

**NORTH EAST SCHOOL DISTRICT  
SUPERINTENDENT EVALUATION 2019-2020**



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 2019-2020 school year, Superintendent Dr. Michele Spurgeon Hartzell 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. Hartzell 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  
June 18, 2020