

# Allegheny Valley School District Superintendent Performance Evaluation Form

## Public Release of Information Following Final Evaluation

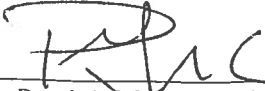
Evaluation of the district superintendent is a critical responsibility of the board of school directors. Effective boards should continuously monitor the superintendent in a number of key areas, including his/her ability to achieve annually determined desired outcomes for the district. Proactively implementing and utilizing a structured evaluation tool promotes a clear line of communication between the superintendent and the school board that clarifies expectations while providing for a defensible and clear assessment of overall performance.

The Allegheny Valley School District Board of School Directors evaluated the Superintendent each year. This process includes a midpoint and final evaluation and is a reflection of the Board of School Director's collective impression of the Superintendent's performance in the areas of Student Growth and Achievement; Organizational Leadership; District Operations and Financial Management; Communication and Community Relations; Human Resource Management; and Professionalism. In addition, the Board and Superintendent agree on three to five annual goals which are part of the Superintendent's overall evaluation. The Superintendent's performance can be rated as follows:

Distinguished	<ul style="list-style-type: none"> <li>• Performance is clearly outstanding</li> <li>• Performance is superior, far exceeding expectations</li> <li>• Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations</li> </ul>
Proficient	<ul style="list-style-type: none"> <li>• Adequately performs all functions within the role, meeting or occasionally exceeding expectations</li> <li>• Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance</li> </ul>
Needs Improvement	<ul style="list-style-type: none"> <li>• Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies</li> <li>• Performance is less than adequate on a periodic or frequent basis - the superintendent may be developing within the position, but needs to improve to be considered proficient</li> </ul>
Failing	<ul style="list-style-type: none"> <li>• Performance is below acceptable levels</li> <li>• Fails to meet most expectations associated with the role of superintendent – substantial professional improvement is needed before the superintendent can be considered proficient in the role</li> </ul>

The Allegheny Valley School District's Board of School Directors held a Midpoint Evaluation of the District's Superintendent on 12/1/2015 and a Final Evaluation on 9/1/2016. The Board of School Director's Overall Evaluation of the Superintendent is as follows:

Distinguished     
  Proficient     
  Needs Improvement     
  Failing

  
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 Mr. Patrick M. Graczyk, Superintendent

  
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 Mr. Larry Pollick, Board President