

*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 11, 2018 in executive session to review its evaluation of the Superintendent’s performance standards with Mr. McFarland. Posted below are Mr. McFarland’s performance standards and assessment for the 2017-2018 school year*

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

<b>Strategic District Initiatives</b>	
<p><b>SUCCESSION PLANNING/BENCH STRENGTH</b></p> <p>1. Develop a resource guide that outlines all essential functions, duties, processes and procedures of the Superintendent position are clearly articulated to ensure continuity in transition or extended absence.</p>	Met
<p><b>REVENUE GENERATION</b></p> <p>1. Research and develop recommendations for future revenue generators in the Granada Property by June 2018.</p> <p>2. Research additional revenue generation opportunities from web-based advertising and acceptance of tuition students to the District.</p>	Met
<p><b>CUSTOMER SERVICE</b></p> <p>1. Develop trainings and systems to ensure that all staff know, understand and model good customer service that ensures that all constituents feel valued, heard and respected.</p>	Met