

**Appendix C**  
**Superintendent Harmony Area School District**  
**Objective Performance Measures**

Below are the agreed upon objective performance standards used as a basis for assessing the performance of superintendent Darren J. McLaurin in the areas of *Student Growth and Achievement*, *Organizational Leadership*; *District Operations and Financial Management*, *Communication and Community Relations*. This evaluation tool was agreed upon by the Harmony Area School District and superintendent Darren J. McLaurin.

**9.1 Objective Performance Standard #1:**

**Student Growth and Achievement**

The Superintendent, working in conjunction with building and district administrators and teacher leaders, used multiple data sources to assess student success and growth as appropriate, as well as areas of academic deficiency within the District. Data was used to identify root cause and develop curricular adjustments with the end goal of increased academic growth and/or performance as measured by various standardized assessment measures.

**Met/Did Not Meet Objective #1:**

**9.2 Objective Performance Standard #2:**

**Organizational Leadership**

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

**Met/Did Not Meet Objective #2:**

**9.3 Objective Performance Standard #3:**

**District Operations and Financial Management**

The Superintendent worked closely with the District Business Manager to develop and present a responsible budget that provided resources needed to maintain a quality educational program while ensuring fiscal responsibility. The Superintendent effectively supervised distribution of resources in support of district priorities and directed overall operational activities within the district.

**Met/Did Not Meet Objective #3:**

**9.4 Objective Performance Standard #4:**

**Communication and Community Relations**

The Superintendent communicated with and effectively engages the staff, the Board of School Directors, and members of the community, clearly articulated district goals and priorities, addressed local and broader issues affecting the district, and built support for district initiatives, programs and short/long-range plans.

**Met/Did Not Meet Objective #4:**

Comments on **Objective Performance Standards**