

## Performance Objectives 2017-2018

### Policy and Governance

Superintendent works effectively and demonstrates appropriate school governance to all staff, students and the community.

### Planning and Assessment

Superintendent facilitates the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

*Superintendent advocates, nurtures and sustains a school culture and instructional program conducive to learning and staff professional development.*

### Instructional Leadership

Superintendent demonstrates leadership in working 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 practice for instruction and management are being utilized; and works to influence school climate and culture of the district.

### Organizational Leadership

Superintendent is able to manage effectively a thorough understanding of budget and finance, allocations of district resources, human resource management and systems management.

Superintendent ensures the leadership of the organization, operations, and resources for a safe, efficient, and effective (ideal) learning environment

### Communications, Board Relations and Community Relations

Superintendent is able to communicate effectively both internally with staff and the board as well as with the community in order to articulate district goals and priorities, address local and broader issues affecting the district and build support for district prototypes, programs and plans.

### Professionalism

Superintendent models professional decision-making processes and ethical standards that are consistent with the values of Pennsylvania's public education system as well as that of the local community. *Superintendent acts with integrity and fairness.*