Brian White's Evaluation
2025-2026

STANDARD 1 - STUDENT GROWTH AND ACHIEVEMENT

The Board unanimously awards Dr. White the maximum numerical score in this category — 3.

The Board continues to recognize and highly commend the innovative and diverse learning pathways developed under your leadership. These educational innovations are (but not limited to) the following:

- Reimagine Education - moving beyond the traditional classroom to create more personalized learning.
- Portrait of a Graduate - a shared vision of student success that extends beyond academic achievement.
- Teaching Hope as a skill - Hope is a skill that can be intentionally taught, practiced and strengthened.
- Strengthening the Science of Teaching and Learning - to implement Generative instruction designed to strengthen foundational academic skills.
- Core Instructional Practice- composite analysis - direct and explicit instruction - pathways - agency.
- Being Intentional Invitational - challenges schools to examine not only what they teach but also the messages they communicate through people, places, policiers, programs and processes.
- Early Evidence of Academic Impact - Assessment instrument results provide encouraging early evidence of academic growth.
- Creating New Pathways to college - careers and Life - a partnership with Butler Community College that provides an early college opportunity.
- MedEd - Healthcare Workforce Pathway -a partnership with BCCC and the WVU health System where 11th grade students can participate in healthcare pathways.
- Tornado XP - an honors weighted course that recognizes meaningful learning experiences outside school.
- Moonshot Manufacturing Math - an applied mathematics experience that connects students with regional manufacturers.
- Merit Learning Program - Alternate pathways to graduation in a partnership with Moraine Trails Council at Camp Bucoco.
- Applied STEM, Engineering and Computational Thinking - expanding opportunities for students to engage in authentic STEM learning - Next Gen Aerospace Alliance - connecting education to emerging industries.
- In a partnership with Schools That Can Pittsburgh and Digital Promise



The aforementioned innovative educational projects and programs are a direct result of your leadership as Superintendent. As a result of your ability to identify students' needs your out-of-the-box thinking facilitated the development and implementation of these exceptional programs. The Board recognizes that these programs have significantly enhanced the educational opportunities for the diverse needs of all the students in the Butler Area School District.

STANDARD 2 - ORGANIZATIONAL LEADERSHIP

The Board unanimously awards Dr. White the maximum numerical score in this category — 3.

In addition to the leadership recognized in STANDARD 1, the Board acknowledges Dr. White's ability to identify areas to realign the administration and other staff members to enhance the effectiveness of our administrative and teaching staff. You consistently raise the bar to ensure best practices by searching for new educational structures and paradigms that will effectively and ultimately improve student attendance and learning. These modifications include but are not limited to the following:

- In the administrative team, your evaluation skills allow you to recognize the strengths and areas for improvement in the team members. In your effort to better utilize each administrative member's strengths you reassigned them to positions where their strengths could be better utilized and in areas where improvements could be remediated.
- As soon as a significant issue arises regarding a staff member's inconsistency in performing his/her professional duties, you immediately take the necessary steps to mitigate or resolve the situation in the most professional manner possible.
- You have not only effectively addressed the needs of our educational staff, but have also found solutions for on-going issues in our non-professional staff - EX: outsourcing our maintenance department when it became difficult to find qualified workers to maintain clean and safe environment in our buildings.These modifications to our organizational structures help to provide both a sound educational and foundational structure for our district.

STANDARD 3 - DISTRICT OPERATIONS AND FINANCIAL MANAGEMENT

The Board unanimously awards Dr. White the maximum numerical score in this category — 3.

The Board recognizes and appreciates your continuing efforts to seek out and obtain philanthropic grants to initiate new professional development best practices and innovative partnerships to serve the students and staff of our district. Your efforts to inform our State legislature regarding unreasonable and potentially unfunded mandates proposed by the legislature.

In these difficult financial times, the Board is most appreciative of the combined efforts of you and Ms. Heather Bonzo to work diligently to present to the Board a balanced budget which walks the tightrope of meeting the educational needs of our students while remaining fiscal responsible to our taxpayers. As a result of your leadership in being awarded educational grants, our district is able to move forward with the implementation of new educational paradigms without negatively impacting our general operating budget.

School security is of paramount importance in your efforts to create a safe and positive school environment. You are constantly aware of any safety concerns in our schools and take the appropriate action(s) to address those concerns. Your suggestions for capital project improvements are a result of that on-going assessment of school facilities to avoid any significant structural issues to our buildings.

STANDARD 4 - COMMUNICATION AND COMMUNITY RELATIONS

The Board unanimously awards Dr. White the maximum numerical score in this category— 3.

- The Board is well aware of your involvement in a myriad of community organizations that impact the overall climate, collaboration and culture of the district with the Butler County community at large. Your participation in these community committees and organizations has provided the district with increased community involvement for our students and their awareness of community resources. The following are just a few of your efforts to improve communication and community involvement:
- Being Intentionally Invitational - the goal is to have students experience a school community that consistently communicates.
- You belong - we believe in our potential - creating a growth mindset EMPLOYEES are responsible for creating invitational environments for students.
- Community Compact and Strategic Visioning - The BASD established a Community Compact defining shared commitments among students, family, educators and community partners.
- Shaping Our Path Forward: Help Guide the Future of Our Schools - The BASD invited students, families, staff, community members, and local business leaders to participate in a strategic visioning designed to help shape the district's future priorities and long-term strategic plan.

These programs that you initiated and facilitated are excellent examples of your efforts to involve ALL stakeholders in the communication link and in shaping the district's future goals.

STANDARD 5 - HUMAN RESOURCE MANAGEMENT

The Board unanimously awards Dr. White the maximum numerical score in this category—3.

Wanting the best for our students, we recognize your continued innate ability to accurately assess and evaluate all staff members and utilize imaginative solutions to address and improve any staff weaknesses.

Your timely efforts in solving any and all staff issues ensures that there will be a seamless program for student learning and achievement for the diverse needs of those students. When all other avenues of remediation have been exhausted, you exercise the appropriate decision in a professional methodology. As stated in a previous standard, you reorganized our human resource staff to meet the ever changing needs of our community and of students and families we serve.

STANDARD 6 - PROFESSIONALISM

The Board unanimously awards Dr. White the maximum numerical score in this category — 3.

The Board genuinely appreciates the professionalism you display in dealing with the many and diverse issues that confront you daily. You are the face of our district in the community. Your transparency serves to gain the respect of our stakeholders.

During board meetings your people skills are effectively utilized to diffuse any confrontations that may arise while respecting any and all points of view or differing opinions. You are always able to maintain a calm and professional demeanor.

As a forward thinker, you establish long-range stability for the district by developing universal and effective protocols for future leaders. Your professional leadership has been recognized by numerous state and national educational organizations. As a result you have been invited to speak professionally at many state and national conferences.

We sincerely hope that you will remain with us for as long as you desire. The Butler Area School District is well respected across the state and the country because of the positive reputation that your leadership and imagination has significantly contributed to. We know that at some point in the future you will leave us. Our only request is that you mentor our future Superintendent to follow in your amazing footsteps!!

THANK YOU FOR ALL YOU DO FOR OUR STUDENTS AND OUR OUR COMMUNITY!!!!

11/5/24