



2015-2016 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.

Rating Scale Descriptors:

Distinguished	Performance is superior, routinely exceeding expectations
Proficient	Performance is adequate, meeting or occasionally exceeding 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 April 7, 2017 the Marple Newtown Board of School Directors rated the performance to date of School Superintendent DR. Carol Cary as proficient.

Kathryn V. Chandless, Board President