



WEST CHESTER AREA SCHOOL DISTRICT

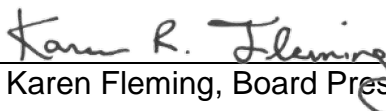
2023-2024 Deputy Superintendent/Chief Academic Officer's Annual Performance Assessment

This annual performance uses the rating scale below as a basis for rating the Superintendent's overall performance according to agreed upon objective performance standards in the areas of Student Achievement, Professional Development, Communications, and Fiscal Responsibility.

Definitions of Performance Levels

EXEMPLARY	Performance in the specific duty or responsibility is more than accepted norms. The results and objectives achieved exceed the standards for acceptable performance.
PROFICIENT	Performance in the specific duty or responsibility is fully acceptable. The results and objectives achieved meet the standards for acceptable performance.
PROGRESSING	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	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.

The West Chester Area Board of School Directors rated the performance to date of School Superintendent Dr. Kalia Reynolds as Exemplary.


Karen Fleming, Board President

08/27/2024
Date