



Superintendent Evaluation

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

Superintendent's Name

Stephen Walker

School Year

2021-2022

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
F.1 Visibility and Relationship Building Become a visible member of the school district community, and build relationships with individuals and groups across the district. Priorities : Implement Transition and Entry Plan as shared with the community in January 2022 Regularly attend the following meetings : PTA/PTSA/SEPTA Principal's Coffees Athletics Booster Club CHEF Rotary Croton Caring Student-Faculty Congress Superintendent's Advisory Committee CTA-District Liaison Committee Schedule consistent time to meet with/visit: Board of Education members Classrooms In All Schools Central Administration Team members Building Administration Team members Directors and Supervisors Secretarial/Custodial/Transportation	Ineffective	Developing	Effective	Highly Effective

leadership and staff members Extracurricular and Athletic Events Determine and implement approach to engaging lesser-heard voices in our school district community Spanish-speaking families and students Out of District students and their families				
F.2 Strategic Planning Provide leadership to the process of envisioning and developing a new Strategic Plan for the district. Priorities : Research possible consultants to assist in facilitating the process, and identify consultant to collaborate with Recruit individuals who represent multiple district perspectives to participate in the Strategic Planning process Present timeline and process details to Board of Education and community Share timeline and process details with faculty, staff and community Implement Strategic Planning process Note: completion of the Strategic Planning process is envisioned for Fall 2022	Ineffective	Developing	Effective	Highly Effective
F.3 Communications to Enhance Sense of Community Evaluate current district communications approaches, and envision and implement communications practices with a focus on enhancing the already existing sense of community across schools and the district. Priorities : Garner feedback from students, staff members, administrators, parents and community members regarding current communications practices Implement consistent communications language with focus on maintaining the unity of the district as "Tigers" Implement process to introduce all new staff members to our district, across schools, and community Implement process to recognize staff members who are performing well beyond expectations Research options to replace current K12 Alert system Examine feasibility of digital flyer program to	Ineffective	Developing	Effective	Highly Effective

streamline communication about district and community events Participate in work with Board Communications Committee to re-examine our branding as a district Develop and implement vision for the purpose of our multiple communications mechanisms (website, Croton Connections, newsletters, social media) Determine and implement approach to engaging lesser-heard voices in our school district community Spanish-speaking families and students Out of District students and their families Examine ways for Board Meeting summary information and Superintendent's Reports to be more readily accessible to the public				
F.4 Goal Setting Review current Goal Setting processes district-wide, and provide leadership to the implementation of potential updated processes and development of new district and leadership goals. Priorities : Research goal setting processes with a focus on both organizational/school/department improvement and individual leadership growth. Research processes for the collaborative development of district goals by Board of Education and administration. Meet with administrative leaders to discuss current goal setting process and examine possibilities for improvement. Determine best approach for communication of district and related goals. Provide leadership to the development of district and administrative goals, and support to the Board of Education in development of Board goals. Note: goal setting process is anticipated to conclude in summer 2022.	Ineffective	Developing		Highly Effective
F.5 Budget and Facilities Provide leadership to the development and implementation of the 2022-2023 school district budget, as well as to the selection of and collaboration with the architectural/engineering firm related to the identified priority				

areas for our facilities. Priorities : Develop understanding of budgetary processes in the district Collaboratively develop messaging areas and communications plan for proposed budget, to include balance of new opportunities/programs for students with tax levy impact Implement communications plan to ensure opportunities for learning and feedback from individuals and groups throughout the school district community Develop understanding of facilities' condition and needs Provide leadership to the process of selecting an architectural/engineering firm through RFP Engage with selected architectural firm, Board of Education, and administration on work related to identified priorities through the RFP, including scheduling and implementation of Building Condition Survey and planning for all aspects of the proposed work	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:

Stephen Walker
Stephen Walker
(signed electronically)

Date:

6/23/22

Trusted Agent's Signature:

Sarah Carrier
Sarah Carrier
(signed electronically)

Date:

7/5/22

Please Note:

- The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.

