

Mr. Mark Mitchell
School Year: 2024-2025

Ratings on Individual Domains:

OPS Objective Performance Standards	Failing	Needs Improvement	Proficient	Distinguished
OPS 1 Communications Effective and efficient communication with staff, board, community, and other superintendents.	Failing	Needs Improvement	Proficient	Distinguished
OPS 2 Elementary Renovation Coordination, communication, and funding opportunities related to the elementary renovation project.	Failing	Needs Improvement	Proficient	Distinguished
OPS 3 Management/Supervision Contract negotiations, budget processes, grant management/requirements, and employee supervision.	Failing	Needs Improvement	Proficient	Distinguished
Overall Rating	Failing	Needs Improvement	Proficient	Distinguished

Superintendent's Signature:

Mr. Mark Mitchell
Mr. Mark Mitchell
(signed electronically)

Date:

6/9/25

Trusted Agent's Signature:

Mr. Chad Diviney
Mr. Chad Diviney
(signed electronically)

Date:

6/9/25

Please Note:

- The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.

Performed on 6/9/25, 11:34 AM
Performed by Mr. Chad Diviney

OPS Objective Performance Standards

Overall Feedback and Comments for the Objective Performance Standards Domain

Mr. Mitchell has demonstrated strong, steady leadership and a clear commitment to student success and staff support. His ability to navigate complex challenges while maintaining transparency and open communication has positively impacted our district. Under his guidance, we have seen consistent progress within our district and increased community engagement. His dedication to continuous improvement is evident and deeply appreciated.

- Mrs. Christina Brown

With each month I complete as the district's superintendent, I learn more and more. One aspect of the job that I find most rewarding is the daily challenge of making decisions that best serve our students, district, and community. It is through this constant learning, that I am able to adapt, rationalize, and carry out these decisions on a daily basis. Communication, transparency, and collaboration with the students, staff, board, and community is imperative. The challenge and difficulty of balancing the daily requirements of guiding a district, while at the same time monitoring and managing a large-scale renovation project has kept me busier than ever. I have learned so much through this renovation, and I will continue to learn even more. While there have been many unforeseen challenges, my focus on the end result continues to be a driving force. We have all worked so hard to see this project through, and I am going to make sure it's even better than what we anticipate.

- Mr. Mark Mitchell

OPS 1 Communications

Effective and efficient communication with staff, board, community, and other superintendents.

Proficient

The reflections and evidence meets the established objective performance standard.

Feedback and Comments

Consistently demonstrates effective communication that is clear, concise, and transparent, and he is able to adapt to different communication styles according to the audience. Continuous improvement should focus on better accepting constructive feedback and/or listening to alternative viewpoints without becoming defensive.

- Mr. Chad Diviney

Having finished my second full year as Superintendent, I feel I have really worked to improve communications with the board, community, and other superintendents. With the elementary renovation in full swing, I continue to communicate frequently with the board, the school community, and the overall community to keep them abreast of progress and concerns/issues. We have been faced with asbestos abatement, while still working to keep the project on track. Asbestos abatement is a "scary" concept to everyone involved, especially parents. Through open communication and transparency, the process has been effective and positive. A couple sets of parents reached out to me to have a more detailed conversation concerning the abatement process. Open communication and transparency has led to the successful implementation of our weapons detectors. We have even introduced the use of the detectors to the public and visitors. I plan to continue the expanded use of the detectors at events within our district.

I try to be as visible as possible in our community. It's one thing to just be visible, but it's another to be visible and vocal in support of decisions that could forever change the make-up of our community. For instance, I had numerous conversations with key players in the possible closure of the Quehanna Boot Camp. I want to let all of those involved that everyone at the district is doing everything we can to help support the boot camp staying open. Mr. Diviney and I even attended the public comment event in Karthus, where I spoke about the effect the closure would have on our district and community.

- Mr. Mark Mitchell

Supporting Evidence

 Math Selection Series Sub Committee Meeting Agenda 4 30 24

 Board Of Directors FYI 4 23 25

 Alcohol Water Bottle Incident Notification Letter 5 19 25

 Quehanna Talking Points

OPS 2 Elementary Renovation

Coordination, communication, and funding opportunities related to the elementary renovation project.

Distinguished

The reflections and evidence exceeds the established objective performance standard.

Feedback and Comments

Mark has taken upon himself to identify and pursue alternative funding sources (i.e., grants) to assist with ongoing facility needs. As part of this pursuit he has successfully developed meaningful relationships with fellow superintendents, as well as third-party consultants specializing in public funding sources. One such organization is GSL Government Consulting, which is a management consulting and economic development firm. GSL is focused on developing and implementing uniquely tailored solutions to complex operational, regulatory and funding issues related to state and local government. To date, Mark's work with GSL has resulted in \$1.7 of grant monies that have been applied to the construction costs of the WBASD Elementary Renovation Project. Continuous improvement should focus on further engaging the WBASD Business Manager to assist the Superintendent Position with facility funding efforts, and the relationship between GSL and the WBASD should continue to be fostered.

- Mr. Chad Diviney

In addition to the areas mentioned in the objective description above, I continue to coordinate and communicate with all stakeholders as it relates to the renovation project. I am in constant contact with GSL to seek addition money as it relates to the project. Already having been awarded \$1.7 million towards the project, I just completed the paperwork to apply for an additional \$10 million in RACP funds. With the change over of administration at the federal level, grant funding has been put on hold. However, I am hearing that some grants opportunities are very close to opening up. I monitor these opportunities weekly and will apply for any grants that are applicable to our project. Aside from grant opportunities, though fiscally responsible processes, I have been able to save hundreds of thousands of dollars in certain areas of the project. Some of these areas include the abatement, furniture purchases, and the fire suppression system. I feel I have effectively recommended and fostered positive relationships and partnerships with integral components, stakeholders, and opportunities in order to secure funding for our district. Some of these include recommending that the district enter into a contract with GSL Consulting. In addition to GSL, we have also partnered with Raymond James for financial guidance and recommendations which have led to us being able to take on the building project despite the increased costs. I have also established close relationships with both Representative Dallas Kephart and Senator Wayne Langerholc. These relationships have led to support in the awarding of funding to our district.

- Mr. Mark Mitchell

Supporting Evidence

 Elementary Renovation Project Cost Estimate Update 5 15 24

 Asbestos Abatement 2nd Notice

 MIDL PCCD Non Competitive Funding Grant ID 41469

OPS 3 Management/Supervision

Contract negotiations, budget processes, grant management/requirements, and employee supervision.

Distinguished

The reflections and evidence exceeds the established objective performance standard.

Feedback and Comments

The 2024-2025 school year was an active year as it related to professional staff contracts. Both the Support Staff Contract and the Professional Staff Contract was successfully negotiated, and Mark was instrumental in facilitating those negotiations and obtaining BOD approval.

This was Mark's second year overseeing the budget process, and while the 2025-2026 budget is not yet finalized or approved, the budgeting process has been well orchestrated, effective and smooth. Given the removal of ESSER Funding with this year's budget, the WBASD (like most school districts) had to creatively account for this loss of funding. Mark was able to successfully navigate this challenge through a combination of modifying, moving, and (in some cases) even eliminating expenditures.

Mark continues to grow within his superintendent position as it relates to employee supervision and employee management. Mark has shown proficiency in routine, day-to-day, disciplinary matters. The WBASD was faced with several "high profile" HR issues during the past year that resulted in removal of "high-profile employees". Mark was successfully able, with the assistance of the solicitor, to navigate his way through those tough conversations (with the respective employees and their union representation) and bring actionable recommendations to the BOD that were founded in solid reasoning and backed by important examples of evidentiary value.

Continuous improvement should focus on the need to improve and update the position descriptions of direct reports to the Superintendent. Updated and accurate position descriptions will enable Mark to properly supervise those individuals, providing for accountability, and allowing for constructive feedback and/or improvement planning.

- Mr. Chad Diviney

In the last year, we have successfully negotiate both our support and professional staff contracts. Both of these contracts are 5-year contracts that carry us through the 2029-2030 school years. I work closely with the business manager on all budgets and decisions relating to the budget. We have an efficient budget process that includes multiple finance committee meetings leading up to the proposed preliminary and final budgets. With the elimination of ESSER funding, we had to efficiently modify, move, and even eliminate expenditures to fit within our revenues. Employee supervision can be simple, if all employees are doing what's required. However, unfortunately, that is not always the case. So in addition to supervising all district employees that perform their jobs as expected, I have also had to discipline employees in case in which they are not. Some cases have even led to termination. While these situations are unfortunate, they are needed in order to ensure our students, staff, and district are provided with the best education and environment we give them.

- Mr. Mark Mitchell

Supporting Evidence



Overall General Evaluation Comments

While Mark continues to mature within his role, he consistently exhibits strong leadership traits and commitment to the District. The elementary renovation project has added a layer complexity to his position since his hire, but he has approached this challenge with poise and confidence. The WBASD is better positioned than last year, and this is a direct result of Mark's leadership and continual desire to improve. I am pleased with Mark's achievements over the past year, and this evaluation is a reflection of that overall satisfaction and pride in his performance.

- Mr. Chad Diviney

Mr. Mitchell has demonstrated strong, steady leadership and a clear commitment to student success and staff support. His ability to navigate complex challenges while maintaining transparency and open communication has positively impacted our district. Under his guidance, we have seen consistent progress within our district and increased community engagement. His dedication to continuous improvement is evident and deeply appreciated.

Mrs. Christina Brown, Board Vice-President - 5/29/2025, 9:17:17 PM

- Mrs. Christina Brown

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- Mr. Mark Mitchell

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Board President's Signature:

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