



2025-2026 PDSD Assistant Superintendent's Annual Performance Assessment

This annual performance assessment uses the below rating scale as a basis for rating the Superintendent's overall performance according to agreed-upon objective performance standards in the areas of Student Growth and Achievement; Organizational Leadership; District Operations and Financial Management; Communication and Community Relations; Human Resource Management; and Professionalism.

Distinguished	Performance is superior and routinely exceeds expectations.
Proficient	Performance is adequate and occasionally meets or exceeds standards or expectations.
Needs Improvement	Performance periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies.
Failing	Performance fails to meet most expectations associated with the role of Superintendent. Substantial improvement is needed to be considered proficient in the role.

With the above descriptors in mind, on June 24, 2026, the Penn-Delco School District Board of School Directors rated the performance to date of the PDSD Superintendent of Schools, Dr. Erik Kuminka, as :

Distinguished

Leon Armour

Mr. Leon Armour, President
Penn-Delco Board of School Directors