

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: PERFORMANCE ASSESSMENT OF
SUPERINTENDENT/
ASSISTANT SUPERINTENDENT

COUNCIL ROCK SCHOOL DISTRICT

ADOPTED: October 16, 1997

REVISED: February 18, 2016

<p>Authority SC 1073.1</p> <p>1. Authority SC 1073.1</p> <p>SC 1073.1</p>	<p style="text-align: center;">312. PERFORMANCE ASSESSMENT OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT</p> <p>The Board shall conduct a formal written performance assessment of the Superintendent and, if, as and when appointed, the Assistant Superintendent, annually as required by law. A timeframe for the assessments shall be included in the employee's employment contract.</p> <p>The employment contract shall include objective performance standards mutually agreed to in writing by the Board and the Superintendent and by the Board and the Assistant Superintendent, if, as and when an Assistant Superintendent is appointed. The objective performance standards may be based upon any or all of the following:</p> <ol style="list-style-type: none"> 1. Achievement of annual measurable objectives established by the district. 2. Achievement on Pennsylvania System of School Assessment (PSSA) tests. 3. Achievement on Keystone Exams. 4. Student growth as measured by the Pennsylvania Value-Added Assessment System. 5. Attrition rates or graduation rates. 6. Financial management standards. 7. Standards of operational excellence. 8. Any additional criteria deemed relevant and mutually agreed to by the Board and Superintendent or Assistant Superintendent. <p>The mutually agreed upon performance standards shall be posted on the district website.</p>
---	--

<p>SC 1073.1</p>	<p>The formal written performance assessment shall include the written self-assessment of the Superintendent and, if applicable, the Assistant Superintendent and the assessment of the Board of performance on all the objectives in the employee's employment contract. Upon completion of the annual performance assessment, the date of the assessment and whether or not the Superintendent and, if applicable, the Assistant Superintendent have met their agreed upon objective performance standards shall be posted on the district website.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1073.1, 1080</p>
------------------	---