

# FANNETT-METAL SCHOOL DISTRICT

## Evaluation of the Superintendent OBJECTIVE PERFORMANCE STANDARDS

According to the Pennsylvania School Code, all school districts that have hired superintendents on/after the fall of 2012 are required to develop objective performance standards and post them on the district's website. The superintendent must be evaluated annually, and the objective performance standards must be mutually agreed upon by both the board and the superintendent. To that end, The Fannett-Metal Board of School Directors and David A. Burkett have mutually agreed upon the objective performance standards listed below.

**Student Growth and Achievement:** *Under this standard, the Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the board of school directors. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to standardized assessments, PVAAS, or other locally determined measures.*

**Organizational Leadership:** *Under this standard, the Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.*

**District Operations and Financial Management:** *Under this standard, the Superintendent manages effectively the district's financial resources, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.*

**Communication and Community Relations:** *Under this standard, the Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.*

**Human Resource Management:** *Under this standard, the Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.*

**Professionalism:** *Under this standard, the Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.*

At the conclusion of the evaluation cycle, the board must publish a statement on the district's website as to whether the superintendent met (or did not meet) the objective performance standards. The Fannett-Metal Board of School Directors has issued the following statement:

*The Fannett-Metal Board of Directors has rated David A. Burkett in the following categories for the 2015-2016 school year: Student Growth and Achievement—Proficient, Organizational Leadership—Proficient, District Operations and Financial Management—Proficient, Communication and Community Relations—Proficient, Human Resource Management—Proficient, and Professionalism—Distinguished.*

*Therefore, David A. Burkett received an overall **Proficient** rating for the 2015-16 school year.*

The Fannett-Metal Board of School Directors will be issuing the 2016-2017 school year evaluation statement in July 2017.