

Iroquois School District
2020-2021
SUPERINTENDENT EVALUATION
For Mr. Shane S. Murray

LEADERSHIP STANDARDS

Standard 1 - SHARED VISION. An education leader promotes personalized student success by thinking and planning strategically to create and sustain an organizational vision of learning that is shared and supported by the school community.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): ☒ 4 3 2 1

Standard 2 - CULTURE OF LEARNING. An education leader promotes personalized student success by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): ☒ 4 3 2 1

Standard 3 - DECISION MAKING. An education leader promotes personalized student success by accessing and using appropriate data to inform decision making at all levels of the system.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): ☒ 4 3 2 1

Standard 4 - MANAGEMENT. An education leader promotes personalized student success by ensuring management of the resources for a safe, efficient, and effective learning environment.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): ☒ 4 3 2 1

Standard 5 - FAMILY AND COMMUNITY. An education leader promotes personalized student success by collaborating, communicating, engaging and empowering others inside and outside of the organization to pursue excellence in learning.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): ☒ 4 3 2 1

Standard 6 - ETHICS. An education leader promotes the personalized student success by operating in a fair and equitable manner with personal and professional integrity.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): ☒ 4 3 2 1

Standard 7 - ADVOCACY. An education leader promotes personalized student success by advocating for children and public education in the larger political, social, economic, legal, and cultural context.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Standard 8 - PERSONAL AND PROFESSIONAL GROWTH. An education leader promotes the personalized student success by supporting professional growth of self and others through practice and inquiry.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Standard 9 - OBJECTIVE PERFORMANCE STANDARDS. Section 1073.1 of the Public School Code of 1949 provides that “the employment contract for a district superintendent shall include objective performance standards mutually agree to in writing by the board of school directors and the district superintendent.” The objective performance standards may be based upon the following: 1) achievement of annual measurable objectives established by the school district; 2) achievement on the PSSA and/or Keystone Exams; 3) student growth as measured by PVAAS; 4) attrition or graduation rates; 5) financial management standards; 6) standards of operational excellence; 7) any additional criteria deemed relevant and mutually agreed to by the board and district superintendent.

Below are examples of behaviors that indicate success in meeting this standard:

<u>Objective Performance Standards</u>	<u>Met/Did Not Meet</u>
Because of the ever-changing COVID recommendations and mandates from federal, state, county and health department offices, Mr. Murray's objective performance standards for the 2020-2021 school year shifted focus, with Board approval, from the original goals concerning education and community outreach, to keeping the school district open while providing students quality, in-person education while following all the health and safety guidelines for students and staff. The Board feels that Mr. Murray did an outstanding job meeting these objectives.	Met