

**Riverside Local School District**  
**Superintendent Performance Evaluation**  
**From August 1, 2024 to July 31, 2025**

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

**Essential Job Functions:**

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

<b>RATING</b>	
7.5/16	Partners with the Board to develop and enhance the District's vision, policies, goals and objectives.
7/16	Communicates effectively, timely and with full transparency with the Board of Education.
16/20	Develops good rapport and sustains a strong relationship with administration and staff.
13.5/20	Collaborates effectively and sustains a strong relationship with parents and outside stakeholders.
7/16	Communicates effectively with all parties to create positive and purposeful engagement.
8.5/16	Works effectively with Administration and The Treasurer to efficiently manage the District's business operations.
14.5/20	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.
10/16	Fosters internal and external enthusiasm for the betterment of the District's image.
11.5/20	Encourages unity and holds others accountable to positive results.
12.5/20	Maintains high standards in areas of ethics, honesty, respect, trust, integrity and professional growth.
<b>108/180</b>	<b>TOTAL POINTS</b>

**TOTAL POINTS AVAILABLE: 40 POINTS**

**AVERAGE RATING: 60%**

## Attainment of Prior Year Performance Objectives (2024-2025)

### Comments:

**Goal 1: Communication needs to improve, i.e. transparency with the board and communications by the superintendent and treasurer need to be initiated independently.** There has been more detailed information shared in the Friday packet, via timely texts or phone calls and other reports to the board. As stated this past August, the Board of Education must hear information before parents about major initiatives, as it is not a good look when the board is not properly informed. Partnering with the board, supporting the Board, working toward unifying the board are all crucial to the success of the Riverside Schools. This did not happen with the survey and steering a Board decision in one direction.

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**Goal 2: Prioritize the use of the BOE contracted Attorney.** The BOE attorney has been excessively used in many areas, i.e. personnel, student concerns, building projects, land acquisition and TIFF contracts, etc. He has been in attendance at most of our BOE meetings and provided sound advice procedurally, providing clarity on a number of concerns.

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**Goal 3: The over-arching reason for your selection as superintendent was your knowledge and dedication to certain performance standards that the district needs to improve upon, namely: academic results, re-emergence of rigor in all classroom and educational experiences, accountability of students to their educational outcomes and accountability of staff to their duty to excellence in instruction and feedback.** Personalized Learning has been implemented and there are many positive outcomes. More staff has been trained and they are motivated to take on this endeavor. An examination of the reading and math program materials have been examined and are being implemented. Staff training is a heavy component in addition to the reading and math coach supports. The MTSS process is working well and attention to student data and intervention is yielding results in K-7 (student-centered learning.) The High School will be the next focus, as well as boosting higher achieving students. The development of A Pathway to Excellence this spring will continue to be a major focus next year. State test results should be available to the board before the start of school, regardless of public release.

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**Goal 4: Work with the High School team to overhaul and re-invent/re-define our Guidance Department.**

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**Moving past scheduling to a new plan for the 2025-26 school year where students and parents are informed regarding courses, careers, college and career planning to help each child succeed.** After a needs analysis, a 3 year implementation plan has begun. Counselors are now assigned to specific graduating classes in order to develop relationships. There will be more visibility of the counseling staff, and additional training this coming year. This plan needs to be presented to the board and will also be part of next year's goals.

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**Goal 5: Ensure the completion of the facility Master Plan by the end of the 24-25 school year.** This was completed prior to the Mid-Year Review on March 4, 2025.

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**Goal 6: Enhance the employee recognition program to include year round activities as well as a year-end event to recognize achievement of both certified and classified staff as well as retiring staff members.** There were numerous activities/occasions to exhibit appreciation for the staff throughout the school year. Some examples: Social media posts, appreciation emails, Food Truck at all buildings, highlighting staff in video updates, March P.D. Day, End of Year celebration and graduation speech recognition.

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## Performance Objective for the Coming Year (2025-2026)

**Goal 1:** Work to unify the board with the community, parents, staff and administration. Create a “partnership” with the Board, community, parents, staff and administration moving forward. As Superintendent, supporting the Board’s vision will assist in the process of developing this “partnership.” i.e. concerns for housing students in overcrowded conditions. The RLSD needs to work together for the benefit of the students. Look for a positive result based in unity. Building upon honesty, trust, integrity and professional growth will also assist in the process of developing this “partnership.”

**Goal 2:** Regarding academic improvement: the will to improve is there and many pieces and parts have been implemented such as instructional rounds, new curriculum, data review, etc. Continued refinement, consistency across the district, with continued training and oversight should produce elevated results. Continue to monitor weak areas that may need further evaluation, perhaps changes in placement and teaming with best practices to make further gains in student achievement across the district. The new reading and math programs should also assist in yielding positive results. Discuss and determine how to measure results. Where we stand in the state, 71<sup>st</sup> economically, but not 71<sup>st</sup> in testing. Continue with the implementation of MTSS at the secondary level, boosting higher level students in all grades, and work towards the consistency of A Pathway to Excellence at RLSD.

**Goal 3:** The roll out of the 3 year re-invention of Guidance Department at the High School should be presented in a variety of ways to the BOE, the parents, students and staff. Please provide feedback and updates to the Board on a regular basis regarding the progress of this initiative from various stakeholders’ perspectives.

**Goal 4:** Continue to refine the Job Descriptions via Board work sessions so they can be formally adopted by the board this fall. Monitor new hires in light of these job descriptions, and evaluate staff according to the responsibilities in their respective Job Descriptions. With the evaluation process, be sure there are goals for improvement particularly as they relate to student achievement.

**Goal 5:** It was suggested you increase district advocacy (for example: legislative items that negatively affect school finance and property tax reform). Be sure to discuss with the Board first so our leadership in this area aligns with the Board’s perspective.

**Goal 6:** Speak up more about what is good for the district that may be in conflict with other board members. (discuss in conference.) roll into 1.

**Comments by Employee:**

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**Date:** 7-7-25

**Board Member** 

**Date:** 7-7-25

**Board Member** 

**Date:** 7-7-25

**Superintendent:** 

*(Signature of employee does not indicate approval or disapproval)*