



# Superintendent Evaluation

**Croton-Harmon UFSD**  
 10 Gerstein Street Croton, NY  
 10520  
 Croton, NY  
 (914) 271-4713

**Superintendent's Name**

**Dr. Edward Fuhrman**

**School Year**

**2015-2016**

Ratings on Individual Domains:

<b>A. Relationship with the Board</b>	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>B. Community Relations</b>	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>C. Staff Relationships</b>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>D. Business and Finance</b>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>E. Instructional Leadership</b>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>F. District Goals</b>				
<b>F.1 District Goal for 2015-16</b>				
To continuously improve student learning through aligned common assessments that measure achievement of the application of State Standards and 21 <sup>st</sup> century skills identified in the C-H mission and vision and are used to inform/support professional practice.				
<b>Essential Question(s)</b>				
How do our assessment and measurement systems align with our goals for learning, teaching practices, and the demands of data driven instruction?				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.2 Educational Program-Learning for All: Increase learning for all regarding quality curriculum, instruction, assessment, and the integration of technology into quality learning experiences.</b>				
<ul style="list-style-type: none"> <li>Continue to keep a focus on instruction and increase my visibility and accessibility in the schools by conducting "5 X 5" walkthroughs in each school at least once a week. Note: 5 X 5 = visiting five teachers for at least 5 minutes.</li> </ul>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.3 Educational Program-Learning for All: Increase learning for all regarding quality curriculum, instruction, assessment, and the integration of technology into quality learning experiences.</b>				
<ul style="list-style-type: none"> <li>Continue to build trust and teamwork with the administrative team through professional conversations, shared readings, individual and group monthly meetings and workshop participation in the areas of leadership, curriculum development, instruction, assessment, and technology integration.</li> </ul>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.4 Educational Program-Learning for All: Increase learning for all regarding quality curriculum, instruction, assessment, and the integration of technology into quality learning experiences.</b>				
<ul style="list-style-type: none"> <li>Continue to build systems-thinking regarding curriculum, instruction and assessment with the administrative team by conducting learning walks as a team in our schools four times for 90 minutes each. This will include visiting up to five classrooms for ten minutes each and a debriefing session. The visits will use a protocol that will establish the goals and procedures for the visit. Each visit will be sure to include an examination of Common Core implementation.</li> </ul>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.5 Educational Program-Learning for All: Increase learning for all regarding quality curriculum, instruction, assessment, and the integration of technology into quality learning experiences.</b>				
<ul style="list-style-type: none"> <li>Build trust and open communications with educators by meeting with all our teacher teams (grade level/department) over the course of school year 2015-16. There will be at least ten such meetings, each of which will be framed around work on district goals.</li> </ul>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.6 Community/School Connection: Increase interactions and communications between school and community.</b>				
<ul style="list-style-type: none"> <li>Create at least five videos that highlight aspects of the school district from the superintendent's view. These videos will be posted on the district web site.</li> </ul>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.7 Community/School Connection: Increase interactions and communications between school and community.</b>				
<ul style="list-style-type: none"> <li>Over the course of the school year, create at least three superintendent's letters to the school community and post these letters on the district web site. The letters will update the school community regarding current issues in education and the impact of these issues on the Croton-Harmon School District.</li> </ul>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>F.8 School Environment: Promote a school environment where everyone including students, parents, and staff members feel valued, respected and safe</b>				
<ul style="list-style-type: none"> <li>Participate in at-risk student meetings led by Karen Gatto at least three times during the 2015-16 school year.</li> </ul>				
	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>F.9 School Environment: Promote a school environment where everyone including students, parents, and staff members feel valued, respected and safe.</b>				
<ul style="list-style-type: none"> <li>In order to develop a deeper understanding of what our students experience in school, shadow one student at each school for the academic school day.</li> </ul>				
	Ineffective	<b>Developing</b>	Effective	Highly Effective
<b>Overall Rating</b>				
	Ineffective	Developing	<b>Effective</b>	Highly Effective

Superintendent's Signature: *Dr. Edward Fuhrman* (signed electronically)  
 Dr. Edward Fuhrman

Date: 8/29/16

Board President's Signature: *Giuseppina Miller* (signed electronically)  
 Giuseppina Miller

Date: 8/29/16

**Please Note:**

- Pursuant to law, portions of this evaluation have been redacted.
- The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.