

**LEHIGHTON AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS**

**RESOLUTION REGARDING ANNUAL PERFORMANCE EVALUATION
OF SUPERINTENDENT JASON MOSER**
2025–2026 School Year

WHEREAS, the Board of School Directors (“Board”) of the Lehigh Area School District (“District”) is required, pursuant to Section 1073.1 of the Public School Code of 1949, as amended (24 P.S. § 10-1073.1), to include objective performance standards in the employment contract of the District Superintendent, which standards shall be mutually agreed to in writing by the Board and the Superintendent; and

WHEREAS, the Board and Superintendent Jason Moser mutually agreed upon five (5) objective performance standards for the 2025–2026 school year, consistent with the categories set forth in Section 1073.1 and the guidance of the Pennsylvania Association of School Administrators (PASA), which recommends no more than five standards annually; and

WHEREAS, the mutually agreed-upon objective performance standards for the 2025–2026 school year are as follows:

1. The Superintendent will communicate with the school community at-large in order to build relationships based on transparency and respect.
2. The Superintendent will create the conditions for increased student academic achievement.
3. The Superintendent will support a data-informed decision-making mindset through the District.
4. The Superintendent, through collaboration with the Board of Directors, administrators, teachers, support staff, students, and the community, will lead the continuous process of visioning for school improvement.
5. The Superintendent will promote professional development, ongoing success, and accountability by delivering Board-approved goals on an annual basis that strategically plan for ongoing improvement and address concerns and deficiencies identified.

WHEREAS, the Board conducted the annual performance evaluation of Superintendent Moser on September 14, 2026, in executive session, consistent with the exceptions to the Pennsylvania Sunshine Act, 65 Pa.C.S. § 708(a)(1), which permits discussion of personnel matters, including the evaluation of an employee’s performance; and

WHEREAS, the Board evaluated Superintendent Moser against the five (5) mutually agreed-upon objective performance standards enumerated above, and concluded that Superintendent Moser met all five (5) of the identified objective performance standards for the 2025–2026 school year; and

WHEREAS, Section 1073.1 requires that, upon completion of the annual performance assessment, the Board shall post on the District’s publicly accessible website the date of the assessment and whether or not the Superintendent met the agreed-to objective performance standards; and

WHEREAS, Section 1073.1 establishes two separate and distinct obligations: (1) the posting of the mutually agreed-upon objective performance standards on the District’s website, and (2) upon completion of the annual assessment, the posting of the assessment date and whether the standards were met; and

WHEREAS, the statute does not require that objective performance standards for the succeeding school year be adopted simultaneously with the disclosure of the prior year's evaluation results, and the Board intends to work collaboratively with Superintendent Moser to develop and mutually agree upon objective performance standards for the 2026–2027 school year in a thoughtful and timely manner.

NOW, THEREFORE, BE IT RESOLVED by the Board of School Directors of the Lehigh Area School District, in public session duly assembled, as follows:

1. The Board hereby confirms that it conducted the annual performance evaluation of Superintendent Jason Moser on September 14, 2026, in executive session, and that the Board has determined that Superintendent Moser met all five (5) of the mutually agreed-upon objective performance standards for the 2025–2026 school year.
2. The Administration is hereby directed to post on the District's publicly accessible website a disclosure that includes: (a) the mutually agreed-upon objective performance standards for the 2025–2026 school year; (b) the date of the annual performance assessment (September 14, 2026); and (c) the determination that Superintendent Moser met the agreed-to objective performance standards, all in accordance with Section 1073.1 of the Public School Code of 1949, as amended.
3. The website disclosure shall note that Section 1073.1 requires the posting of the objective performance standards, the date of the assessment, and whether the standards were met, but does not require the posting of the evaluation itself.
4. The Board shall work collaboratively with Superintendent Moser to develop and mutually agree upon objective performance standards for the 2026–2027 school year. Upon mutual agreement, such standards shall be posted on the District's website as required by Section 1073.1. The Board notes that the adoption of new performance standards for the 2026–2027 school year is a separate obligation from the disclosure of the 2025–2026 evaluation results, and the Board may take reasonable time to thoughtfully develop the new standards in collaboration with the Superintendent.
5. This Resolution shall take effect immediately upon adoption.

ADOPTED this _____ day of _____, 2026, by a vote of _____ in favor, _____ opposed, and _____ abstaining.

President, Board of School Directors
Lehigh Area School District

Secretary, Board of School Directors
Lehigh Area School District