

Part 2: Executive Leadership and Vision (40 total points available)

Reviewer	Demonstrates Vision	Makes effective decisions	Maximizes human capital	Works well as a part of a high functioning team	Constructs a positive communication strategy	Creates and maintains an effective budget	Prioritizes positive culture and people wellness	Total
Board ¹	10	4.68	4.58	4.5	4.15	4.5	3.98	36.4
Superintendent	10	4.5	4.5	4.5	4.0	4.5	4.0	36
Core Team	9.8	4.6	4.24	4.48	4.12	4.64	4.16	36.08

¹ The Board score is an average of the rating of the three Board Officers.

Superintendent Performance Incentive Pay Plan Rubric

The Superintendent has achieved the following points as set forth in the Superintendent Performance Pay Plan Rubric and is entitled to the Incentive Pay as reflected below:

<u>Part 1</u> : Annual Goal Achievement	55.0 points
<u>Part 2</u> : Executive Leadership and Vision:	36.4 points
	<u>Total: 91.4 points</u>

Incentive Pay Potential:	\$190,000
Achievement:	91.4%
Incentive Pay Total:	<u>\$173,660</u>