Appendix B
FREEPORT AREA SCHOOL DISTRICT
SUPERINTENDENT PERFORMANCE EVALUATION

This evaluation tool uses the below assessment measures as a basis for indicating the Board's evaluation of the superintendent's performance in the standards of: Student Achievement and Growth, Organizational Leadership; District Operations and Financial Management; Communication and Community Relations; Human Resource Management; Professionalism; and Objective Performance Goals.

Distinguished	• Performance is clearly outstanding • Performance is superior, far exceeding expectations • Performance is exceptional on a regular or continuous basis-the superintendent far outperforms relative to minimum expectations
Proficient	• Adequately performs all functions within the role, meeting or occasionally exceeding expectations • Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance
Needs Improvement	• 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 considered proficient
Failing	• 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

The superintendent is evaluated on each of six Professional Standards. The Professional Standards are included in the superintendent's contract and are the basis for the overall performance rating. The results of the Objective Performance Goals are made available to the public at the completion of the performance review. Below each Professional Standard have performance indicators that assist the Board members and the Board to assess overall performance in each Standard.

Ian M. Magness
Superintendent's Name

Board of School Directors — 2024-2025
Evaluator's Name — School Year