

Union Area School District Superintendent Performance Evaluation

Public Release of Information Following Performance Evaluation

Evaluation of the district superintendent is a critical responsibility of the board of school directors. Effective boards should continuously monitor the superintendent in a number of key areas, including his ability to achieve annually determined and desired outcomes for the school district. Proactively implementing a structured evaluation tool promotes a clear line of communication between the superintendent and the school board that clarifies expectations while providing for a defensible and clear assessment of overall performance.

The Union Area School District Board of Directors evaluates the Superintendent each year. This process is a reflection of the Board of School Director's collective impression of the Superintendent's performance in the areas of Student Growth and Achievement, Organizational Leadership, District Operations and Financial Management, Communication and Community Relations, Human Resource Management, and Professionalism. The Superintendent's performance can be rated as follows:

Distinguished (3)	<ul style="list-style-type: none"> • Performance is outstanding • Performance is superior and exceeds expectations • Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations
Proficient (2)	<ul style="list-style-type: none"> • Adequately performs all functions within the role, meeting or occasionally exceeding expectations • Performance is adequate, meeting, or occasionally exceeding expectations generally associated with performance
Needs Improvement (1)	<ul style="list-style-type: none"> • Periodically fails to meet expectations associated with assigned tasks, targeted goals or professional competencies • Performance is less than adequate on a periodic or frequent basis – the superintendent may be developing within the position, but needs to improve to be a considered proficient
Failing (0)	<ul style="list-style-type: none"> • Performance is below acceptable levels • Fails to meet most expectations associated with the role of superintendent – substantial professional improvement is needed before the superintendent can be considered proficient in the role

Category	Rating From 0 - 3
Student Growth and Achievement	2.98
Organizational Leadership	2.86
District Operations and Financial Management	2.98
Communication and Community Relations	2.66
Human Resource Management	2.66
Professionalism	2.98
Overall	2.85

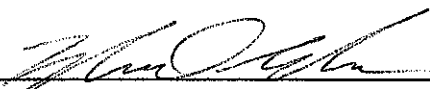
Conversion to performance rating for each category and overall score:

2.50 – 3.00 Distinguished
1.50 – 2.49 Proficient
0.50 – 1.49 Needs Improvement
0.00 - .049 Failing

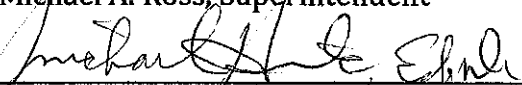
Comments: File Copy

Board's Response: Superintendent's overall average score is 2.85 which places him in the upper range of distinguished. Congratulations on a job well done!

Superintendent's Response:



Dr. Michael A. Ross, Superintendent

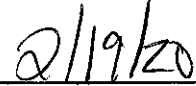


Dr. Mike Hink, Board President

2/27/2020
Date

2/27/2020
Date


Samantha Lavery, Board Secretary


Date