

# WILMINGTON AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: PERFORMANCE  
ASSESSMENT OF  
SUPERINTENDENT

ADOPTED: August 18, 2014

REVISED:

312. PERFORMANCE ASSESSMENT OF SUPERINTENDENT	
1. Purpose	Regular evaluation of the Superintendent's performance is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Superintendent is entitled to such a review in an objective and straightforward manner in order for the effective leadership of the District.
2. Authority SC 1073.1	The Board shall conduct a midpoint evaluation and a formal written performance assessment of the Superintendent annually as required by law. A timeframe for the assessment shall be included in the employment contract.
SC 1073.1	The employment contract shall include objective performance standards mutually agreed to in writing by the Board and the Superintendent and by the Board. The objective performance standards may be based upon any or all of the following: <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.</li> </ol>
SC 1073.1	The mutually agreed upon performance standards shall be posted on the District website.

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<p>SC 1073.1</p>	<p>Upon completion of the annual performance 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.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1073.1, 1080</p> <p>Board Policy – 302</p> <p>NOTE: The provisions of this policy regarding mutually agreed upon performance standards and website postings apply only to contracts of Superintendents or Assistant Superintendents entered into or renewed on or after November 1, 2012.</p>
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