



WEST CHESTER AREA SCHOOL DISTRICT

2022-2023 Substitute Superintendent'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 standards: Shared Vision, Culture of Learning, Decision Making, Management, Family and Community, Ethics, Advocacy, Personal and Professional Growth, and the following Objective Performance Standards: Student Achievement Goals, Professional Development Goals, Fiscal Responsibility Goals, and Communications Goals.

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 Substitute Superintendent Dr. Kalia Reynolds as Proficient.


Sue Tiernan, Board President

November 13, 2023
Date