



SUPERINTENDENT EVALUATION FINAL PERFORMANCE SUMMARY SHEET

SUPERINTENDENT'S NAME HEATHER McMAHON VARGAS

ACADEMIC YEAR 2021-2022

EVALUATORS (List ALL Board Members)

PADRAC McBRATH
AIMÉE KENNICK
JAMIE COBAUGH

MICHAEL BERG
AMY GOODE
Megan HANDLEY

JOHNA HOLTZ
SANDRA LAWRIE
RICHARD VIGLIONE

This summary sheet can be used to indicate the collective rating of the superintendent's performance

<p>Summary Rating Instructions:</p> <p>The Board President will tally each board member's ratings for the standards and objectives and record the totals in the corresponding boxes.</p>	PART 1: STANDARDS				
		Distinguished	Proficient	Needs Improvement	Failing
		Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria
	SHARED VISION		✓		
	CULTURE OF LEARNING		✓		
	DECISION MAKING		✓		
	MANAGEMENT		✓		
	FAMILY & COMMUNITY		✓		
	ETHICS		✓		
	ADVOCACY		✓		
	PERSONAL & PROFESSIONAL GROWTH		✓		
	PART 2: OBJECTIVES/GOALS				
		Distinguished	Proficient	Needs Improvement	Failed
		Exceeded the Objective	Met the Objective	Partially met the Objective	Did not meet the Objective
FOCUS #1 Goal 1		✓			
FOCUS #1 Goal 2		✓			
FOCUS #2 Goal 3		✓			

BOARD SUMMARY COMMENTS

The Ridgway Area School Directors' Board has evaluated Superintendent McManayen-Vargas and have determined that she be rated as "Proficient" for both Standard and Objectives/Goals.

BOARD RECOMMENDATIONS

Not Applicable At This Time

SUPERINTENDENT RESPONSE

SUPERINTENDENT'S SIGNATURE _____

DATE _____

BOARD PRESIDENT SIGNATURE _____

DATE _____

Note: Signing this evaluation indicates that the evaluation has been reviewed and results discussed with the Superintendent, but does not necessarily indicate he or she agrees on all ratings or comments made. The signed Superintendent Evaluation Final Performance Summary Sheet should be placed in the Superintendent's personnel file.



**RASD SUPERINTENDENT'S OBJECTIVE
PERFORMANCE STANDARD
2021-2022**

OBJECTIVE PERFORMANCE STANDARD FOCUS: Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

GOAL #1 – Each month, the superintendent will meet with administrators regarding the educational programs or other factors they are responsible for overseeing. More specifically, the superintendent will conduct a budgetary expenditure analysis with them to improve or enhance each administrator's knowledge and skills related to the expenditures for which they are responsible and to ensure that expenses are kept within or below budget, except when specific objectives warrant variances.

GOAL #2 – In preparation for budget development, and prior to Ad-Hoc Budget meetings, the superintendent will present an overview of anticipated educational programs needs for board discussion and further analysis.

- As part of the budget development process, the District's leadership team will begin meeting in January, following the January Board meeting, for the purpose of identifying educational program needs. These meetings will be convened on the following Thursdays: January 13, 20, and 27, 2022 from 8:30-10:00 a.m. in the Central Office. Attendance is required of all administrators at all meetings.
- In addition, the superintendent will conduct a survey of board members regarding board objectives and financial tolerances related to deficit management.

Questions or concerns regarding budget planning and process should be made to the Superintendent. All budget discussion between all parties will be held in the sunshine.

OBJECTIVE PERFORMANCE STANDARD FOCUS: Superintendent has worked collaboratively with the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.

GOAL #3 – Through the Leadership Development Training with the Administrative Team as facilitated by Dr. Pushchak and the Leadership for Learning meetings as facilitated by

the superintendent (district wide collaborative), the District will develop and define at least 3 organizational core beliefs/values to be presented to the Board in March of 2022 to enhance the District's mission, vision and goals.

- The leadership team will actively participate in 6 Leadership Development Sessions with Dr. Pushchak between July and December 2021, in preparation for facilitating the organization's development of core values/beliefs.
- The leadership team will co-facilitate Leadership for Learning with a k-12 staff committee with the purpose of developing and defining 3 organizational beliefs/core values.
- The District will assess school climate and culture using the PDE climate survey tool to be administered to all staff, student, and families by May of 2022.

09/08/2021

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