



Superintendent Objective Performance Standards

Dr. Susan Elliott

2022-2023

Evaluation

Deliverable One: Develop and share a comprehensive plan which outlines district priorities and goals to support student success. To include:

- Meet with individuals and groups of stakeholders, including but not limited to, Board members, central office, administration, teachers, support staff, students, parents, and community members to understand the strengths, needs, and aspirations for Upper Moreland.
- Study artifacts, including but not limited to, policies, student records, data, comprehensive plan, DEI plan, curricular documents, and historical professional development documentation to understand the strengths and needs for Upper Moreland.
- Review operational information including fiscal, capital, technology, and staffing data and records to understand the strengths and needs for Upper Moreland.
- Establish goals and strategies to achieve each goal and communicate those goals with district stakeholders.
- Present plan to community for review in October 2022.
- Present plan for Board approval and submission to PDE by November 30, 2022.

Evaluation of Deliverable One: Met

Deliverable Two: Strengthen relationships between and among stakeholder groups including central office, administration, staff, families, and students. To include:

- Establish advisory groups/councils representative of stakeholder groups to inform district direction.
- Regularly visit schools and classrooms to engage with and support all staff and students.
- Attend various school and/or community events.
- Review and revise current modes of communication to improve connectivity and relationships with stakeholder groups.
- Utilize social media to promote and connect with the Upper Moreland community.
- Gather and analyze feedback from stakeholder groups on perceptions about relationships during two checkpoints between December 2022 and June 2022.

Evaluation of Deliverable Two: Met

Deliverable Three: Improve climate and culture in schools to create a respectful learning environment where all students feel safe, valued, and heard. To include:

- Facilitate work as an administrative team to engage stakeholders and develop action steps to improve climate and culture based on feedback.
- Develop tools to gather feedback and monitor progress throughout the year.
- Provide training and support to administrators and lead teachers in engaging students and families as partners to improve climate in each building.
- Monitor progress and perceptions of school climate throughout the year to inform school and district level decisions focusing on two checkpoints between November 2022 and June 2023.

Evaluation of Deliverable Three: Met