

**WCASD Board of Directors
2019-20 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.

| Area of Responsibility | Average Score |
|--------------------------------------|----------------------|
| Overall Operation of School District | 3.5 |
| Relationships with the Board | 3.5 |
| Community Relations | 3.6 |
| Staff Relations | 3.5 |
| Curriculum/Assessment | 3.6 |
| Human Resources | 3.5 |
| Business, Finance and Facilities | 3.8 |
| Personal Qualities | 3.6 |
| | |
| Overall Average Score | 3.6 |