

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: EVALUATION OF  
SUPERINTENDENT/  
ASSISTANT  
SUPERINTENDENT

BERMUDIAN SPRINGS  
SCHOOL DISTRICT

ADOPTED: March 14, 2006

REVISÉ: April 8, 2014

	<p style="text-align: center;"><b>312. EVALUATION OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT</b></p> <p><b>Authority</b> SC 1073.1</p> <p>The Board shall conduct a formal written performance assessment of the Superintendent and Assistant Superintendent annually as required by law. A timeframe for the assessment shall be included in the employment contract. The evaluation process shall be completed between the Board meetings in April and May of each year, in accordance with procedures established by the Board.</p> <p>This performance assessment shall be used in determining the salary for the Superintendent and Assistant Superintendent for the next fiscal year.</p> <p>SC 1073.1</p> <p>The employment contract shall include objective performance standards mutually agreed to in writing by the Board and the Superintendent and by the Board and the Assistant Superintendent. The objective performance standards may be based upon any or all of the following:</p> <ol style="list-style-type: none"> <li>1. Achievement of annual measurable objectives established by the district.</li> <li>2. Achievement on the Pennsylvania System of School Assessment (PSSA) tests.</li> <li>3. Achievement on the 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 or Assistant Superintendent.</li> </ol>
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SC 1073.1	The mutually agreed upon performance standards shall be posted on the District website.
SC 1073.1	Upon completion of the annual performance assessment, the date of the assessment and whether the Superintendent and Assistant Superintendent have met the agreed upon objective performance standards shall be posted on the District website.