

**The performance of Hopewell Area School District's Superintendent is annually assessed by the Hopewell Area Board of School Directors on the following performance indicators:**

**1.Student Growth and Achievement**

- A. 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
- B. 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.

**2.Organizational Leadership**

- A. Worked collaboratively with the Board to develop a vision for the district
- B. Displays an ability to identify and rectify problems affecting the district
- C. Works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized
- D. Works to influence the climate and culture of the district

**3.District Operations and Financial Management**

- A. Manages effectively, ensuring completion of activities associated with the annual budget
- B. Oversees distribution of resources in support of district priorities
- C. Directs overall operational activities within the district.

**4.Communication and Community Relations**

- A. Communicates with and effectively engages the staff, the board, and members of the community
- B. Clearly articulates district goals and priorities
- C. Addresses local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans

**5. Human Resource Management**

- A. Incorporates best practices for human resource management
- B. Oversees, coordinating staffing, recruitment, and other human resource functions

**6. Professionalism**

- A. 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
- B. Works to individually reflect upon her/his effectiveness within the role
- C. Works to improve effectiveness through the use of professional development literature and activities