

Appendix A: Objective Performance Standards

2023-24 School Year

Vincent Hoover

Assistant Superintendent

1. The Assistant Superintendent will assist the Superintendent and the Administrative Team in the implementation of the Excellence and Equity 2025 Strategic Plan initiative, as evidenced by:
 - Assistance in implementation of the four outlined goals.
 - Facilitation of meetings to complete action steps.
 - Collaboration with stakeholder groups to write a new comprehensive plan.
 - Communicate the progress of the plan to various stakeholder groups.
2. The Assistant Superintendent will meet with administrators, teachers, parents, and students to understand their concerns and priorities, as evidenced by:
 - Individual meetings with building administrators and directors.
 - Collaboration with cabinet and administrative team.
 - Individual meetings with instructional staff.
 - Attendance at department and team meetings.
3. The Assistant Superintendent will review district's policies, curriculum, and academic performance data to gain a deep understanding of the district's strengths, weaknesses, opportunities, and challenges, as evidenced by:
 - Completion of an academic performance analysis report.
 - Completion of a curriculum audit of core subjects.
 - Analysis and tracking of instructional technology subscriptions.
 - Review and update of the district website.
4. The Assistant Superintendent will visit multiple learning environments to see the educational experience firsthand from multiple perspectives, as evidenced by:
 - Completion of formal observations of multiple untenured teachers.
 - Completion of walkthroughs in multiple classrooms providing teachers with written feedback.
 - Be present and supportive at multiple district sporting events and musical performances.

