



2018-2019 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:

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|-------------------|--|
| 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 October 15, 2019 the Rose Tree Media Board of School Directors rated the performance to date of School Superintendent Dr. Eleanor DiMarino-Linnen as Proficient.