

The Superintendent will periodically report to the Board on the status of his performance indicators and measures taken to insure their achievement.

### **Leadership and Professionalism**

- Deals effectively with the administrative team and the Board by demonstrating leadership and responding appropriately to concerns/issues
- Establishes appropriate school district goals that enhance the mission of the school district while maintaining fiscal accountability
- Responds to questions/issues/concerns affecting the school district in an effective and timely manner

### **Student Performance**

- Insures that students are making appropriate academic progress on indicators of student performance (ie: PSSA, SAT, Keystone exams, PVASS) by putting proper supports in place
- Evaluates supports to insure appropriate student academic progress and takes appropriate actions to insure continued academic growth
- Reviews and evaluates new educational initiatives and their appropriateness for the Penn Manor school district

### **Business and Financial Management**

- Reviews and evaluates the current financial condition of the district and takes appropriate action to insure financial stability
- Participates actively in district contract negotiations with employee groups
- Develops a 5 year financial plan for the district that is balanced and insures projected financial stability

### **Community Engagement**

- Provides timely district updates to the community through print and virtual venues
- Establishes community advisory groups, updates them on district items, and seeks input when appropriate (ie: minister group, superintendent advisory group, sports committee)
- Attends district events and participates in non-district events and groups when the opportunity presents itself (ie: Chamber, PMEF)

### **Technology**

- Insures proper utilization of technology to advance student academic performance
- Insures proper utilization of technology as it applies to all staff in the daily work of the school district
- Reviews and evaluates new technology initiatives and their appropriateness for the Penn Manor school district

**Personnel Management**

- Participates actively in the recruitment, selection, and retention of a qualified staff
- Insures an appropriate staff size to maintain an effective and efficient school district
- Reviews and when appropriate participates in the performance evaluations of all staff

**District Oversight**

- Periodically reviews all district polies and procedures to insure that they are in compliance with appropriate State and Federal laws and makes appropriate recommendations for change when necessary
- Meets with appropriate local, state, and federal authorities to respond to issues that affect the school district
- Visits district facilities to make sure they are adequate to insure a physically appropriate academic environment