



Lebanon School District
1000 South 8th Street
Lebanon, PA 17042



Objective Performance Standards for Superintendent of Schools

The performance of the Superintendent shall be assessed against the objective performance standards listed below. The Board and Superintendent hereby mutually agree to the following performance standards:

- Standard 1: Student Growth and Achievement**
- Standard 2: Organizational Leadership**
- Standard 3: District Operations and Financial Management**
- Standard 4: Communication and Community Relations**
- Standard 5: Human Resource Management**
- Standard 6: Professionalism**

Performance Standard #1: Student Growth and Achievement

Superintendent will analyze multiple data sources, assess student growth and develop a set of metrics to drive progress across the district.

Performance Standard #2: Organizational Leadership

Superintendent will institute the 5 Educational Priorities:

- 1) Data/Evidence Driven Culture
- 2) Relentless Culture of Reading
- 3) Student Centered Culture
- 4) College and Career Readiness
- 5) Culture of Community Connections

Performance Standard #3: District Operations and Financial Management

Superintendent manages effectively, ensuring completion of activities associated with the annual budget, aligning resources to support district priorities.

Performance Standard #4: Communication and Community Relations

Superintendent will build open lines of communication with stakeholders both internally and externally, by being visible at schools, school events, and through attendance at workshops, conferences and community partnerships.