

## Union School District Superintendent Evaluation

### Statement of Philosophy:

The evaluation of the superintendent of schools is a vital process toward creating and maintaining a healthy school organization. The school board accepts that organization outcomes must be clearly and explicitly stated in order to; (1) ensure the superintendent understands what is expected of the position; and (2) ensure the school board understands what to expect of the superintendent. The school board also accepts that the evaluation process must be objective, based on targeted measures and relies on information from sources that are qualified to provide feedback.

This evaluation tool used the below assessment measure as a basis for indicating your impression of the superintendent's performance in the areas of Student Growth and Achievement; Organizational Leadership, District Operations and Financial Management; Communication and Community Resources; Human Resource Management; Professionalism and Annual Goals.

Consistent with the provisions of the School Code and Act 82 of 2012, the Board shall post mutually agreed objective performance standards on the District's publicly accessible internet website. Upon completion of the annual performance assessment, the Board shall post the date of the assessment and whether or not the Superintendent has met the agreed to objective standards on the District's publicly accessible internet website. The Superintendent shall be evaluated on a distinguished, proficient, needs improvement, or failing methodology as follows:

### Definition of terms:

**Distinguished:** Distinguished means that the performance is clearly outstanding; the performance is superior, far exceeding expectations; or that performance is exceptional on a regular or continuity basis – the superintendent shall far out perform relative to minimum expectations.

**Proficient:** Proficient means that the superintendent is adequately performing all functions within the role, meeting or occasionally exceeding expectations; performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance.

**Needs Improvement:** Needs improvement means that the superintendent periodically fails to meet expectations associated with assigned tasks, targeted goals, or professionally fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies; performance is less than adequate on a periodic basis or frequent basis – the superintendent may be developing within the position, but needs to improve to be considered proficient.

**Failing:** Failing means the performance is below acceptable levels; that it fails to meet most expectations associated with the role of the superintendent – substantial professional improvement is needed before the superintendent can be considered proficient in the role.

**Evaluation:** For the 2015-2016 school year, Jean M. McCleary, was evaluated by the Board in executive session held on November 17, 2016

### **Goals:**

### **The superintendent's overall rating for this standard is:**

- |   |                          |
|---|--------------------------|
| 1. Student Growth & Achievement               | Distinguished/Proficient |
| 2. Organizational Leadership                  | Distinguished/Proficient |
| 3. District Operations & Financial Management | Distinguished/Proficient |

4. Communication & Community Relations	Distinguished
5. Human Resource Management	Distinguished/Proficient
6. Professionalism	Distinguished/Proficient

**Overall Rating:**

Mrs. Jean M. McCleary, Superintendent of the Union School District, has met or exceeded the above listed objective performance standards for the 2015-2016 school year.

**2015-2016 Annual Goals:**

1. Continuity, consistency and communication K-12  
Plan: The short term plan for the year is to make sure that:
  - a) Monthly Ed Tech Meetings occur
  - b) Administrator Curriculum Weekly Meetings
  - c) Staff has a working knowledge of district information
  
2. Programming and curriculum  
Plan: Establish an acceptable curriculum cycle and standardized programming with targeted professional development and K-12 curriculum teams. Continue to advance the one-to-one technology program with added infrastructure and added equipment.
  
3. Community outreach and involvement  
Plan: Continue membership in Clarion Rotary, Acting Board Member of Clarion YMCA, Board Member of Rimersburg Veterans Park and Museum and partner with the local State law enforcement and integrate appropriate organizations into the school culture.
  
4. Staffing:  
Plan: Balance staffing and place staff in roles that benefit the District programming
  
5. Human Resource Management:  
Plan: Institute strategies for sound employee relations to improve relationships between and among all staff members. Continue to advance relationships with staff implementing shared values: character, trustworthiness, loyalty, respect, compassion and integrity.