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| **Component** | **Description** | **Rating Scale 1-4** | **Weight** |
| Performance Objectives | All measured subgroups achieve their respective annual ELA and Math MCAP targets required to stay on track to meet the MSDE’s goal of reducing the percentage of non-proficient students by half by 2032. | 4 – Exemplary (10% or more above goal)  3- Proficient (met goal)  2 – Developing (did not meet goal)  1 – Unacceptable (10% or less below goal) | 75% of overall rating |
| 4% improvement of 9th grade on track for student groups below district average | 4 – Exemplary (1% or more above goal)  3- Proficient (met goal)  2 – Developing (did not meet goal)  1 – Unacceptable (2% or less below goal) |
| Reduce disproportionality in suspension rates by 50% for each of the following 3 subgroups: Black/African American students, economically disadvantaged students and students with disabilities | 4 – Exemplary (10% or more above goal)  3- Proficient (met goal)  2 – Developing (did not meet goal)  1 – Unacceptable (10% or less below goal) |
|  |  | Average of ratings for the 3 goals = overall rating for performance objectives component |  |
| Leadership Survey | Survey on the 7 performance standards from the Virginia [Guidelines for Uniform Performance Standards and Evaluation](https://www.doe.virginia.gov/teaching/performance_evaluation/guidelines_ups_eval_criteria_superintendents.docx)  [Criteria for Superintendents](https://www.doe.virginia.gov/teaching/performance_evaluation/guidelines_ups_eval_criteria_superintendents.docx) + Central Office Leaders Standard 6  All board members take the survey independently and anonymously (via Survey Monkey or another online tool) | Rating of 1-4 as found on pg 34 of the “Guidelines for Uniform Performance Standards”  Average of all individual board member ratings = overall rating for leadership survey component | 25% of overall rating |
| Leadership Survey | All direct reports to the Superintendent take the survey anonymously – responses provided to the board and the Superintendent but not scored as part of formal evaluation  Superintendent completes a self-evaluation using the tool |  | Not part of overall rating |