



# Shippensburg Area School District

## Superintendent Performance Evaluation Form Objective Performance Standards 2023-2024



Strategic Area	Goal	Key Performance Indicators
<p><b>Student Growth, Achievement and Wellness</b></p>	<p><b>Student &amp; Staff Mental Health:</b></p> <p>The superintendent will continue the development and assessment of mental health supports and interventions K-12 in order to build out a systemic approach towards supporting the mental health needs of the students and staff</p> <p>In to order make progress on this goal, the district will collaboratively develop a measurement system. Once developed, benchmarks can be established towards measuring progress in this area</p>	<ul style="list-style-type: none"> <li>• Regular communication of well-being as a District priority to all stakeholders</li> <li>• Conduct a systems analysis of mental health supports currently available within the District for students and staff</li> <li>• Develop and define tiers to support student mental health and implement a systemic approach to identifying and addressing areas of need.</li> <li>• Develop an integrated system to track student mental health glows/grows to further develop goal areas and action steps</li> <li>• Prioritize and articulate current and future mental health and well-being supports at the building level through the administrative building goal process for both students and staff</li> <li>• Use a variety of feedback tools to measure key indicators of student well-being and mental health</li> <li>• Provide recommendations for human resources to be deployed to enhance the District’s mental health support system</li> </ul>

Strategic Area	Goal	Key Performance Indicators
<p><b>Student Growth and Achievement</b></p>	<p><b>Aligned Instructional System</b></p> <p>The superintendent will work to develop an educational program that clearly articulates and supports academic outcomes that are beneficial to emphasis on post-secondary planning and preparation</p>	<ul style="list-style-type: none"> <li>• The District will adopt and utilize a Profile of a Graduate that articulates the skills the school community values towards post-secondary success</li> <li>• A dashboard aligned to the Profile of a Graduate outcomes and focusing on benefits-based accountability will be used as a metric to evaluate the District’s progress towards desired outcomes</li> <li>• The District will gather data, as best able, on students’ post-graduation plans and systemically assist students in developing their post-graduation plans</li> <li>• The District will continue to develop opportunities and experiences for students that assist in their post-graduation planning</li> </ul>

Strategic Area	Goal	Key Performance Indicators
<p><b>Human Resource Management</b></p>	<p><b>Organizational and Cultural Well-Being</b></p> <p>The superintendent will collaborate with the Human Resource Department and other stakeholders to recruit, develop, and retain high quality educators</p>	<ul style="list-style-type: none"> <li>• Data will be gathered on staff turnover levels and themes within the reasons given for leaving the district</li> <li>• Conduct exit interviews or surveys with individuals who leave the district to determine root causes of their departure</li> <li>• Utilize wholistic survey tools with current staff to gather information on their well-being and areas of need</li> <li>• Incentivized Program for wellness activities during in-service as appropriate</li> <li>• Conduct a systems analysis of our retention and induction strategies.</li> <li>• Meet with the teachers' and support staff associations to maintain open communication and collaboratively problem solve issues.</li> </ul>