



Superintendent Evaluation

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

Superintendent's Name
 Deborah O'Connell

School Year
 2018-2019

Ratings on Individual Domains:

| | | | | |
|--|-------------|------------|------------------|-------------------------|
| A. Relationship with the Board | Ineffective | Developing | Effective | Highly Effective |
| B. Community Relations | Ineffective | Developing | Effective | Highly Effective |
| C. Staff Relationships | Ineffective | Developing | Effective | Highly Effective |
| D. Business and Finance | Ineffective | Developing | Effective | Highly Effective |
| E. Instructional Leadership | Ineffective | Developing | Effective | Highly Effective |
| F. Annual Goals | Ineffective | Developing | Effective | Highly Effective |
| <p>F.2 Advocate on the State and local level and connect with professional development opportunities to support me in my role as superintendent.</p> <p>Continuing advocacy efforts on the State and local levels and connect with professional development opportunities to support me in my role as superintendent as evidenced by participation in the following groups over the course of the 2018-19 school year:</p> <p>Putnam Northern Westchester Chief School Administrators Lower Hudson Council of School Superintendents New York State Council of School Superintendents New York State Association of Women Administrators Croton-on-Hudson Rotary Club The Tri-State Consortium Superintendents</p> | Ineffective | Developing | Effective | Highly Effective |
| F.1 Focus on building | | | | |

relationships united by the district’s mission and vision, as represented by the tagline “Think. Create. Reflect. Respect.”

Over the course of the 2018-19 school year, continue to focus on building relationships united by the district’s mission and vision, as represented by the tagline “Think. Create. Reflect. Respect.” This will be accomplished through direct communications with parents, students, and staff as evidenced by:

- Writing two letters to the community on relevant topics
- Meeting with the following groups to identify areas of interest/concern, seek feedback, and provide relevant information:
 - The Superintendent’s Advisory Committee two times
 - PTA presidents three times (Questions and feedback from membership, information-sharing with membership).
 - The CTA-District Liaison Committee (teacher representatives, principals)
 - Central office staff two times
 - Secretarial/Custodial/Transportation staff two times
 - District/Village Liaison Committee two times
 - Meeting with the Board
 - Communications Committee as scheduled
 - Creating, along with the communications department, two videos “Croton-Harmon On the Move” on topics of interest (targeted messages on important themes)
 - Being Visible- being present in classrooms and at after school and evening events

Ineffective

Developing

Effective



F.3 Implement Year Two (2) of the Strategic Coherence Plan (focus on the action steps)

Support the implementation of year two of the Strategic Coherence Plan (the six strategies) by implementing year two action steps found in the plan by June 30, 2019, including

- Working with staff to refine definitions of critical thinking for problem solving
- Developing a draft inventory of K-12 assessments tagged to the assessment of critical thinking, and the

Ineffective

Developing

Effective



| | | | | |
|--|-------------|------------|-----------|-------------------------|
| identification of the components of the Danielson Framework that support critical and creative thinking for problem solving. | | | | |
| F.4 Support student learning by being visible in schools. Support student learning (Think. Create. Reflect. Respect) and quality curriculum, instruction, and assessment by blocking off time each week (2 hours minimum per week) to be in the schools and in classrooms with students and staff. | Ineffective | Developing | Effective | Highly Effective |
| Overall Rating | Ineffective | Developing | Effective | Highly Effective |

Comments by the Board of Education
-none-

Comments by the Superintendent
-none-

Superintendent's Signature: *Deborah O'Connell* Date: 6/21/19
Deborah O'Connell
(signed electronically)

Trusted Agent's Signature: *Iris Cross-Bugliosi* Date: 6/27/19
Iris Cross-Bugliosi
(signed electronically)

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.