

Keystone School District

Superintendent Evaluation 2014

The Superintendent of the Keystone School District was rated as Proficient (i.e. Satisfactory) on all of the following categories as determined by the Keystone School District School Board.

Student Growth and Achievement

Superintendent uses 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 has 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.

District Operations and Financial Management

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

Communication and Community Relations

Superintendent communicates 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.

Human Resources Management

Superintendent incorporates best practices for human resource management and oversight, coordinating staff, recruitment, and other human resource functions within the district.

Professionalism

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