



NORTHERN LEBANON

SCHOOL DISTRICT

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24 July 2024

The Northern Lebanon School District Board of Directors (“Board”) met in Executive Session on 24 July 2024 to review the performance of Dr. Gary Messinger as District Superintendent for the 2023-2024 school year. The Board specifically evaluated the following areas, consistent with the Pennsylvania Association of School Administrators’ model performance standards:

- (1) Development of a Shared Vision
- (2) Establishing a Culture of Learning
- (3) Decision Making
- (4) Management
- (5) Collaboration and Outreach with Family and Community
- (6) Ethics
- (7) Advocacy for Public Education
- (8) Personal and Professional Growth

The Board also evaluated Dr. Messinger’s performance on two Objective Performance Standards established in advance of the school year, based on identified goals within the District’s long-term plan:

- (1) Instructional Leadership (District Goal #7)
- (2) Systems of Coordinated and Monitored Supports (District Goal #9)

The Board determined that Dr. Messinger either met or exceeded the established standards in each of the evaluated areas, provided Dr. Messinger with concrete areas of improvement to continue advancing the District’s goals and long-term development, and further provided recommendations for Objective Performance Standards for the upcoming school year, which will be included as part of next year’s Superintendent Evaluation.

In short, the Board of Directors concluded that Dr. Messinger’s performance in the prior year demonstrated excellent leadership and management of the District with expectations for continued success and ongoing improvement. Dr. Messinger’s performance once again reflects great credit on himself and the entire Northern Lebanon School District.

Barry Naum
President
Northern Lebanon School District Board of Directors