

### **Final Rating for 2020-2021**

The Oxford Area School Board evaluated the Assistant Superintendent on June 15, 2021, and based on the following criteria for the 2020-2021 school year, found Dr. Billings-Jones' performance to be **Proficient** in each of the categories.

### **Student Growth and Achievement**

Assistant Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the Board of School Directors. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Assistant Superintendent relative to State Standardized Assessments, PVAAS, and other locally determined measures.

### **Organizational Leadership**

Assistant Superintendent has worked collaboratively with the Board to develop a vision for the District, displays an ability to identify and rectify problems affecting the District, works collaboratively with District administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District.

### **District Operations and Financial Management**

Assistant Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities; and directing overall operational activities within the District.

### **Communication and Community Relations**

Assistant Superintendent communicates with and effectively engages the staff, the Board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs, and short/long-range plans.

### **Human Resource Management**

Assistant Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions.

### **Professionalism**

Assistant Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Assistant Superintendent additionally works to individually reflect upon her effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.