

**NORTH EAST SCHOOL DISTRICT  
SUPERINTENDENT EVALUATION 2022-2023**



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 2022-2023 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 |

Nicholas C. Mobilia, President  
North East Board of School Directors  
July 31, 2023