

Superintendent Evaluation & Objective Performance Standards

Per the Pennsylvania School Code: The Superintendent shall be the chief administrative officer and chief instructional officer of the Northgate Board of School Directors and Northgate School District, and shall be responsible for the execution of all actions of the Board, the administration and operation of the public school system subject to the policies of the Board, and the supervision of all matters pertaining to instruction in all the schools under the direction of the Board.

A Northgate School District superintendent will be evaluated on annual goals in the following categories: Student Growth and Achievement, Organizational Leadership, Communications and Community Relations, District Operations and Financial Management, Government and Board Relations, Human Resources Management, and Professionalism. In addition, the evaluation will assess progress made in the following special focus goal area specific to the 2016-17 contract year: Public Relations and Communications, Relevance and Rigor in Educational Programming, Stakeholder Morale, and Enhancement of District Funding Sources.

The Superintendent's Annual Evaluation was conducted and approved by the Northgate Board of School Directors on June 19, 2017. Based on the 2016-17 goals, Dr. Caroline Johns was rated as:

More Than Satisfactory: Receiving a score of a 4.35 or above, based on a 5-point scale.

Performance is outstanding or above average.