

## **Superintendent Goals**

In accordance with Policy No. 312 Performance Assessment of Superintendent, the Superintendent will be evaluated based on performance standards as agreed upon by the Board of Directors and the Superintendent. The policy requires that these performance standards be posted on the district website. They are as follows:

**STANDARD #1 Student Growth and Achievement:** A superintendent is an educational leader who promotes the success of all students facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

- **As the school district's Comprehensive Plan is revised in 2018-2019, all avenues of educational opportunities will be reviewed for possible implementation within the district in the next 3 years. Any relevant and adequate programs will be added to the curriculum to establish rigor and relevance in the school district's curriculum.**

**STANDARD #2 Organizational Leadership:** A superintendent is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development.

- **A secure, safe school environment for staff, teachers, students and families will be ensured as the Superintendent is named the Chief School Safety Coordinator. The school community will gain understanding of the culture being embraced by Clarion Limestone School District student and staff via the Sandy Hook Promise.**

**STANDARD #3 District Operations and Financial Management:** A superintendent is an educational leader who promotes the success of all students by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

- **In preparing the budget for 2018-19, in which negotiations of collective bargaining agreements continue, also in which a 5-year facilities plan is enacted, and where effective program evaluations are established, fiscal responsibility will be demonstrated through thoughtful and consistent oversight of budget development in cooperation with the business manager and the board's financial committee.**

**STANDARD #4 Communications and Community Relations:** A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

- **Communications with families will endure by the use of the School Messenger email system in order to disperse important information, forms, dates, student achievements and school success throughout the year.**

**STANDARD #5 Human Resource Management:** A superintendent is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

- **Using central office leadership, the two buildings will be connected, not by the C-L School Road, but by student and teacher interaction, involvement and communication with each other.**

**STANDARD #6 Professionalism:** A superintendent is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

- **This humble Clarion-Limestone staff will celebrate their successes with one another, the community and local and state officials via the newspaper, school website and PA Success for All website.**

The policy also states that upon completion of the annual performance assessment, the date of the assessment and whether or not the Superintendent has met the agreed upon objective performance standards shall be posted on the district website.