

## **MONTOURSVILLE AREA SCHOOL DISTRICT**

### **Evaluation of the Superintendent of Schools**

***The Montoursville Area School District Board of Directors hereby notifies residents of the district that Mrs. Christina Bason, Superintendent of Schools, met the standards and objectives established for the 2021-2022 school year.***

Section 1073.1 of the Pennsylvania School Code requires that school boards develop objective standards to evaluate the performance of the Superintendent of Schools. The performance standards must be mutually agreed upon by the board and the superintendent and posted to the school district's website. The Montoursville Area School District's Board of Directors and Mrs. Christina Bason mutually agreed upon the performance standards and objectives listed below:

Standard 1 – STUDENT GROWTH, ACHIEVEMENT, ADVOCACY and CULTURE OF LEARNING

Standard 2 - SHARED VISION, ORGANIZATIONAL LEADERSHIP AND CULTURE

Standard 3 - ETHICS

Standard 4 - FAMILY AND COMMUNITY

Standard 5 - PROFESSIONALISM

Standard 6 - OPERATIONS ADMINISTRATION

Standard 1 – STUDENT GROWTH, ACHIEVEMENT, ADVOCACY and CULTURE OF LEARNING

The Superintendent as the educational leader will promote student success and growth. The Superintendent shall use the following data sources to evaluate growth:

- State Performance Tools such as PSSA, PVAAS and Keystone Exams
- Local Performance Tools such as graduation rates, attendance rates, promotion rates, college placement tests and other locally delivered assessment tools that are both summative and formative in nature.

The Superintendent will articulate results to the board on an annual basis or sooner in order to oversee the administration, management, evaluation, remediation or termination of any programs that are being utilized as part of the Montoursville Area educational structure.

The Superintendent shall advocate for the students of the Montoursville Area School District by promoting personalized student success through endorsing public education in the larger political, social, economic, legal and cultural context. The Superintendent shall oversee and promote personalized student success by nurturing and sustaining a school culture where instructional programs and all resources necessary for a safe, efficient and effective learning environment exist.

Standard 2 - SHARED VISION, ORGANIZATIONAL LEADERSHIP AND CULTURE

The Superintendent shall work collaboratively with the Board to develop a vision for the Montoursville Area School District. She shall display an ability to identify and rectify problems affecting the District, as well as work collaboratively with District administration to ensure best practices for instruction, supervision, curriculum development and management in order to promote a unified vision and organizational culture. The Superintendent shall prioritize effective communication with the board in order for both parties to maintain a proactive, positive and unifying leadership approach.

Standard 3 - ETHICS

The Superintendent shall operate in a manner that promotes personalized student success in a fair and equitable manner with personal and professional integrity. The Superintendent shall model values, beliefs and attitudes that will inspire others to higher levels of performance and shall promote personalized student success by meeting commitments and complying with all laws.

Standard 4 - FAMILY AND COMMUNITY

The Superintendent shall promote personalized student success by collaborating, communicating, engaging and empowering others inside and outside the organization to pursue excellence in education. The Superintendent shall utilize a planning process that will include community input in order to ensure ownership in district programs. The

Superintendent will publicly communicate district goals, local issues that may affect the District and public education in general through the board and other approved means of distribution.

#### Standard 5 - PROFESSIONALISM

The Superintendent shall model professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the community. The Superintendent shall attain professional growth through practice and additional training in order to maintain and develop her effectiveness within the role and where necessary, shall seek opportunities of professional development to continuously develop her abilities.

#### Standard 6 - OPERATIONS ADMINISTRATION

The Superintendent shall oversee all operational aspects of the district in order to develop and maintain best practices. The Superintendent shall oversee the human resources function of the district. She shall coordinate and determine appropriate staffing levels, number of positions and staff placements. She shall recruit necessary employees and shall mentor staff as necessary. The Superintendent shall oversee and effectively manage the activities associated with the annual budget and financial management of the district. She shall oversee distribution of resources that support all District priorities. She will oversee all support operations of the district in a manner that attains operational excellence and attains stability for the students, community, board and employees of the district.