

**NORTH EAST SCHOOL DISTRICT  
SUPERINTENDENT EVALUATION 2017-2018**



The North East Board of School Directors evaluates the performance of the North East Superintendent of Schools on an annual basis, using the PA School Board Association Superintendent Evaluation metric for assessment purposes.

During the 2017-2018 school year, Superintendent Frank M. McClard, Ed.D., was rated by the school board in the categories of Student Growth and Achievement, Organizational Leadership, District Operations and Financial Management, Communication and Community Relations, Human Resource Management and Professionalism.

Board members used the following criteria for evaluation: Distinguished, Proficient, Needs Improvement or Failing.

Dr. McClard received the following overall ratings in each category:

| Category                                     | Rating        |
|--|---------------|
| Student Growth and Achievement               | Distinguished |
| Organizational Leadership                    | Distinguished |
| District Operations and Financial Management | Distinguished |
| Communication and Community Relations        | Distinguished |
| Human Resource Management                    | Distinguished |
| Professionalism                              | Distinguished |

A handwritten signature in blue ink, reading 'Nicholas C. Mobilia', is positioned above the typed name.

Nicholas C. Mobilia, President  
North East Board of School Directors  
December 31, 2018