

# CARLISLE AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: PERFORMANCE ASSESSMENT  
OF SUPERINTENDENT/  
ASSISTANT  
SUPERINTENDENT

ADOPTED: September 21, 2006

REVISED: November 20, 2014

<p>1. Authority SC 1073.1</p> <p>SC 1073.1</p> <p>SC 1073.1</p>	<p style="text-align: center;">312. PERFORMANCE ASSESSMENT OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT</p> <p>The Board shall conduct a formal written performance assessment of the Superintendent and Assistant Superintendent annually as required by law. A timeframe for the assessment shall be included in the employment contract.</p> <p>The employment contract shall include objective performance standards mutually agreed to in writing by the Board and the Superintendent and by the Board and the Assistant Superintendent. The objective performance standards may be based upon any or all of the following:</p> <ol style="list-style-type: none"> <li>1. Achievement of annual measurable objectives established by the district.</li> <li>2. Achievement on Pennsylvania System of School Assessment (PSSA) tests.</li> <li>3. Achievement on Keystone Exams.</li> <li>4. Student growth as measured by the Pennsylvania Value-Added Assessment System.</li> <li>5. Attrition rates or graduation rates.</li> <li>6. Financial management standards.</li> <li>7. Standards of operational excellence.</li> <li>8. Any additional criteria deemed relevant and mutually agreed to by the Board and Superintendent or Assistant Superintendent.</li> </ol> <p>The mutually agreed upon performance standards shall be posted on the district website.</p>
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<p>SC 1073.1</p>	<p>At the completion of any evaluation, the Board and the Superintendent shall meet in executive session for the purpose of discussing the evaluation and performance of the Superintendent.</p> <p>All Board members shall have an opportunity to participate in the evaluative process.</p> <p>As an outcome of the Superintendent's evaluation, the Board may:</p> <ol style="list-style-type: none"><li>1. Recognize strengths and assist the Superintendent in capitalizing on them.</li><li>2. Identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas.</li><li>3. Establish specific objectives to advance the district toward its goals.</li><li>4. Determine the necessity of any action regarding the employment of the Superintendent, in accordance with law.</li></ol> <p>Upon completion of the annual performance assessment, the date of the assessment and whether or not the Superintendent and Assistant Superintendent have met the agreed upon objective performance standards shall be posted on the district website.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1073.1, 1080</p> <p>Board Policy – 302</p>
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