

## **Superintendent's Performance Standards (2019-2020)**

In compliance with PA School Code, the Frazier School District Superintendent's yearly Performance Assessment will include an evaluation covering the following objective performance standards:

Objective Performance Standards (OPS) for superintendent  
William R. Henderson III

### **District Leadership**

OPS 1: Documents and presentations will be effectively prepared to facilitate well organized meetings of the Board of School Directors. This will include creating a work session format to effectively record and manage board initiatives/ discussion items.

OPS 2: Revise job descriptions as needed throughout the school year (Principals, Athletic Director).

### **Fiscal Responsibility**

OPS 1: Assist the Board of School Directors and the Business Administrator with the development and implementation of the annual budget.

OPS 2: Lead negotiations, in conjunction with the Business Manager, with the Nonprofessional employees regarding a new collective bargaining agreement.

### **Student Achievement**

OPS 1: Continue to evaluate student data to ensure continued growth including plans to improve areas of need. Present to the board an annual overview of student data, achievement, and plans for improvement.

OPS 2: Develop and oversee a system that provides for implementation of effective and best teaching practices.

### **District Operations**

OPS 1: Review and monitor district facilities and operations with the Maintenance Supervisor, Business Manager, and administration and make appropriate prioritized recommendations based on District resources. Present board with a working document that indicates district needs and improvements.

OPS 2: Work collaboratively with the Director of Technology to incorporate technology best practices in all areas. Create a district wide committee to review district technology and recommend areas of improvement.

**Communication**

OPS 1: Maintain a positive and productive working relationship with the Board of School Directors that includes regular communication with board members.

**Evaluation:**

According to Section 1073.1 of the Pennsylvania School Code, the board shall conduct a formal written performance assessment of the superintendent annually. The mutually agreed performance standards shall be posted on the district website. Upon completion of the annual 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. On February 22, 2021 the Frazier School Board met in executive session to discuss the 2019-2020 school year performance results of Dr. William R. Henderson III, superintendent. The board has determined that Dr. Henderson has met the agreed performance standards.