



Superintendent Evaluation

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

Superintendent's Name

Deborah O'Connell

School Year

2020-2021

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 Implement the CHUFSD School Re-Opening Plan, 2020-21: Health and Safety, Operations, Instruction, Communications, Extracurricular Activities, and Mental Health. Although created in May school year, continue the work of the School Re-Entry Task Force throughout July and August. This task force, composed of many stakeholders will help inform the decision making processes associated with the State guidelines. After the opening of school, continue to meet periodically with the School Re-Entry Task Force to "check in" to assess the current state. Submit the CHUFSD School Re-Entry Plan to NYSED as well as NYSDOH on July 31, 2020. Continue to update the School Re-Entry Plan as needed. Schedule community forums and additional board of education meetings to keep the community informed of	Ineffective	Developing	Effective	Highly Effective

progress throughout the summer. Use Zoom and written forms to keep the community updated. Engage the Administrative Council in discussions on how to monitor the effectiveness of remote learning and hybrid learning. This will include all aspects of the learning cycle: curriculum, instruction and assessment.				
F.2 Strengthen and deepen the work of the Strategic Coherence Plan (SCP) by communicating the themes found in the Spring 2020 Tri-State Consultancy Report. Communicate the findings noted in the Tri-State Consultancy Report and make connections to the Strategic Coherence Plan. There are direct connections to the CH Profile of the Graduate.	Ineffective	Developing	Effective	
F.3 Determine ways as a district to be more environmentally sustainable in our day to day operations and how can we improve our current state through education and practice. Empower community voice by continuing our CHUFSD Environmental Sustainability Committee Empower community voice by establishing a Bus Electrification Task Force Work towards the approval of an energy performance contract Using experts, either through consultants OR ECG to plan out the possible avenues to plan for electrifying our bus fleet.	Ineffective	Developing	Effective	
F.4 Examine ways on how can we individually and collectively promote equity within our spheres of influence Partner with the NYU Metro Center Engage the Administrative Council in professional development surrounding the work of the NYU Metro Center Identify effective evidenced-based strategies to engage key people in CHUFSD in the discussions and				

approaches on how a focus on equity and inclusion can impact our work Partner with the BOE/Administrative Council on designing a community event, "Community Conversation on Equity and Inclusion in our Schools." Through the use of personal stories, collect data and information to inform next steps Design action items that align with the data collected from the community forum	Ineffective	Developing	Effective	Highly Effective
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Overall Rating	Ineffective	Developing	Effective	Highly Effective
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Comments by the Board of Education

-none-

Comments by the Superintendent

-none-

Superintendent's Signature:

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

Date:

6/29/21

Trusted Agent's Signature:

Sarah Carrier
Sarah Carrier
(signed electronically)

Date:

6/29/21

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.