

Based on my contract, part of the assessment of my performance shall be based in part against objective performance standards that are mutually agreed upon by the Board and by me. The language that addresses the objective performance standards is on page 9 section 6 (D) of my contract.

D. Performance Expectations, Including Objective Performance Standards.

The performance of Dr. Schultz shall be assessed in part against the objective performance standards that have been mutually agreed upon by the Board and Dr. Schultz. The Board shall post the mutually agreed upon objective performance standards on the School District website and shall also annually post the date of Dr. Schultz's annual performance assessment and whether or not Dr. Schultz met the agreed upon objective performance standards. No other information regarding Dr. Schultz's performance assessment shall be posted on the School District website or in any other manner disclosed by the School District, unless expressly required to do so by state or federal law. The Board and Dr. Schultz mutually agree to the objective performance standards which are attached hereto as Appendix "B" and incorporated herein by reference, and which shall be reviewed and updated as necessary on or before June 1<sup>st</sup> of each year of this Contract unless another date is mutually agreed upon by the Board and Dr. Schultz.

Below is a draft of the objective performance standards I have drafted for the 2017-18 school year.

**Tulpehocken Area School District**

**Superintendent Objective Performance Standards 2017-18**

**Performance Target #1** (Organizational Leadership: Comprehensive Planning Process)

The Superintendent will facilitate revisions/updates to the 4-year Comprehensive Plan.

- Communicate with the Board of Directors regarding the process of the development of the Comprehensive Plan
- Attend training sessions from the IU on the process and the reporting tool used by PDE for the Comprehensive Planning Process.
- Establish a Comprehensive Planning Committee comprised of stakeholders across the district.
- Plan and hold meetings to review the current Comprehensive Plan and make revisions where needed based on input and feedback from the committee.
- Present the plan for approval to the Board and public display as per the established PDE timeline.

**Performance Target #2** (Organizational Leadership: Programs)

The superintendent will monitor and provide the Board and Community with updates on programs currently implemented:

- Project Lead the Way
- Agricultural Program
- Driver Education
- Use of Instructional Technology by our students and staff
  - K-4, 5-6, 7-8, 9-12

**Performance Target #3** (Organizational Management: Supplemental Positions)

Research and make recommendations on supplemental positions for the 2018-19 school year:

- Athletic Supplemental Positions
- Non-Athletic Supplemental Positions

**Performance Target #4** (Financial Management and Long-range Planning)

Performance Target #4 A fiscally responsible Five-year Plan was developed during the 2016-17 school year. The plan lists district initiatives that benefit the students and community.

- Monitor implementation of the plan throughout the 2017-18 school year
- Provide quarterly reports to the Board on progress of the plan during the 2017-18 school year
- Make appropriate adjustments to the plan as needed, with Board committees, and communicate the plan to the Board of Directors
- Add a new year to the plan to maintain a (5) year scope and sequence