



SOUTHMORELAND SCHOOL DISTRICT SUPERINTENDENT OBJECTIVE PERFORMANCE STANDARDS

OBJECTIVE PERFORMANCE STANDARD 1 – STUDENT GROWTH AND ACHIEVEMENT

- THE SUPERINTENDENT WILL CREATE A COMPREHENSIVE CURRICULUM, INSTRUCTION, AND ASSESSMENT PROTOCOL THAT REQUIRES TEACHERS AND ADMINISTRATORS TO IDENTIFY AND CREATE COMMON CURRICULUM MAPS, ADHERE TO CURRICULAR WALKTHROUGHS AND PACING GUIDES, AND IMPLEMENT AN ASSESSMENT SYSTEM (BENCHMARK, DIAGNOSTIC, CURRICULAR, STATE) THAT COLLECTS DATA AND INFORMS CURRICULAR AND INSTRUCTIONAL DECISIONS.

OBJECTIVE PERFORMANCE STANDARD 2 – ORGANIZATIONAL LEADERSHIP

- THE SUPERINTENDENT WILL OVERSEE THE TEACHER AND PRINCIPAL EFFECTIVENESS EVALUATION SYSTEM (ACT 13) THAT INCLUDES NEW STUDENT PERFORMANCE MEASURES AND IEP GOALS AS REQUIRED BY NEW PDE EXPECTATIONS.

OBJECTIVE PERFORMANCE STANDARD 3 – DISTRICT OPERATIONS AND FINANCIAL MANAGEMENT

- THE SUPERINTENDENT WILL PREPARE AND PRESENT A BALANCED BUDGET TO THE BOARD FOR APPROVAL BY JUNE 30 EACH SCHOOL YEAR.

OBJECTIVE PERFORMANCE STANDARD 4 – COMMUNICATION AND COMMUNITY RELATIONS

- THE SUPERINTENDENT WILL WORK WITH A VARIETY OF STAKEHOLDERS TO CREATE A DISTRICT-WIDE COMPREHENSIVE COMMUNICATIONS PLAN.

OBJECTIVE PERFORMANCE STANDARD 5 – HUMAN RESOURCE MANAGEMENT

- THE SUPERINTENDENT DEVELOP OF A STANDARD HIRING PROTOCOL FOR ALL POSITIONS.

OBJECTIVE PERFORMANCE STANDARD 6 – PROFESSIONALISM

- THE SUPERINTENDENT WILL SEEK OUT OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT AND THROUGH NETWORKING IN AREAS IDENTIFIED FOR IMPROVEMENT BY THE SCHOOL BOARD.