

# **SUPERINTENDENT ANNUAL EVALUATION**

Pursuant to Act 141 of the Pennsylvania School Code enacted in 2012, school boards are required to disclose the objectives and performance standards on which the Superintendent is evaluated annually. School districts are also required to make public whether or not the standards were met by the Superintendent. This report fulfills both mandates.

**Brian J. Polito, CPA, Superintendent  
School District of the City of Erie, PA**

**7/27/2020**



*(2019-2020)*

# Annual Evaluation of the Superintendent

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The Erie School District Board of Directors utilized the below assessment measures as a basis for summarizing the superintendent's performance.

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## **Distinguished:**

- Performance is clearly outstanding
- Performance is superior, far exceeding expectations
- Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations

## **Proficient:**

- Adequately performs all functions within the role, meeting or occasionally exceeding expectations
- Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance

## **Needs Improvement:**

- Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies
- 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

## **Failing:**

- Performance is below acceptable levels
- 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

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The Superintendent was evaluated on each of six Objective Performance Standards in the areas of 1) Student Growth and Achievement; 2) Organizational Leadership; 3) District Operations and Financial Management; 4) Communication and Community Relations; 5) Human Resource Management; and 6) Professionalism.

# Objective Performance Standards

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## **Student Growth and Achievement**

Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the board of school directors. Annual or other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to standardized assessments, PVAAS, or other locally determined measures.

## **Organizational Leadership**

Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.

## **District Operations and Financial Management**

Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

## **Communication and Community Relations**

Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.

## **Human Resource Management**

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

## **Professionalism**

Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Superintendent additionally works to individually reflect upon his/her effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.

# Superintendent Performance Summary

Objective Performance Standard	Distinguished	Proficient	Needs Improvement	Failing
Student Growth and Achievement	✓ ✓ ✓	✓ ✓ ✓ ✓ ✓		
Organizational Leadership	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓		
District Operations and Financial Management	✓ ✓ ✓ ✓ ✓ ✓ ✓	✓		
Communication and Community Relations	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓		
Human Resource Management	✓ ✓	✓ ✓ ✓ ✓ ✓		
Professionalism	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓		