

Evaluation of the Superintendent – Dr. Alan D. Fegley – 2016-17

Objective Performance Standard					
<u>1. Instruction and Student Achievement</u> The Board expects all students achieve to their fullest potential. The Superintendent will use all means available to help realize this potential	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

Objective Performance Standard					
<u>2. Operations and financial management</u> The Board has a fiduciary duty to the school community and to the community at large to provide the best education to all students with the most cost efficient use of funds and resources provided to the district.	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

Objective Performance Standard					
<p>3. <u>Human Capital Management</u> The Board believes employees of the District are the most important resource of the District. With this understanding the Superintendent will use all means necessary to ensure educational employees are supported in their continuous improvement to provide the highest quality educational and extracurricular programs and that the support staff are supported in ensuring the facilities exude pride.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

Objective Performance Standard					
<p>4. <u>Communication with Students, Parents, and Community</u> The Board understands the importance of communicating and working thoughtfully with the public and school community, and that these relationships will be fostered at a high level.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

Strategic Plan Objective					
<p>1. <u>Allocate resources to foster excellence for all students</u> The PASD expects that all students will be provided with the necessary support allowing each student to reach his/her full potential. In providing the necessary support, it is understood that each student will be challenged to grow to the highest level of success.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

<p>2. <u>Deepen Employee Growth and Effectiveness</u> The District understands that when employees are engaged and have ample learning opportunities to address the needs of their students, they are more effective employees.</p> <p>By encouraging a growth mindset, recognizing the work done by our staff, and making our District a destination District for new hires, we will then have a staff that is ready and capable of personal growth.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

<p>3. <u>Provide High Quality Instruction</u> Quality instruction is a key component for student success. When instruction is engaging and differentiated to meet the learning needs of the students, students will learn to their full potential.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

<p>4. <u>Encourage effective, consistent communication and collaboration</u> Effective, consistent, and open communication has been found to be strongly correlated with successful organizations. It is important that the district communicate with all parties – students, employees, parents and community – proactively and intentionally.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			

<p>5. <u>Implement a consistent/reflective use of data to drive change</u> A culture of quality data will better enable the District to evaluate instructional programs and student achievement. The development of a culture of quality data will help reveal areas of success and areas needing improvement in an environment supporting growth.</p>	Exceeded	Achieved	Partially Achieved	Not Achieved	Notes
Overall Rating		X			