



Superintendent Evaluation

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

Superintendent's Name
 Deborah O'Connell

School Year
 2019-2020

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.1 Goal 1: Strengthen and deepen the work of the Strategic Coherence Plan (SCP) by reviewing and analyzing the implementation of the Strategic Coherence Plan.</p> <p>Based on this analysis, the following actions will take place in the 2019-2020 school year:</p> <p>Explore what has been accomplished thus far and recommend edits to content and timeline of the plan to the Board of Education.</p> <p>Develop assessments to specifically address critical thinking through problem solving and label them appropriately in Rubicon Atlas.</p> <p>Collect the data from assessments and use these to inform the SCP outcomes.</p> <p>Identify evidence of critical thinking through problem solving in classroom observations (Using the Danielson Framework) to inform our work relative to the SCP.</p> <p>Engage stakeholders in dialogue</p>	Ineffective	Developing	Effective	Highly Effective

surrounding the SCP and the Profile of the Graduate.
 Deepen awareness of the school community concerning the District's Profile of a Graduate in action by producing two videos over the course of the school year that include examples of the profile in our classroom K-12.

F.2 Goal 2: Empowering staff by engaging in ongoing professional development relative to the district's mission and vision (Think, Create, Reflect, Respect)

Based on this goal, the following actions will take place in the 2019-2020 school year:

Engage professional staff in the Tri-State process which focuses on three key essential questions:

To what extent do students have opportunities to engage in problem-solving that requires critical thinking in all disciplines and at all levels, K-12?

To what extent has the district provided professional development opportunities that prepare teachers to create problem-based learning experiences that promote critical thinking?

To what extent do we have a common understanding of what is meant by "critical thinking through problem-solving?"

Engage professional staff in a review of the Tri-State team's preliminary findings

Continue to explore social emotional learning opportunities through curricula, the Social Emotional Learning Committee, and the Code of Conduct (Code of Character, Conduct & Support)

Develop and implement a Professional Development Plan for the 2019-2020 school year

Engage the Asst. Supt. for Business and Director of Facilities in preliminary discussions surrounding the 5-year Building Condition Survey

Monitor the district facilities and budget to maximize resources based on current and future needs




Address the needs of COVID-19 based on mandates, etc.

Ineffective Developing Effective



F.3 Goal 3: Deepen our focus and commitment to the Child Nutrition Program

Based on this goal, the following actions will take place in the 2019-2020 school year:

<p>Secure a food service management company Engage in ongoing dialogue relative to launching the CNP in September 2019 Engage in ongoing dialogue to connect efforts from the Environmental Sustainability Committee with the School Lunch Committee Convene the School Lunch Committee for feedback</p>	Ineffective	Developing	Effective	
<p>F.4 Goal 4: Empowering community voice by creating a Steering Committee which is comprised of community members and CHUFSD staff.</p> <p>The primary function of the Steering Committee is to participate in a planning process by collaborating with liaisons from committees to further the work of each committee, communicate the purpose and work of each committee and help formulate recommendations for consideration of the Administrative Council and/or Board of Education. The Steering Committee will meet five (5) times per year to:</p> <p>Learn and review the charge and work of each committee Engage in thoughtful discussions about each committee’s work Help formulate recommendations and provide strategic direction for the work of each committee Provide a forum to communicate the important work of each committee by helping to synthesize, integrate and effectively communicate ideas generated by committees Ensure that the work of each committee aligns with its charge and further aligns with the district’s strategic coherence plan Look for connections and ways to support each committee Create a repository (shared drive) for committee information</p>	Ineffective	Developing	Effective	
<p>Overall Rating</p>	Ineffective	Developing	Effective	

Comments by the Board of Education
-none-

Comments by the Superintendent

-none-

Superintendent's Signature:

Deborah O'Connell
Deborah O'Connell
(signed electronically)

Date:

6/28/20

Trusted Agent's Signature:

Sarah Carrier
Sarah Carrier
(signed electronically)

Date:

7/1/20

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.*