

Riverside Local School District
Superintendent Performance Evaluation
From August 1, 2023 to July 31, 2024

Name of Superintendent: **DR. CHRISTOPHER J. RATENO**

Essential Job Functions:

Scale: 4 = Distinguished 3 = Proficient 2 = Developing 1 = Ineffective

RATING	
2	Partners with the Board to develop and enhance the District's vision, policies, goals and objectives.
1.67	Communicates effectively, timely and with full transparency with the Board of Education.
3	Develops good rapport and sustains a strong relationship with administration and staff.
2.5	Collaborates effectively and sustains a strong relationship with parents and outside stakeholders.
1.67	Communicates effectively with all parties to create positive and purposeful engagement.
2.33	Works effectively with Administration and The Treasurer to efficiently manage the District's business operations.
2.67	Provides innovative leadership which will drive professional and academic development that fosters best instructional practices which in turn will lead to student academic success and achievement.
3	Fosters internal and external enthusiasm for the betterment of the District's image.
2.67	Encourages unity and holds others accountable to positive results.
3	Maintains high standards in areas of ethics, honesty, respect, trust, integrity and professional growth.
24.51	TOTAL POINTS

TOTAL POINTS AVAILABLE: 40 POINTS

AVERAGE RATING: 2.45

Attainment of Prior Year Performance Objectives (2023-2024)

Comments:

Needs to improve communication – both frequency and style. Lack of transparency and poor timing of communication is detrimental to the work of the Board of Education. Too many instances over this past year in which the BOE was the last to know about important changes being made that were communicated to others before being communicated to the BOE.

Example – *Auburn Academy* – changes communicated to students and families without prior communication to the BOE about the upcoming changes and getting buy-in from the BOE in advance.

Example – *Moving 5th graders to LaMuth* – brief communication with some BOE members in advance, but perhaps not all members. Communication went out to parents prior to full discussion by the BOE in open session regarding the practicalities and implications of the move. BOE was not afforded the opportunity to have input in advance of a major decision. The BOE should always have advance knowledge and the ability to have input on major initiatives.

Example - *\$2.5 million improvement grant* – BOE had no knowledge of the application (which was in December 2023) prior to the award (which was in February/March 2024). During this time, the BOE was encouraged to move forward with plans for a facility planning group with no knowledge of how this major grant (if awarded) could change the course of conversations.

Public perception of a cohesive, intelligent and informed BOE has a largely positive impact in the community at large – therefore positive public perception should be fostered more deliberately at every juncture.

Example - *Moving and changing Community Kindness Day* – while in and of itself the changes in scope and timing are not of major significance, the BOE was not informed nor afforded the opportunity to participate.

The public perception of board involvement in community activities cannot be underestimated. The BOE cannot be involved in activities if they are not given the opportunity to do so.

Performance Objective for the Coming Year (2024-2025)

2024-25 Goal 1: Improve the timing, relevance and substance of communication with the BOE. Transparency with the BOE should be a top priority.

While the weekly Friday Packet contains superficial information, it does not sufficiently cover major initiatives under consideration by the administrative team.

- Consider using the existing BOE committee structure to report more detailed information which then can be discussed at an upcoming board meeting via the reporting structure as set in the board agenda.
- Always be prepared to share with full transparency to the BOE prior to communications with parents and the community at large.

2024-25 Goal 2: Prioritize the use of the BOE contracted Attorney.

Our board legal team is contracted annually and paid on retainer and should be consulted for all major initiatives.

- The closing statement for all new initiatives should be “let’s run it by Dan”.
- All contracts requiring a BOE and administrative signature should be reviewed by the attorney of record prior to being signed.
- Many of our administrative guidelines and actual practices in place should be vetted by our attorney of record.

We don’t utilize our retainer-based service team as effectively as we could. The district needs to start thinking more proactively about legal liability, risk, and fair treatment of all as our society as a whole becomes more litigious.

2024-25 Goal 3: The over-arching reason for your selection as superintendent was your knowledge and dedication to educational ideals that the district desires to improve upon.

- **Academic results**
- **Re-emergence of rigor in all classroom and educational experiences**
- **Accountability of students to their educational outcomes**
- **Accountability of staff to their duty to excellence in instruction and feedback**

A plan for improvements in these areas should be presented to the Board of Education that addresses the following components of the improvement process:

- An overall plan of action that addresses each of the above bulleted areas

- How this plan of action will be communicated to the district, building and teacher level teams
- Outlines what identifiable adjustments will be made to yield better academic success for the students in the district
- Identifies and quantifies the measures by which this improvement will be measured
- Provides details indicating how each of the following are impacted:
 - Annual calendar of goals to be achieved
 - Classroom and course materials
 - Instructional delivery
 - Staff training and professional development
 - Administrative oversight
 - Collaboration and best practices
 - Use of data to both drive and improve instruction
 - Support services required (new, old or improved)
 - Enrichment and remediation plans and goals
 - Accountability to yearly goals
 - How this plan will be communicated to staff
 - How to gauge staff support for these goals and create a sense of TEAM to ensure that goals are met
 - How the plan will be supported on an annual basis

This plan should be presented to the Board of Education during a work session devoted to this process some time between January 2025 and June 2025 so that the entire plan can be ready for implementation during the FY2026 school year.

Please maintain focus on these areas without being distracted by other non-essential areas. The district employs highly qualified administrators and department directors to handle routine activities within their areas of expertise and departments – which should afford you (the superintendent) to spend the appropriate amount of time developing this type of improvement plan.

If we can improve these four core areas, then community support will follow.

2024-25 Goal 4: Work with the High School team to overhaul and re-invent our Guidance Department.

The Guidance Department currently has as its main overall goal to oversee the scheduling for the student body at both the high school and the middle school. Ultimately this should be considered a secondary goal and not the main goal.

Come up with a plan that addresses what the Guidance Department can/should be.

- This plan should be ready for implementation in full for the 2025-26 school year.
- The plan should ensure that guidance and certified staff have all the appropriate professional development they need to ensure the success of the new vision.
- The plan should ensure that students and parents are informed of the improvements by the end of the school year in May of 2025
- The plan should ensure that the BOE has been informed and can provide affirmation by the April 2025 board meeting – prior to roll out to staff and the community at large

This can and should ensure that both students and parents have more information than ever which will assist them in making informed decisions about courses, careers, college and career planning, and feel positively empowered knowing the district is looking at each student individually to help them succeed.

2024-25 Goal 5: Ensure the completion of the facility master plan by the end of the 2024-25 school year.

It is expected that a comprehensive plan will be presented to the community by April 2025 at the latest.

2024-25 Goal 6: Enhance the employee recognition program to include year-round activities as well as a year-end event to recognize achievements of both certified and classified staff as well as retiring staff members.

Comments by Employee:

Date: 8-5-2024

Board Member 

Date: 8-5-2024

Board Member Belinda Grassi

Date: 8-5-24

Superintendent 

(Signature of employee does not indicate approval or disapproval)