

Superintendent Performance Goals

2026–2027

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These goals are written in a PASA-style format with clear outcomes, evidence sources, and alignment to major superintendent evaluation domains.

Executive Summary (Draft)

Superintendent Performance Goals 2026–2027: Draft for Board Review and Input

The attached goals are presented as a draft framework for the 2026–2027 evaluation cycle. They were developed to align with the Pennsylvania Association of School Administrators (PASA) Superintendent Evaluation Model while addressing current district priorities and organizational needs. (pasa-net.org; supereval.com)

The proposed goals focus on four areas that are critical to the continued growth and effectiveness of the Mount Union Area School District:

- Leadership for Learning through the development of curriculum infrastructure and data-informed decision making.
- Fiscal Stewardship and Governance through responsible management of resources, pursuit of external funding opportunities, and modernization of district policies.
- Communication and Community Engagement through intentional opportunities for stakeholder feedback, relationship-building, and transparent communication.
- Leadership Capacity and Organizational Effectiveness through administrative team development, role clarity, and continuous improvement.

Collectively, these goals are intended to support student achievement, strengthen organizational systems, enhance community trust, and ensure long-term district sustainability.

As these goals will serve as a shared framework for evaluating superintendent performance, Board feedback is both welcomed and encouraged. The draft is intended to initiate discussion and provide an opportunity for refinement so that the final goals reflect the Board's priorities, expectations, and vision for the district.

Performance Goals

Goal 1: Leadership for Learning

PASA Domain: Leadership for Learning

The Superintendent will strengthen the district's instructional program by establishing a fully functioning curriculum leadership structure, utilizing student achievement data to identify priority areas for improvement, and presenting a two-year curriculum writing and revision plan to the Board of School Directors by June 30, 2027.

Performance Indicators

- Curriculum leadership positions are filled and operational.
- Student achievement data is regularly reviewed to inform instructional priorities.
- Curriculum review priorities are identified and communicated.
- A two-year curriculum writing and revision plan is presented to the Board.

Evidence

- Staffing records and job assignments
- Curriculum leadership team agendas and minutes
- Assessment and achievement data reports
- Curriculum plan presentation and Board materials

Goal 2: Fiscal Stewardship and Governance

PASA Domain: District Operations and Resource Management

The Superintendent will maintain sound fiscal management while strengthening district governance by implementing strategic staffing efficiencies, pursuing external funding opportunities, and conducting a systematic review of district policies that have not been comprehensively updated since 2017. A multi-year policy revision schedule and recommended priority updates will be presented to the Board by June 30, 2027.

Performance Indicators

- The district maintains a balanced and sustainable financial position.
- Staffing vacancies are evaluated through a data-driven analysis process, and recommendations are presented to the board with supporting rationale.
- Grant applications and external funding opportunities increase.
- A comprehensive policy audit is completed.
- A Board-approved policy review and update schedule is established.

Evidence

- Budget and financial reports
- Staffing and attrition analyses
- Grant submissions and awards documentation
- Policy audit report
- Policy revision schedule
- Board agendas and approved policy updates

Goal 3: Communication, Engagement, and Public Trust

PASA Domain: Communication and Community Relations

The Superintendent will strengthen stakeholder engagement and trust by implementing a district-wide communication and engagement cycle that includes building-level listening sessions, summer

superintendent office hours, and a district Back-to-School Information Night. Feedback themes, communication outcomes, and resulting action steps will be reported to the Board by October 2026.

Performance Indicators

- Listening sessions are conducted in each school building.
- Summer office hours are completed and publicly communicated.
- A district-wide Back-to-School Information Night is successfully implemented.
- Stakeholder feedback is collected, analyzed, and used to inform district planning.

Evidence

- Meeting schedules and attendance records
- Communication artifacts and outreach materials
- Event participation data
- Stakeholder feedback summaries
- Board presentation on engagement outcomes

Goal 4: Leadership Capacity and Organizational Effectiveness

PASA Domain: Organizational Leadership

The Superintendent will enhance organizational effectiveness by finalizing administrative role alignment, clarifying leadership responsibilities, and implementing a structured leadership development process that strengthens collaboration, communication, accountability, and results-oriented leadership across the administrative team. The Superintendent will also develop and formally adopt a documented, legally compliant hiring process to replace inconsistent department-level practices, with initial implementation underway across district hiring by June 30, 2027.

Performance Indicators

- Administrative roles and responsibilities are clearly defined and communicated.
- Leadership development activities occur regularly throughout the year.
- Administrative team collaboration and effectiveness improve.
- Leadership team members demonstrate progress toward district priorities and goals.
- A standardized hiring process is documented, legally reviewed, and formally adopted.
- Initial rollout and training on the new process is completed with building and department leaders.

Evidence

- Organizational chart and role descriptions
- Leadership meeting agendas and documentation
- Leadership development activities and materials
- Team feedback surveys or reflection tools
- Mid-year and end-of-year Board reports
- Hiring process documentation/protocol

- Training records or rollout communication with administrative team

PASA Evaluation Alignment

Goal	Evaluation Domain
Goal 1	Leadership for Learning
Goal 2	District Operations and Resource Management
Goal 3	Communication and Community Relations
Goal 4	Organizational Leadership