

WCASD Board of Directors
2018-19 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.

<u>Area of Responsibility</u>	<u>Average Score</u>
Overall Operation of School District	3.5
Relationships with the Board	3.5
Community Relations	3.6
Staff Relations	3.6
Curriculum/Assessment	3.6
Human Resources	3.6
Business, Finance and Facilities	3.6
Personal Qualities	3.5
Overall Average Score	3.6