



SAINT CLAIR AREA SCHOOL DISTRICT

Learn and Grow as a Community

2022-2023 Superintendent's Annual Performance Assessment

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

Distinguished

- Performance is clearly outstanding
- Performance is superior, far exceeding expectations
- Performance is exceptional on a regular or continuous basis
- The superintendent far outperforms relative to minimum expectations

Proficient

- Adequately performs all functions within the role, meeting or occasionally exceeding expectations
- Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance

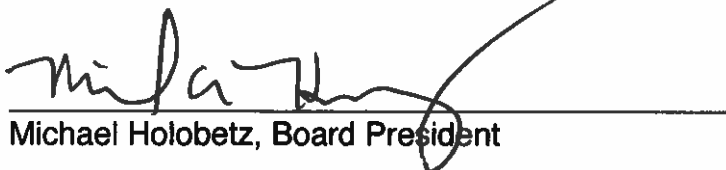
Needs Improvement

- Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies
- Performance is less than adequate on a periodic or frequent basis – the superintendent may be developing within the position, but needs to improve to be considered proficient

Falling

- Performance is below acceptable levels
- Fails to meet most expectations associated with the role of superintendent – substantial professional improvement is needed before the superintendent can be considered proficient in the role

With the above descriptors as a guide, the Saint Clair Area School District Board of School Directors rated the performance of Mr. Thomas McLaughlin as **proficient** overall.



Michael Holobetz, Board President

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"We are an Equal Rights and Opportunity School District"