares these ratings with the Board in executive session.

**3.1 Performance Based Standards.** The performance of the Superintendent shall be assessed by the Board against the objective performance standards listed below. The Board and Superintendent hereby mutually agree to the following performance standards:

**Student Growth and Achievement:** Superintendent shall use multiple data sources to assess student success and growth as appropriate, specific to needs within the School District and as determined annually in collaboration with the Board. Annual or other School District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to achievement and growth on PDE-required assessments including, but not limited to, PSSA, Keystone Exams, PVAAS, attrition rates or graduation rates, and other locally-determined measures.

**Organizational Leadership:** Superintendent shall work collaboratively with the Board to develop a vision for the School District, display an ability to identify and rectify problems affecting the School District, work collaboratively with School District administration to ensure that best practices for instruction, supervision, curriculum development, and management are being utilized, and work to influence the climate and culture of the School District.

**School District Operations and Financial Management:** Superintendent shall manage effectively, ensuring completion of activities associated with the annual budget, oversee distribution of resources in support of School District priorities, and direct overall operational activities within the School District.

**Communication and Community Relations:** Superintendent shall communicate with and effectively engage the staff, the Board, and members of the community, clearly articulate School District goals and priorities, address local and broader issues affecting the School District goals and priorities, address local and broader issues affecting the School District, and building support for School District initiatives, programs, and short/long range goals.

**Human Resource Management:** Superintendent shall incorporate best practices for human resource management and oversight and coordinate staffing, recruitment, and other human resource functions.

**Professionalism:** Superintendent shall model professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the community. Superintendent shall additionally work to individually reflect upon his effectiveness within the role, and work to improve effectiveness through the use of professional development literature and activities.