



Shaler Area School District

Superintendent Performance Review for 2024-2025

A performance review of the Superintendent must be completed annually by the Board of School Directors. In accordance with Section 1073.1 of the Public School Code, the Board of School Directors shall post the mutually agreed to performance standards on the District's publicly accessible website. Upon completion of the annual performance review, the Board shall post the date of the review and whether the Superintendent met the objective performance standards on the District's publicly accessible website.

On June 20, 2025, the Shaler Area School District Board of Directors rated Dr. Bryan O'Black on the eight performance standards noted below. Dr. O'Black met each of these standards for the 2024-2025 school year.

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.