

# 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.

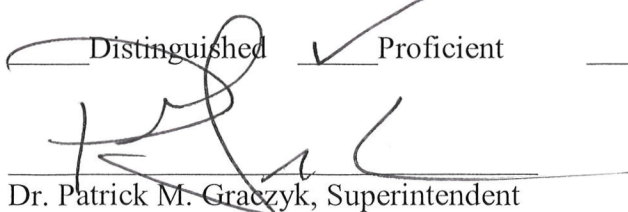

The Allegheny Valley School District Board of School Directors evaluates the Superintendent each year. This process includes a midpoint and final evaluation and is a reflection of the Board of School Director's collective impression of the Superintendent's performance in the areas of Student Growth and 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 listed below.

Dr. Patrick Graczyk has met and exceeded many of the educational goals for our district this year. The many challenges our school district has faced have been handled efficiently and effectively.

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 Final Evaluation on June 20, 2023. The Board of School Director's Overall Evaluation of the Superintendent is as follows:

Distinguished   
  Proficient   
  Needs Improvement   
  Failing

Dr. Patrick M. Graczyk, Superintendent                      Mr. Larry W. Pollick, Board President