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**NORWIN SCHOOL DISTRICT  
ANNUAL PERFORMANCE EVALUATIONS  
COMMISSIONED OFFICERS  
Administrative Procedures – Board Policy 312  
2015 – 2016 School Year**

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# Superintendent's Performance Standards

## Act 82

The annual performance of the Norwin School District Superintendent of Schools shall be assessed by the Board of Education based upon the Objective Performance Standards, which are required by law and which are listed below:

### **1. Student Growth and Achievement**

Superintendent 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. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to PSSA, PVAAS, School Performance Profile, and other locally determined measures.

### **2. Organizational Leadership**

Superintendent has worked 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 practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District.

### **3. District Operations and Financial Management**

Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities; and directing overall operational activities within the District.

### **4. Communication and Community Relations**

Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs and short/long-range plans.

### **5. Human Resource Management**

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the District.

### **6. Professionalism**

Superintendent 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.

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.

The Performance Evaluation of Superintendent William H. Kerr indicates that the achievement of desired outcomes was completed for School Year 2015-2016 and all performance standards were met or exceeded expectations. Dr. Kerr has completed six years in his current position as Superintendent of Schools, and he was rated by the Board of Education as distinguished on the 2015-2016 Annual Performance Evaluation.

## **Assistant Superintendent of Secondary Education Performance Standards, Act 82**

The performance of the Assistant Superintendent of Secondary Education shall be assessed by the Superintendent based upon the Objective Performance Standards, which are required by law and which are listed below:

### **1. Student Growth and Achievement**

Assistant Superintendent 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 Education. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Assistant Superintendent relative to PSSA, PVAAS, School Performance Profile, and other locally determined measures.

### **2. Organizational Leadership**

Assistant Superintendent has worked 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 practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District.

### **3. District Operations and Financial Management**

Assistant Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities; and directing overall operational activities within the District.

### **4. Communication and Community Relations**

Assistant Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs and short/long-range plans.

### **5. Human Resource Management**

Assistant Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the District.

### **6. Professionalism**

Assistant Superintendent 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. Assistant 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.

An evaluation of the performance of Timothy J. Kotch, Assistant Superintendent of Secondary Education, in achieving the desired outcomes was completed for School Year 2015-2016. All performance standards were met or exceeded. Mr. Kotch has completed one year in his current position as Assistant Superintendent of Secondary Education, and he was rated as proficient on the 2015-2016 Annual Performance Evaluation.

## **Assistant Superintendent of Elementary Education Performance Standards, Act 82**

The performance of the Assistant Superintendent of Elementary Education shall be assessed by the Superintendent based upon the Objective Performance Standards, which are required by law and which are listed below:

### **1. Student Growth and Achievement**

Assistant Superintendent 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 Education. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Assistant Superintendent relative to PSSA, PVAAS, School Performance Profile, and other locally determined measures.

### **2. Organizational Leadership**

Assistant Superintendent has worked 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 practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District.

### **3. District Operations and Financial Management**

Assistant Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities; and directing overall operational activities within the District.

### **4. Communication and Community Relations**

Assistant Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs and short/long-range plans.

### **5. Human Resource Management**

Assistant Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the District.

### **6. Professionalism**

Assistant Superintendent 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. Assistant 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.

An evaluation of the performance of Natalie A. McCracken, Assistant Superintendent of Elementary Education, in achieving the desired outcomes was completed for School Year 2015-2016. All performance standards were met or exceeded. Mrs. McCracken has completed four years in her current position as Assistant Superintendent of Elementary Education, and she was rated as distinguished on the 2015-2016 Annual Performance Evaluation.