

**WCASD Board of Directors**  
**2017-18 Superintendent Evaluation – Dr. Jim Scanlon**

Definitions of Performance Levels:

**EXEMPLARY: (3.0 - 4.0)** Performance in the specific duty or responsibility is more than accepted norms. The results and objectives achieved exceed the standards for acceptable performance.

**PROFICIENT: (2.0 - 2.9)** Performance in the specific duty or responsibility is fully acceptable. The results and objectives and achieved meet the standards for acceptable performance.

**PROGRESSING: (1.0 – 1.9)** Performance in the specific duty or responsibility is slightly less than acceptable. The results and objectives achieved fall slightly short of the standards for acceptable performance. A rating of Progressing requires a written comment indicating the reason(s) for this rating

**UNSATISFACTORY: (0 -.9)** Performance in the specific duty or responsibility is totally unacceptable. The results and objectives achieved fall substantially short of the standards for acceptable performance. A rating of unsatisfactory requires a written comment indicating the reason(s) for this rating.

<b><u>Area of Responsibility</u></b>	<b><u>Average Score</u></b>
<b>Overall Operation of School District</b>	<b>3.8</b>
<b>Relationships with the Board</b>	<b>3.8</b>
<b>Community Relations</b>	<b>3.9</b>
<b>Staff Relations</b>	<b>3.7</b>
<b>Curriculum/Assessment</b>	<b>3.8</b>
<b>Human Resources</b>	<b>3.7</b>
<b>Business, Finance and Facilities</b>	<b>3.7</b>
<b>Personal Qualities</b>	<b>3.9</b>
<b>Overall Average Score</b>	<b>3.8</b>