

## **Final Rating for 2018-2019**

In accordance with 24 P.S. Section 10-1073.1, the Riverside School District Board of Education evaluated the Superintendent on June 17, 2019 and based on the following criteria for the 2018-2019 school year, found Paul Brennan's performance to be Distinguished in each of the following categories.

### **Student Growth and Achievement**

Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the Board. Annual or other district performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to PSSA, PVAAS, and other locally determined measures, curriculum, professional development and Federal Programs.

### **Organizational Leadership**

Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.

### **District Operations and Financial Management**

Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

### **Communication and Community Relations**

Superintendent communicates with and effectively engages the staff, the Board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs, and short/long-range plans.

### **Human Resource Management**

Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district. The environment supports the staff performing their best work.

### **Professionalism**

Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Superintendent additionally works to individually reflect upon his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.