



SUPERINTENDENT EVALUATION FINAL PERFORMANCE SUMMARY SHEET

SUPERINTENDENT'S NAME Heather McMahan-Vargas

ACADEMIC YEAR 2023-2024

EVALUATORS (List ALL Board Members)

Amy Goode

Peter Coffman

Aimee Kemick

Jamie Cobaugh

Megen Handley

Sandy Lawrie

Natalie Aiello

Johnna Holtz

Paul McCurdy

This summary sheet indicates 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 average total 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		3.02		
	CULTURE OF LEARNING		3.07		
	DECISION MAKING		2.83		
	MANAGEMENT		2.96		
	FAMILY & COMMUNITY		3.02		
	ETHICS		3.01		
	ADVOCACY		3.41		
	PERSONAL & PROFESSIONAL GROWTH		3.22		
	PART 2: OBJECTIVES/GOALS				
		Distinguished	Proficient	Needs Improvement	Failed
		Exceeded the Objective	Met the Objective	Partially met the Objective	Did not meet the Objective
	GOAL 1		X		
GOAL 2		X			
GOAL 3			X		
GOAL 4		X			

BOARD SUMMARY COMMENTS

The Ridgway Area School Director's Board has evaluated Superintendent McMahon-Vargas and have determined that she be rated as "Proficient" for both Standards and Objectives.

BOARD RECOMMENDATIONS

The Superintendent will work collaboratively with the Board in June to develop 1-4 goals focusing on these areas: Shared Vision (standard 1), Decision Making (standard 3) and Management (standard 4)

SUPERINTENDENT RESPONSE

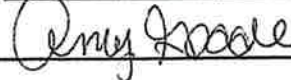
SUPERINTENDENT'S SIGNATURE



DATE

5/1/24

BOARD PRESIDENT SIGNATURE



DATE

5/1/24

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.