

## **SAMPLE SUPERINTENDENT OBJECTIVE PERFORMANCE STANDARDS**

- By July 2019, the Superintendent will develop a written plan to increase the high school graduation rate. The plan will include a description of recommended strategies and interventions, resources necessary for their implementation, monitoring schedule and implementation benchmarks and projected performance targets.
- By July 2019, the Superintendent will develop a plan for the early identification of and intervention with students who may be at-risk of not demonstrating proficiency on the third grade math and reading state assessments. The plan will be based on research-proven strategies to be implemented during the 2018-19 school year, with the goal of increasing the percentage of third grade students who are proficient or advanced as determined by the state assessments to 80 percent by the 2020-21 school year.
- During the 2019-20 school year, the Superintendent will implement a board-approved, research-based character education program(s) for grades K-12 with the goal of reducing formal disciplinary actions (in-school suspensions, suspensions, expulsions) district-wide by ten-percent by the end of the 2021-22 school year.
- During the 2019-20 school year, the Superintendent will provide instructional leadership to building principals and ongoing oversight of the performance of each district school with the goal of maintaining or improving School Performance Profile ratings through completion of the 2018-19 school year.
- During the 2019-20 school year, the Superintendent will provide instructional leadership to the principal and staff of \_\_\_\_\_ Elementary School and support strategies and interventions that will improve the School Performance Profile rating to 75 or above by the completion of the 2018-19 school year.
- The Superintendent shall assess and provide written findings and recommendations to the Board by June 30, 2020 as to the effectiveness of the district's curriculum and instructional practices on student writing skills in grades K -12.
- The Superintendent shall develop and provide to the Board by July 2020 a strategy and plan with the goal of increasing the numbers of students who enroll in Advanced Placement courses and who successfully receive a 3 or higher on the Advanced Placement test.
- The Superintendent, in consultation with the high school principal, shall submit, by January 1 each year, a written analysis of high school course enrollments that includes enrollment levels during the previous five years and any recommendations for either discontinuing or adding courses to the high school curriculum.
- The Superintendent will prepare and present a balanced budget to the Board for approval by June 30 each school year.
- The Superintendent will oversee the implementation of a teacher and principal effectiveness evaluation system within the district that includes student achievement measures and aligns to State expectations.
- The Superintendent shall research and recommend to the Board for approval a new PA Core aligned K-12 mathematics program to be phased-in over a two-year period beginning in the 2020-21 school year.