

PSBA Superintendent and Assistant Superintendent Performance Evaluation Summary

The following are the objective performance standards that were utilized to evaluate the Superintendent and his two Assistant Superintendents:

Student Growth and Achievement

Superintendent and Assistant Superintendents use multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the board of school directors. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to PSSA, PVAAS, and other locally determined measures.

Organizational Leadership

Superintendent and Assistant Superintendents have worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with 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 district.

Communication and Community Relations

Superintendent and Assistant Superintendents communicate with and effectively engage the staff, the board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.

District Operations and Financial Management

Superintendent and Assistant Superintendents manage effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

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Human Resource Management

Superintendent and Assistant Superintendents incorporate best practice for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

Professionalism

Superintendent and Assistant Superintendents model 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 and Assistant Superintendents additionally work to individually reflect upon her/his effectiveness within the role, and work to improve effectiveness through the use of professional development literature and activities.

<u>Objective Performance Standards</u>	Distinguished	Proficient	Needs Improvement	Failure
Final Overall Evaluation				
1. Superintendent Dr. Khalid Mumin	X			
2. Assistant Superintendent Mr. Chris Celmer		X		