

Derry Township School District  
Superintendent Evaluation  
School Year 2014-2015

**Objective Performance Standards:**

**Standard 1: Shared Vision**

An Education leader promotes personalized student success by thinking and planning strategically to create and sustain an organizational vision of learning that is shared and supported by the school community.

- In collaboration with others, uses appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programs.
- Uses research and/or best practices in improving the educational program.
- Aligns and implements the education program, plans, actions and resources with the district's vision and goals.
- Communicates effectively to various stakeholders regarding progress with Comprehensive Strategic Plan and district mission. Exhibit increase in student achievement growth as measured by aggregate PVAAS scores in District's Student Performance Profile.
- Constructively handles dissent and disagreements within the organization.

**Result:** Mr. McFarland met the Objective Performance Standard

**Standard 2: Culture of Learning**

An Education Leader promotes personalized student success by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning.

- Creates culture of learning environment
- Monitors and evaluates the effectiveness of curriculum, instruction and assessment.
- Articulates the desired school/system culture and shows evidence about how it is reinforced.
- Systematically and fairly recognizes and celebrates accomplishments of staff and students.
- Creates a system that prioritizes the needs of the staff in terms of professional development leading to improved student learning.
- Oversees the evaluation of staff and ongoing coaching for improvement.
- Is highly visible and engaged in the classrooms, schools, and student activities.
- Delegates appropriately to encourage the empowerment of staff.

**Result:** Mr. McFarland met the Objective Performance Standard

**Standard 3: Decision Making**

An education leader promotes personalized student success by accessing and using appropriate data to inform decision making at all levels of the system.

- Decisions are made after acquiring the best information possible.
- Decisions are made consistently made in a timely manner appropriate to the situation.
- Decisions are consistently made based upon the needs of the students.
- Superintendent communicates decisions and recommendations to school board effectively

**Result:** Mr. McFarland met the Objective Performance Standard

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**Standard 4: Management**

An education leader promotes personalized student success by ensuring management of the resources for a safe, efficient and effective learning environment.

- Complies with state and federal mandates and local board policies.
- Has system in place to recruit, select, induct and retain staff to support quality instruction.
- Addresses current and potential issues in a timely manner.
- Manages fiscal and physical resources responsibly, effectively, and efficiently.
- Maximizes instruction time by effectively designing and managing operational procedures.
- Communicates effectively with both internal and external stakeholders about the operation of the district.
- Successfully execute annual budget plan. Has systems in place to monitor budget.

**Result:** Mr. McFarland met the Objective Performance Standard

**Standard 5: Family and Community**

An education leader promotes personalized student success by collaborating, communication, engaging and empowering others inside and of the organization to pursue excellence in learning.

- Engages in family and community by promoting shared responsibility for student learning and support of the education system.
- Facilitates the connections of students and families to the health and social services that support a focus on learning.
- Mobilizes community resources to support individual student success.
- Collaboratively establishes a culture that welcomes and honors families and seeks ways to engage them in student learning.
- Promotes collaboration with all stakeholders through effective and efficient tools for stakeholder communication with the District and Board of School Directors..
- Is easily accessible and approachable to all stakeholders.

**Result:** Mr. McFarland met the Objective Performance Standard

**Standard 6: Ethics**

An education leader promotes the personalized student success by operating in a fair and equitable manner with personal and professional integrity.

- Models values and beliefs and attributes that inspire others to a higher level of performance.
- Fosters and maintains supportive professional relationships with staff.
- Demonstrates appreciation for and sensitivity to diversity within the school community.
- Is respectful of divergent opinions and of different points of view within the boundaries of the values and mission of the organization.
- Acts in accordance with the letter and spirit of the law.
- Meets commitments, verbal, written and implied.

**Result:** Mr. McFarland met the Objective Performance Standard

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**Standard 7: Advocacy**

An education leader promotes personalized student success by advocating for children and public education in the larger political, social, economic, legal, and cultural context.

- Collaborates with community agencies and other decision makers to improve students' well being.
- Advocates for policies and practices to improve the welfare of students.
- Communicates with all constituencies to advance the mission and goals of the district.
- Communicates with all constituencies to advance the mission of public education.

**Result:** Mr. McFarland met the Objective Performance Standard

**Standard 8: Personal and Professional Growth**

An education leader promotes the personalized student success by supporting professional growth of self and others through practice and inquiry.

- Engages in periodic quality reflection and self-evaluation.
- Seeks feedback from others internal and external to the school community.
- Sets personal and professional job-related goals that are connected to the system's mission, vision and goals.
- Participates in professional development opportunities to extend and expand upon one's knowledge, skills and competencies, including performance coaching if appropriate.
- Arranges for the personal and professional development of others within the system, including the Board of Directors.
- Reads professionally and seeks to stay abreast of current education and leadership research and theory.
- Engages in activities to promote personal good health.
- Ensures that the resources for the above are available.
- Uses current research and theory about effective schools and leadership to develop and revise his/her professional growth plan.

**Result:** Mr. McFarland met the Objective Performance Standard

**Standard 9: Strategic District Initiatives**

1) Successfully negotiate and execute a timely Hershey Education Association Contract, with a goal of increasing awareness by members of the cost of compensation/benefit packages and the importance of increased consumerism of health care and wellness.

**Result:** Mr. McFarland met this Strategic District Initiative

2) Review and update Act 93 employee job descriptions and organizational structure.

**Result:** Mr. McFarland met this Strategic District Initiative

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3) Develop and oversee processes to implement District Comprehensive Strategic Plan goals related to Professional Development, Special Education, Technology and Safe and Supportive Schools.

**Result:** Mr. McFarland met this Strategic District Initiative

4) Identify and secure new sources of sustainable funding totaling at least \$500,000.

**Result:** Mr. McFarland did not meet this Strategic District Initiative

5) Complete the revision of the District's athletic philosophy and present to the board for 30-day policy review by the end of January 2015. Complete the revision of the District's coach evaluation process and procedures for board presentation by the end of May 2015

**Result:** Mr. McFarland met this Strategic District Initiative

Date of Annual Performance Review: June 30, 2015