

Pursuant to §1073.1(b.1) of Pennsylvania's Public School Code of 1949, the Board of School Directors is required to post the mutually agreed upon objective performance standards contained in the superintendent's contract on the school district's publicly accessible internet website.

Upon completion of the annual performance assessment, the Board of School Directors is required to post the date of the assessment and whether or not the district superintendent has met the objective performance standards on the school district's publicly accessible internet website.

The Board of School Directors met on June 12, 2017 in executive session to review its evaluation of the Superintendent's performance standards with Mr. McFarland, and the board met again in executive session on June 26, 2017 to finalize the results. Posted below are Mr. McFarland's performance standards and assessment for the 2016-2017 school year

Standards	
Section A: Governance & Board Relations (20%)	Highly Effective
Section B: Community Relations (15%)	Highly Effective
Section C: Staff Relations (15%)	Highly Effective
Section D: Business & Finance (15%)	Effective
Section E: Instructional Leadership (25%)	Highly Effective
Section F: Advocacy (10%)	Effective

Strategic District Initiatives	
G1. Develop a sustainable, systematic process for ensuring all district employees receive appropriate on-boarding/induction training including training on developing strong working relationships with all constituents to further the mission/vision of the District.	Met
G2. Prepare a strategic communication plan for the District for both internal and external communications.	Met
G3. Successfully negotiate a fiscally responsible, fair collective bargaining agreement with the Hershey Education Association.	Met
G4. Develop a senior and middle management plan that includes evaluation of all administrative positions and recommendations for any potential future restructuring/staffing.	Met
G5. Research and develop recommendations for future revenue generators for the District.	Met