

Evaluation Summary

	Rating
Standard 1 - SHARED VISION	9
Standard 2 - CULTURE OF LEARNING	9
Standard 3 - DECISION MAKING	9
Standard 4 - MANAGEMENT	9
Standard 5 - FAMILY AND COMMUNITY	9
Standard 6 - ETHICS	10
Standard 7 - ADVOCACY	9
Standard 8 - PERSONAL AND PROFESSIONAL GROWTH	9
Standard 9 - OBJECTIVE PERFORMANCE STANDARDS: (Met/Did Not Meet)	

1. Met ☒ Did Not Meet ☐
2. Met ☒ Did Not Meet ☐
3. Met ☒ Did Not Meet ☐
4. Met ☒ Did Not Meet ☐
5. Met ☒ Did Not Meet ☐

I certify that William Kanich has received a performance rating of:

☒ Distinguished Resulting in a ☐ Proficient ☐ Needs Improvement ☐ Failing
final rating of:

☒ Satisfactory ☐ Unsatisfactory

6/26/24
Date

August M. Villalobos
Board President

6/26/24
Date

MSB
Superintendent

SUPERINTENDENT EVALUATION TOOL

EVALUATION OF Leadership Standards

Standard 1 - SHARED VISION. An education leader promotes personalized student success by thinking and planning strategically to create and sustain an organizational vision of learning that is shared and supported by the school community.

Standard 2 - CULTURE OF LEARNING. An education leader promotes personalized student success by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning.

Standard 3 - DECISION MAKING. An education leader promotes personalized student success by accessing and using appropriate data to inform decision making at all levels of the system.

Standard 4 - MANAGEMENT. An education leader promotes personalized student success by ensuring management of the resources for a safe, efficient and effective learning environment.

Standard 5- FAMILY AND COMMUNITY. An education leader promotes personalized student success by collaborating, communicating, engaging and empowering others inside and outside of the organization to pursue excellence in learning.

Standard 6 - ETHICS. An education leader promotes the personalized student success by operating in a fair and equitable manner with personal and professional integrity.

Standard 7 - ADVOCACY. An education leader promotes personalized student success by advocating for children and public education in the larger political, social, economic, legal and cultural context.

Standard 8 - PERSONAL AND PROFESSIONAL GROWTH. An education leader promotes the personalized student success by supporting professional growth of self and others through practice and inquiry.

Standard 9- OBJECTIVE PERFORMANCE STANDARDS. Section 1073.1 of the Public School Code of 1949 provides that "the employment contract for a district superintendent shall include objective performance standards mutually agree to in writing by the board of school directors and the district superintendent."

Standard 1 (SHARED VISION) An education leader promotes personalized student success by thinking and planning strategically to create and sustain an organizational vision of learning that is shared and supported by the school community.

- Implemented the new Social Studies and Science Series at the Elementary Center. They are both aligned to the PA Core Standards and the Science series provides for a lot of STEM education.
- We started implementing the Enhanced Core Reading Instruction (ECRI) this year at the elementary center. This program overhauled how we provide interventions at the elementary center and how we include special education students in the regular classroom. This program is designed to improve student reading and to help special education students make up ground and “push” them to get closer to grade level. This will be an ongoing project that will take a few years to fully implement.
- Another program we began at the elementary center is the Explicit Instruction program. This focuses on how information is delivered to students to be more clear and concise. We are also utilizing this program due to the reasons I mentioned above.
- We began implementation of our new Social Studies curriculum at the elementary center.
- We began implementation of our new STEM based Science curriculum at the elementary center.
- We continued to work with the IU8 to overhaul our MTSS program at the High School to provide better interventions for struggling students.
- We have successfully implemented IXL program K to 12 and it is the primary tool for Multi-Tiered Systems of Support at the High School.
- The IXL program has been implemented in Math, ELA, Science and Spanish at the High School and will be expanded to Biology and Government next year.
- The High School expanded “Writing Across the Curriculum” this past year.
 - We offered exploratory Spanish for all 8th grade students this past year.

Rate on a scale of **1** to 10 where 10 is high and 1 is low: 9

Standard 2 (CULTURE OF LEARNING) An education leader promotes personalized student success by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning.

- We continue trying to offer new courses at the High School.
- We had 6 students take AP exams this year as compared to last year when we had no student take an AP exam.
- We held our first ever Sixth Grade Science fair for parents in the evening.
- We started a Sixth Grade student council in the elementary center.
- We started a mentoring program in the elementary center where sixth grade students were mentors for younger students.
- We had Three Reading Competition Teams this spring.
- We have continued with our Discovery and Challenge Lego League teams.
- I frequently walk through both buildings, when possible, to informally observe what is happening in the classrooms and to at least be able to greet students. Additionally, between all of the administrators we attend student events after school and do it in a way to create a work-home balance for everyone.
- As an administrative team we work collaboratively with staff when making decisions regarding curriculum and instruction. Staff is encouraged to take the lead on initiatives that we are looking to implement and are also encouraged to help develop how they will look.
- We started an eSports club this past year with great student involvement and success. The Middle School eSports won the 2024 Division 2 Rocket League Championship.
- The Football team won the Heritage Conference Championship, the Boys and Girls Basketball teams won the WestPac Conference Championships, and the Boys Baseball team lost in the WestPac Conference Championship, and a swimmer win districts.
- We had students move on to the state competition in Forensics.
- We had two groups of students place second in the Cambria County EnviriThon competition.
- The elementary basketball programs won a championship and another finished in second place.
- We had 4 students in the senior class move on to participate athletically at the collegiate level, with one student receiving a full athletic scholarship.
- Over 50% of the student body at the High School participates in an extra-curricular activity.

Rate on a scale of 1 to 10 where 10 is high and 1 is low: 9

Standard 3 (DECISION MAKING) An education leader promotes personalized student success by accessing and using appropriate data to inform decision making at all levels of the system.

- We utilize all available data when making decisions, whether it is district wide, building wide, individual classroom instruction or down to individual students. Teams meet to discuss all data to best inform decision making. We look at different programming and consult with other districts or experts when looking at what may best help our students succeed.
- We continue to look at the High School schedule and course offerings to maximize instruction time and to expand our offerings to students. We have made adjustments to the schedule over the past few years, and continue to make adjustments to fully develop what we believe would be our optimal schedule. Additionally, when looking at expanding our offerings we look at staffing, the schedule, and how it affects budget when determining what and how to offer these courses.
- All decisions that are made by acquiring as much information as possible and also by consulting with more than one individual to try to ensure that nothing is missed. We look for feedback from department heads at both the high school and elementary center before making any decisions and rolling anything out.

Rate on a scale of 1 to 10 where 10 is high and 1 is low: 9

Standard 4 (MANAGEMENT) An education leader promotes personalized student success by ensuring management of the resources for a safe, efficient and effective learning environment.

- We successfully completed the Federal Programs audit this past school year.
- We successfully completed our ESSR monitoring this year.
- We successfully completed our 3-year Comprehensive Plan this year.
- We have been working to bring our Board Policies up to date.
- We were able to hire 13 teachers this past year and a new Special Education Director, while a lot of districts could not fill open positions.
- As mentioned in Standard 3, we have been tweaking our High School schedule to maximize instructional time.
- There is constant communication between myself and the principals, principals and staff to keep everyone informed of initiatives, issues, etc... Additionally, when big items arise the board is given all pertinent information along with all allowable information to the public.

Rate on a scale of 1 to 10 where 10 is high and 1 is low: 9

Standard 5 (FAMILY AND COMMUNITY} An education leader promotes personalized student success by collaborating, communicating, engaging and empowering others inside and outside of the organization to pursue excellence in learning.

- We opened the Blessing Closet at the Elementary Center during meet the teacher night and came up in the evenings for parents who were in need of clothes and other items for their children for school. The closet provides new clothes, shoes and this year non-perishable food items that were donated by the food pantry. We had donations from the community and volunteers from our staff and local churches and organizations. We will continue to do this as long as we can continue to receive donations.
 - We met with the local food pantry and were able to get donations to add to our elementary closet for anyone who is in need.
 - We met with a local group that includes the local ministerium who are providing free community meals on a bi-weekly basis for anyone in the community. This is a great way to provide some relief to our students and families who are in need.
 - We host Veteran's day celebrations in both the elementary center and the high school and both events are well attended by the public.
 - The elementary center hosts a Christmas gift extravaganza in which all students receive one gift that has been donated to the school.
 - Both the high school and the elementary center have clothing "closets" in which students in need can come and pick out donated clothes.
 - The high school ecology club who planted approximately 200 trees on the old boney pile in Lorraine this year. They also collaborated with a committee that was attempting to place a community garden in the borough, however that plan fell through.
 - We have the trout in the classroom program at the high school where students raise trout and then they released them at Stewart's Run this year.
 - We conducted a community blood drive with a lot of success.
 - We will be having students "Adopt A Highway" to do cleanup along a local roadway.
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- We had a past graduate who is now an orthopedic doctor come to the High School and do a presentation to students, this has prompted us to begin to explore a career day by bringing in past graduates from various fields to discuss with student's post-graduation possibilities. This is also a great way to show students the successes of Blacklick Valley graduates, make a connection with the Blacklick Valley Community and to build pride in our school and what our graduates are capable of doing.

- Rate on a scale of 1 to 10 where 10 is high and 1 is low: 9

Standard 6 (ETHICS) An education leader promotes the personalized student success by operating in a fair and equitable manner with personal and professional integrity.

Below are examples of behaviors that indicate success in meeting this standard:

- * Models values and beliefs and attitudes that inspire others to higher levels of performance.
- * Fosters and maintains supportive professional relationships with staff.
- * Demonstrates appreciation for and sensitivity to diversity within the school community.
- * Is respectful of divergent opinions and of different points of view within the boundaries of the values and mission of the organization.
- * Acts in accordance with the letter and spirit of the law.
- * Meets commitments, verbal, written and implied.

Rate on a scale of 1 to 10 where 10 is high and 1 is low: 10

Standard 7 (ADVOCACY) An education leader promotes personalized student success by advocating for children and public education in the larger political, social, economic, legal and cultural context.

- We opened the Blessing Closet at the Elementary Center during meet the teacher night and came up in the evenings for parents who were in need of clothes and other items for their children for school. The closet provides new clothes, shoes and this year non-perishable food items that were donated by the food pantry. We had donations from the community and volunteers from our staff and local churches and organizations. We will continue to do this as long as we can continue to receive donations.
- We met with the local food pantry and were able to get donations to add to our elementary closet for anyone who is in need.
- We met with a local group that includes the local ministerium who are providing free community meals on a bi-weekly basis for anyone in the community. This is a great way to provide some relief to our students and families who are in need.
- We provided dresses for girls this year for homecoming, winter formal and prom.
- I am a board member for Central Pennsylvania Digital Learning Foundations, which is a cyber-school that was founded through the IU to offer a cheaper alternative to the bigger cyber schools that are in PA. The board consists of other Superintendents in the IU.
- Have attended meetings with legislators and education committee members to discuss current educational issues and concerns.

Rate on a scale of 1 to 10 where 10 is high and 1 is low: 9

Below are examples of behaviors that indicate success in meeting this standard:

Standard 8 (PERSONAL AND PROFESSIONAL GROWTH) A n education leader promotes the personalized student success by supporting professional growth of self and others through practice and inquiry.

- I participate in a book study with other superintendents who meet monthly to discuss the book and other relevant issues that we are facing. The book we have been reading is Lead from Where You Are.
- I have also read A Man of Integrity and Forgiveness: Joseph. While this is a religious book it is an excellent book in regards to leadership and overcoming setbacks while keeping a positive attitude.
- I regularly attend the PAC meetings at the Vo-Tech with other Superintendents and the Unit Council Meetings at the Appalachia Intermediate Unit with other Superintendents.
- I am a board member and board secretary for Central Pennsylvania Digital Learning Foundations, which is a cyber-school that was founded through the IU to offer a cheaper alternative to the bigger cyber schools that are in PA. The board consists of other Superintendents in the IU.
- I attend the gym regularly to keep healthy, I began exercising approximately 5 years ago, which obviously has I proved my health, but is also beneficial for my job performance.
- I receive monthly educational publications which keep me abreast of current educational issues.

Rate on a scale of 1 to 10 where 10 is high and 1 is low: 9

Objective Performance Standards

Met/Did

Not Meet

1. The Superintendent will assist the Business Manager in providing leadership in all Facets of the school's operation budget and finance, negotiations, public relations, And maintain a balanced budget.
 - We have worked to utilize our ESSR funding appropriately, in areas of need, and to ensure that what it is used on is sustainable when it is no longer available. We are in the beginning stages of leveling out our budget. We realize that this will take a few years, but want to be proactive in the process. This means that we want to ensure that our spending does not require us to drop our fund balance below its Pre-Covid levels.
 - We continue to analyze our spending and funding while balancing appropriate salaries for current employees and to attract future employees.
 - We have been planning for the upcoming Teacher negotiations. The negotiations will begin next school year, potentially in the summer to get an early contract if possible.

Met Objective ✓ Did Not Meet Objective: _____

2. The Superintendent will work cooperatively with building administration to implement programs to alleviate student learning loss due to the pandemic.
 - We began implementing two programs that will overhaul and improve our intervention programs at the elementary center. These programs will also help to "push-in" our learning support students with the goal of increasing their achievement. The "push-in" program or full inclusion is an ongoing process that will take time and support to be able to fully implement. We will not begin to fully realize the benefits of this program for about 5 to 6 years as students' progress through the grades.
 - We continue to fine tune our high school schedule to implement MTSS to better serve the needs of struggling students. We did a complete overhaul of the schedule this past school year, however after analyzing the schedule and meeting with teachers we realized that minor adjustments need to be made.
 - We continue to run our summer programs for students at both the high school and elementary center. We will however have to cut the breakfast and lunch program along with transporting the students to begin to trim back our budget with the expiration of ESSR funds.
 - Our Instructional Coach at the high school and Reading Specialist/Interventionist at the Elementary Center continue to meet with teachers to assist them in analyzing student performance data and instructional practices to best meet student needs. This has led to better utilization of data to help our students.

Met Objective ✓ Did Not Meet Objective: _____

3. The Superintendent will continue to work with PSBA to update the Board Policies.

- We have continued to update and approve policies over the last school year.

Met Objective: ✓

Did Not Meet Objective: _____

4. The Superintendent will work with building administrationors to continue to make connections with the school community.

- While we were not able to host the back to school blessing bash, we provided an opportunity for families to utilize our clothing closet at the Elementary Center during meet the teacher night. We provided new clothes, shoes, a book bag and school supplies to any family that wanted to come. We had donations from the community and volunteers from our staff and local churches. The closet was also utilized throughout the school year
- We provided dresses for girls this year to assist girls who may not be able to afford dresses for the formal dances that we have. We have seen an increase in girls utilizing this and will continue to promote this.
- We host Veteran's day celebrations in both the elementary center and the high school and both events are well attended by the public. These programs continue to expand and the high school is working on a wall of honor for all past veterans who graduated from the district.
- The elementary center hosts a Christmas gift extravaganza in which all students receive one gift that has been donated to the school.
- Both the high school and the elementary center have clothing "closets" in which students in need can come and pick out donated clothes.
- The high school ecology club planted approximately 200 trees on the old boney pile in Lorraine this year. They also collaborated with a committee that was attempting to place a community garden in the borough, however that plan fell through.
- We have the trout in the classroom program at the high school where students raise trout and then release them.
- We conducted a community blood drive at the high school this past year.
- We will be conducting a highway cleanup of a local highway.

Met Objective: ✓

Did Not Meet Objective: _____

5. The Superintendent work to enhance school security and safety throughout the school district.

- We hired a school police officer this year, Steve Szymusiak, who has been an asset to the district. This has been the biggest enhancement to our school security since I have been here. Officer Szymusiak has built positive relationships with students, staff and the community which has created an atmosphere where all individuals feel safe in the school and a trust with the community.
- We began implementing our required Act 55 trainings for staff.
- We adjusted/enhanced our dismissal procedures at the elementary center to make it safer for students.
- We are adding/upgrading cameras at both buildings to provide a more secure environment.

Met Objective: ✓

Did Not Meet Objective: _____

