

Superintendent's Evaluation

1. Please rate the Superintendent's performance in the following areas:

	NOT APPLICABLE	FAILING	NEEDS IMPROVEMENT	PROFICIENT	DISTINGUISHED
Uses effective communication skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uses sound fiscal management practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates a clear vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aligns district goals with community needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures well maintained facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relates to all people with courtesy and respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is a positive ambassador for the District who is approachable and accessible to citizens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applies policies and regulations in a consistent manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resolves problems and concerns appropriately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handles emergency situations appropriately and ensures student and school safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involves staff members in identifying needs of the district	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports school and community activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates a commitment to students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively strategizes to promote student growth and achievement in all grades	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Capably manages all aspects of human resources, including staff assignments, delegation of responsibilities, and conflict resolution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Evaluate whether the Superintendent's District goals have been accomplished for this academic year (see Page 3):

Goal 1: ☐ Met ☐ Did not meet

Goal 2: ☐ Met ☐ Did not meet

Goal 3: ☐ Met ☐ Did not meet

Goal 4: ☐ Met ☐ Did not meet

Goal 5: ☐ Met ☐ Did not meet

Goal 6: ☐ Met ☐ Did not meet

Goal 7: ☐ Met ☐ Did not meet

Goal 8: ☐ Met ☐ Did not meet

3. What overall rating would you give the Superintendent for his performance over the last year?

☐ Not Applicable

☐ Failing

☐ Needs Improvement

☐ Proficient

☐ Distinguished

4. Additional comments:

Superintendent's Goals

The following are the Superintendent's District goals for the school year, as determined by the Superintendent and the School Board.

1. Advertise and interview for the following positions with a goal of employing individuals that will build a positive school culture, provide competent leadership, work well with the Superintendent, Board, teachers, students, parents, and community. Additionally, it is a goal to employ individuals who will be invested in the Commodore Perry School District over the long term.
 - [High School Principal](#)
 - [Elementary Principal](#)
 - [School Psychologist](#)
 - [High School Guidance Counselor](#)
 - [Other vacancies that may occur. The following additional vacancies were filled:](#)
 - [Maintenance Supervisor](#)
 - [Police Officer](#)
2. Review available longitudinal data including PSSA, Keystone, Aimsweb, and NWEA to assess need for remediation and develop a program to provide targeted remediation.
 - [Employed Meg Straub and Amy Noble to develop and provide data-driven remediation program.](#)
 - [Implemented the Simple Solutions spiral review of prior year standards for grades 2-8.](#)
 - [Provided staff training for implementation](#)
3. Review all documents relating to ABM project. Address areas of concern to determine district received everything in the agreement. Assess future facility needs.
4. Assess sewer project and determine options for sewer treatment. Review all existing documents to determine current scope of work and where the district is in the process. Work with board and Perry Township to determine path forward, funding, etc.
 - [Sought out funding organizations for grant funding.](#)
 - [Collaborated with Perry Township supervisors and engineers to submit grant applications for project on behalf of the District.](#)
5. Assess current curricular program and develop a plan to review curriculum and develop programs of interest to students and improve academic achievement.

6. Work with the board to assess policy and procedure needs relating to all aspects of the Commodore Perry School District.
7. Submit applications for available grants that can meet the needs of the district. The following grants were received during the 2022-2023 school year:
 - REAP
 - School Safety/ Mental Health grant from PCCD
 - School Safety grant from Office of Safe Schools
 - Food Service Equipment grant
8. Develop an RFP for transportation and work to get a second company to provide 3 buses.
 - RFP was developed with the district purchasing the fuel at a tax exempt rate from Chess.
 - Ray Turner submitted the only bid
 - A meeting was held with Mrs. Chess to discuss providing buses for the district. Mrs. Chess ultimately purchased buses and provides student transportation for the district.