Forest Area School District

Superintendent Evaluation 2025-2026

ANNUAL SUPERINTENDENT PERFORMANCE EVALUATION

The Forest Area Board of School Directors conducted its annual evaluation of the Superintendent utilizing the mutually agreed-upon Pennsylvania Association of School Administrators (PASA) Sample Superintendent Evaluation Tool. In October 2025, district goals were established to provide a framework for evaluating the Superintendent's leadership and performance. These goals were developed with consideration of the nine PASA standards of evaluation, educational best practices, and the individual needs, priorities, and goals of the District. The evaluation reflects the Superintendent's progress in advancing these district goals while supporting student achievement, organizational effectiveness, and the continued improvement of the District.

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.

Evaluation: Satisfactorily Met.

The Superintendent has demonstrated effective leadership in supporting the District's vision, establishing priorities, and maintaining a focus on student achievement and organizational improvement. The Superintendent has worked collaboratively with the Board, administration, staff, and community to advance the District's mission and goals.

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.

Evaluation: Satisfactorily Met.

The Superintendent has demonstrated a commitment to fostering a positive school culture that supports student learning, achievement, and well-being. Through leadership and collaboration with district personnel, the Superintendent has supported effective instructional practices, educational opportunities, and an environment that encourages continuous improvement.

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.

Evaluation: Satisfactorily Met.

The Superintendent has demonstrated the ability to make informed, thoughtful, and responsible decisions in the best interests of students and the District. Decisions reflect consideration of available information, district priorities, educational best practices, and the unique needs of the school community.

Standard 4 – MANAGEMENT

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

Evaluation: Satisfactorily Met.

The Superintendent has effectively overseen district operations and the management of personnel, facilities, programs, and financial resources. The Superintendent has demonstrated responsible stewardship of district resources while maintaining a focus on operational efficiency, fiscal responsibility, and providing a safe and supportive learning environment.

Standard 5 – FAMILY AND COMMUNITY

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

Evaluation: Satisfactorily Met.

The Superintendent has demonstrated a commitment to effective communication and positive relationships with the Board, district employees, families, and community stakeholders. The Superintendent recognizes the importance of collaboration and community engagement in supporting district initiatives and advancing educational opportunities for students.

Standard 6 – ETHICS

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

Evaluation: Satisfactorily Met.

The Superintendent has consistently demonstrated professionalism, integrity, and ethical leadership in carrying out the responsibilities of the position. The Superintendent approaches responsibilities with a commitment to fairness, transparency, accountability, and the best interests of students, staff, and the District.

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.

Evaluation: Satisfactorily Met.

The Superintendent has demonstrated a strong commitment to advocating for students, public education, and the needs of the District. The Superintendent recognizes the importance of representing the District's interests, supporting educational opportunities, and ensuring that the needs of students and the school community remain a priority.

Standard 8 – PERSONAL AND PROFESSIONAL GROWTH

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

Evaluation: Satisfactorily Met.

The Superintendent has demonstrated a commitment to ongoing personal and professional growth and the continuous improvement of district leadership. The Superintendent recognizes the importance of professional learning, reflection, collaboration, and supporting the development of administrators, teachers, and other district personnel.

Standard 9 – OBJECTIVE PERFORMANCE STANDARDS

The evaluation of the Superintendent includes consideration of mutually understood and agreed-upon performance expectations, district goals, and objectives that reflect the needs and priorities of the District.

Evaluation: Satisfactorily Met.

The Superintendent has satisfactorily met the district goals established in October 2025. These goals were developed with consideration of the PASA leadership standards, educational best practices, and the specific needs and priorities of the District. The Superintendent has demonstrated effective leadership and a commitment to advancing the established goals and objectives while maintaining a focus on student success, organizational effectiveness, and continuous district improvement.

Overall Evaluation and Board Determination

The Board of School Directors has completed its annual evaluation of the Superintendent utilizing the mutually agreed-upon PASA Sample Superintendent Evaluation Tool and the district goals established in October 2025. Based upon its review and assessment of the Superintendent's performance, the Board of School Directors has determined that the Superintendent has **satisfactorily met all nine standards of evaluation and the district goals established for the evaluation period**.

The Board recognizes the Superintendent's leadership, commitment to the District, and continued efforts to support student achievement, staff development, responsible district management, and the overall success of the school community. The Board of School Directors is pleased to affirm that the Superintendent has satisfactorily met the established performance expectations and district goals for the evaluation period.