



**Ridgway Area School District**  
Superintendent's Evaluation 2020-2021

The Ridgway Area School District's Superintendent's overall evaluation for the 2020-2021 school year was **SATISFACTORY**.

The Superintendent's Goals for the 2021-2022 School Year are:

**Goal #1**

Each month, the Superintendent will meet with administrators regarding the educational programs or other factors they are responsible for overseeing. The superintendent will conduct a budgetary expenditure analysis with administrators to improve or enhance their knowledge and skills related to the expenditures for which they are responsible and to ensure that expenses are kept within or below budget, except when specified objectives warrant variances.

**Goal #2**

In preparation for budget development and prior to Ad-Hoc Budget meetings, the Superintendent will present an overview of anticipated educational program needs for board discussion and further analysis

A. As part of the budget development process, the District's Leadership Team will begin meeting in January, following the January Board Meeting, for the purpose of identifying educational program needs. These meetings will be convened on the following Thursdays: January 13, 20, 27, 2022 from 8:30- 10:00 AM in the Central Office. Attendance is required of all administrators at all meetings.

B. Superintendent will conduct a survey of board members regarding board objectives and financial tolerances related to deficit management.

**Goal #3**

Through the Leadership Development Training with the Administrative Team as facilitated by Dr. Pushchak and the Leadership for Learning meetings as facilitated by the Superintendent (district wide collaborative), the District will develop and define at least 3 organizational core

beliefs/values to be presented to the Board in March of 2022 to enhance the District's mission, vision and goals.

A. The Leadership Team will actively participate in 6 Leadership Development Sessions with Dr. Pushchak between July and December 2021, in preparation for facilitating the organization's development of core value/beliefs.

B. The Leadership Team will co-facilitate Leadership for Learning with a K-12 Staff Committee with the purpose of developing and defining 3 organizational beliefs/core values.

C. The District will assess school climate and culture using the PDE climate survey tool to be administered to all staff, student, and families by May 2022.