

ASSISTANT SUPERINTENDENT

Objective Performance Standards 2017-18

Policy and Governance. Assistant Superintendent works effectively with the Board to monitor and create internal and external District policy, and demonstrates appropriate school governance to all staff, students and the community.

Planning and Assessment. Assistant Superintendent is able to demonstrate a comprehensive knowledge and understanding of a variety of evaluation instruments for the purpose of determining student achievement, program effectiveness, and District attainment of annual and long-term goals.

Instructional Leadership. Assistant Superintendent demonstrates leadership in working 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 practice for instruction and management are being utilized; and works to influence the climate and culture of the District.

Organizational Management. Assistant Superintendent is able to manage effectively utilizing a thorough understanding of budget and finance, allocation of District resources, human resource management, and systems management.

Communications, Board Relations and Community Relations. Assistant Superintendent is able to communicate effectively both internally with staff and the Board as well as with the community in order to articulate District goals and priorities, address local and broader issues affecting the District, and build support for District initiatives, programs and short and long-range plans.

Professionalism. Assistant Superintendent models professional decision-making processes and ethical standards that are 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.