

The Pennsylvania School Code provides as follows: The Superintendent shall be the chief administrative officer and chief instructional officer of the Board of Education and the School District, and shall be responsible for the execution of all actions of the Board, the administration and operation of the public school system subject to the policies of the Board, and the supervision of all matters pertaining to instruction in all the schools under the direction of the Board.

The annual performance standards mutually established by the Frazier School District and the Superintendent and set forth in the Superintendent's Contract are as follows:

Student Growth and Achievement

Superintendent shall use multiple data sources to assess student success and growth as appropriate, specific to needs within the School District and as determined annually in collaboration with the Board. Annual or other School District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to achievement and growth on PDE required assessments including, but not limited to, PSSA, Keystone Exams, PVAAS, attrition rates or graduation rates, and other locally-determined measures.

Organizational Leadership

Superintendent shall work collaboratively with the Board to develop a vision for the School District, display an ability to identify and rectify problems affecting the School District, work collaboratively with School District administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and work to influence the climate and culture of the School District.

School District Operations and Financial Management

Superintendent shall manage effectively, ensuring completion of activities associated with the annual budget, oversee distribution of resources in support of School District priorities, and direct overall operational activities within the School District.

Communication and Community Relations

Superintendent shall communicate with and effectively engage the staff, the Board, and members of the community, clearly articulate School District goals and priorities, address local and broader issues affecting the School District, and build support for School District initiatives, programs, and short/long-range plans.

Human Resource Management

Superintendent shall incorporate best practices for human resource management and oversight and coordinate staffing, recruitment, and other human resource functions.

Professionalism

Superintendent shall model professional decision making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the community. Superintendent shall additionally work to individually reflect upon his effectiveness within the role, and work to improve effectiveness through the use of professional development literature and activities.

The Board of School Directors assessed the District Superintendent's performance against these performance standards and determined that the Superintendent's performance was **satisfactory** for the 2021-2022 school year.