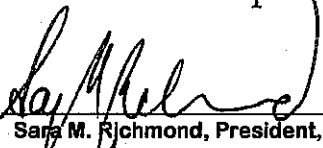


SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

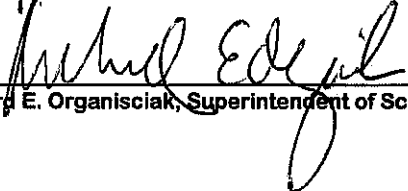
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PART I: To be completed by the members of the Board of Education

Signature: 
Sara M. Richmond, President, Board of Education

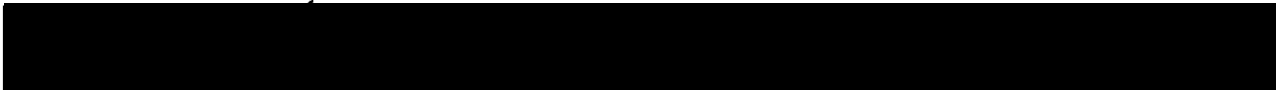
Date: 6/30/10

Signature: 
Richard E. Organisciak, Superintendent of Schools

Date: 7/5/11

BOARD/SUPERINTENDENT RELATIONSHIP

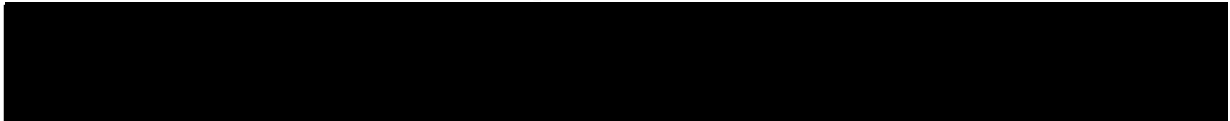
1. Helps the Board establish and set priorities.



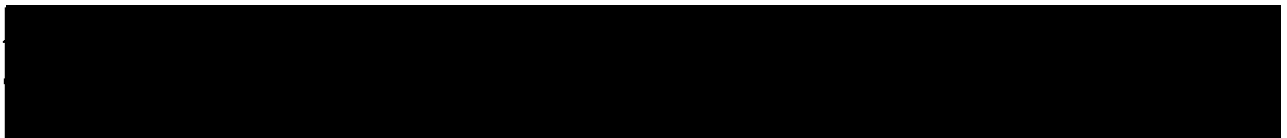
2. Communicates with the Board of Education regularly and in a timely manner. Presents issues and offers advice and recommendations for Board's consideration.



3. Takes direction from the Board and implements Board's decisions.



4. Balances the need to deal fairly with all Board members and to respond to concerns and requests of individual Board members.



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SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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5. Keeps the Board up-to-date on financial conditions and concerns regarding facilities.



6. Implements Board of Education policy for safe and efficient running of the schools. Suggests policy resolutions for consideration by the Board.

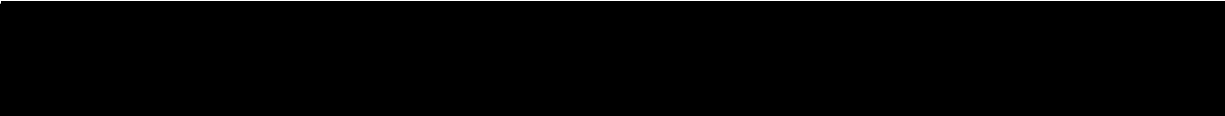


BUDGET PROCESS

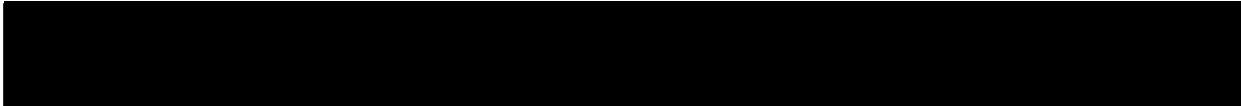
7. Supervises the development of, and presents to the Board in a timely manner, an annual school budget proposal that meets the educational requirements of our student population and is cost effective.



8. Assists the Board in presenting the proposed spending plan to the New Rochelle community prior to the annual budget vote.



9. Is responsive to community and resident concerns regarding property tax increases, budgetary concerns and economic pressures.



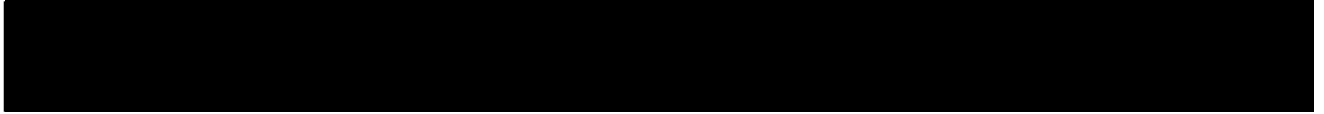
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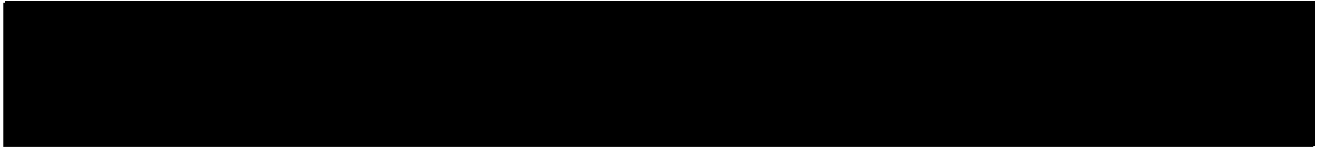
SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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10. Makes appropriate and realistic financial requests and recommendations to the Board.

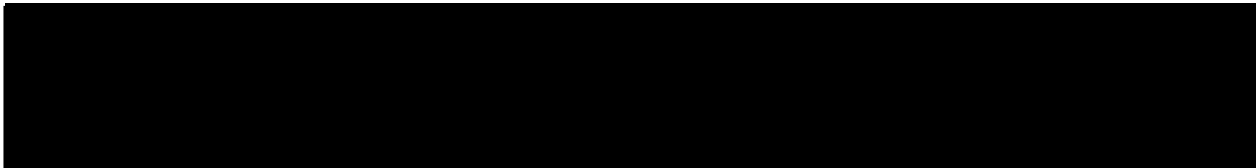


11. Assures that all proper accounting procedures are used.

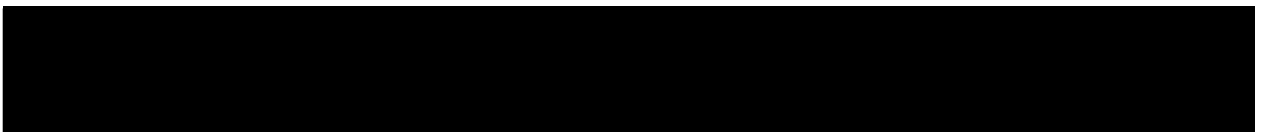


COMMUNITY LEADERSHIP

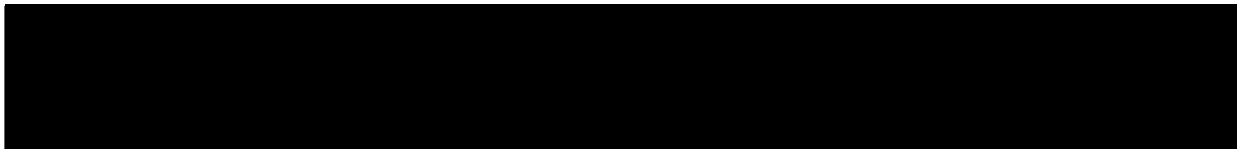
12. Is accessible and communicative with all segments of the New Rochelle community.



13. Establishes positive relationships with parents, media, community groups, business and government officials.



14. Has expanded the role of community, educational, political, religious and business leaders in support of our schools.

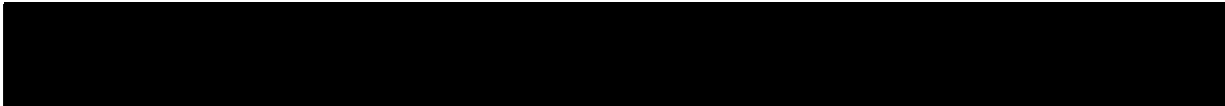


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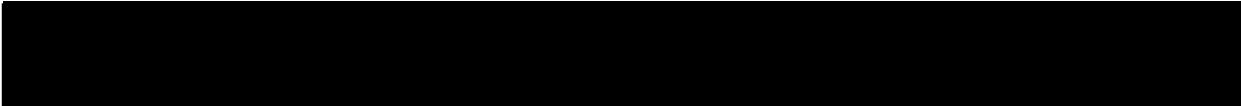
SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

Personal and confidential property of the City School District of New Rochelle

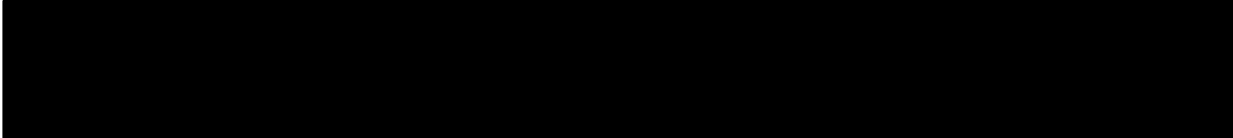
15. Fosters and creates greater opportunities for sharing of services between the School District and political entities.



16. Expanded the working relationship with and communication between members of the New Rochelle City government, including elected officials.



17. Promotes and expands opportunities that highlight the accomplishments of the New Rochelle schools through personal appearances and submissions to the media.



18. Communicates effectively with the press pertaining to events and district crisis.



19. Serves effectively as educational leader within the Westchester area. Responds to requests from the State Education Department appropriately.



SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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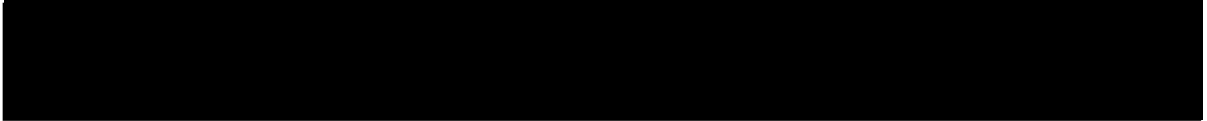
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STAFF DEVELOPMENT AND TRAINING

20. Continues to expand the diversity of our staff through hiring.



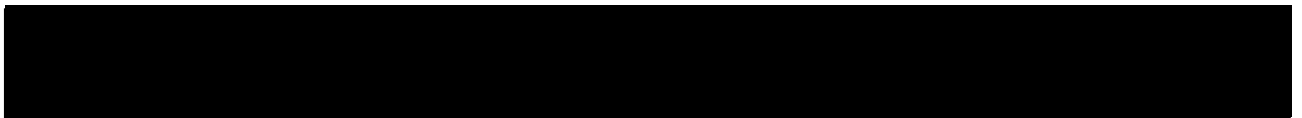
21. Supports district-wide staff development efforts to ensure the continued professional growth of all employees (including cultural diversity sensitivity training).



22. Sets a positive tone for employees and enforces high standards of excellence and accountability.

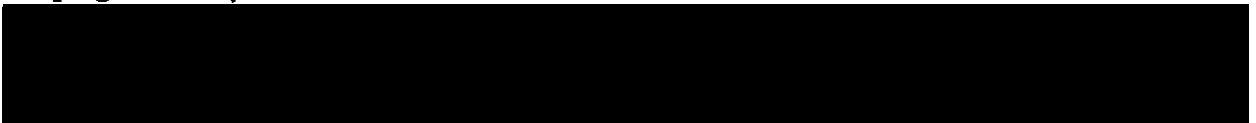


23. Manages, supervises and evaluates personnel, particularly Central Office.



MONITORING AND STUDENT ACHIEVEMENT

24. Continues to build a solid and reliable data collection system to be used for record-keeping and analysis.



JR
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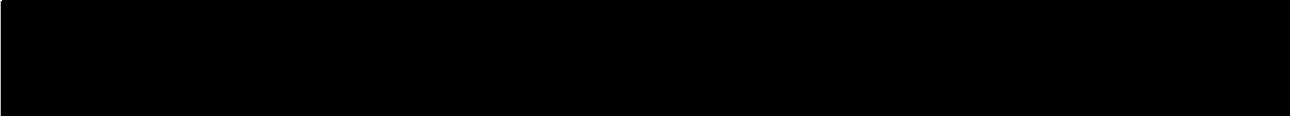
SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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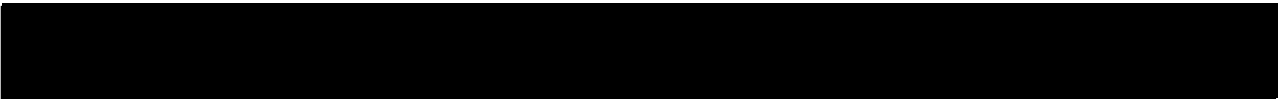
25. Keeps Board apprised of analysis and data from the State Education Department and addresses concerns regarding same.



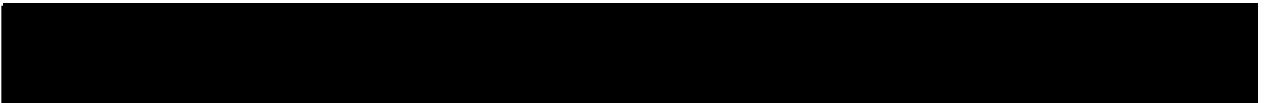
26. Supports increased enrollment in all Honors, Advanced Placement and specialized classes and programs throughout the District.



27. Continues to create viable in-district placements for Special Needs students currently placed in out-of-district.



28. Monitors and evaluates the changes in State regulations governing the location of service requirements for Special Needs students.



Please list any other comment that you wish to be included in this space. Feel free to include other pages should you need more room. Thank you.

SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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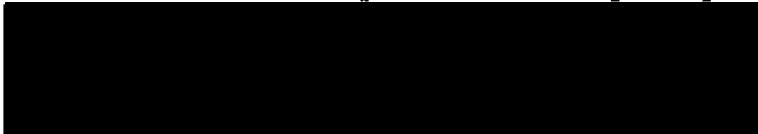
PART II: To be completed by the Superintendent of Schools

ENUMERATED GOALS IN SUPERINTENDENT ORGANISCIAK'S
2010-2011 "GOALS AND OBJECTIVES"

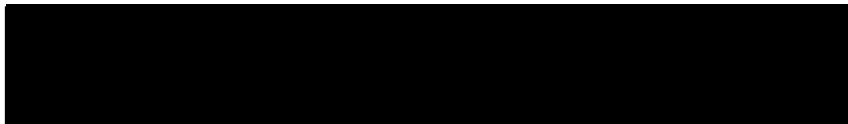
1. To work with the Board to identify presentations for the 2010-11 school year addressing the revised standards and assessments that help define student success.



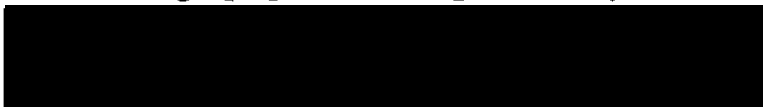
2. To submit and subsequently implement a successful Race To The Top proposal to the New York State Education Department focused upon improved student outcomes.



3. To continue an ongoing review and amendment of existing Board of Education policies and practices to reflect changing circumstances, conditions, requirements and procedures in the District.



4. To assist and collaborate with the Board in the preparation and presentation of the annual school budget proposal reflecting community concerns and fiscal realities.

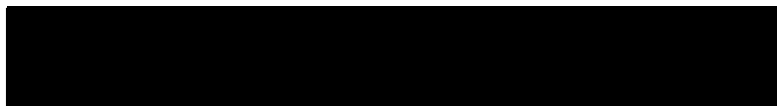


SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

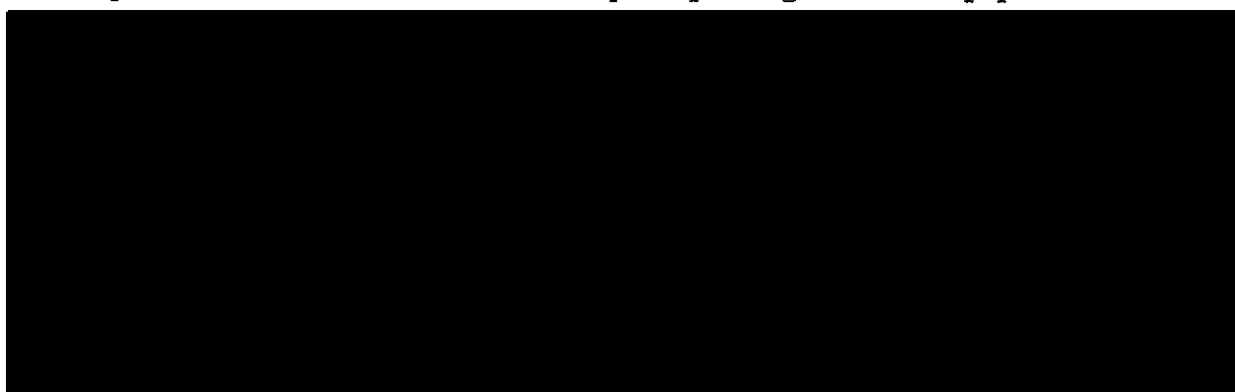
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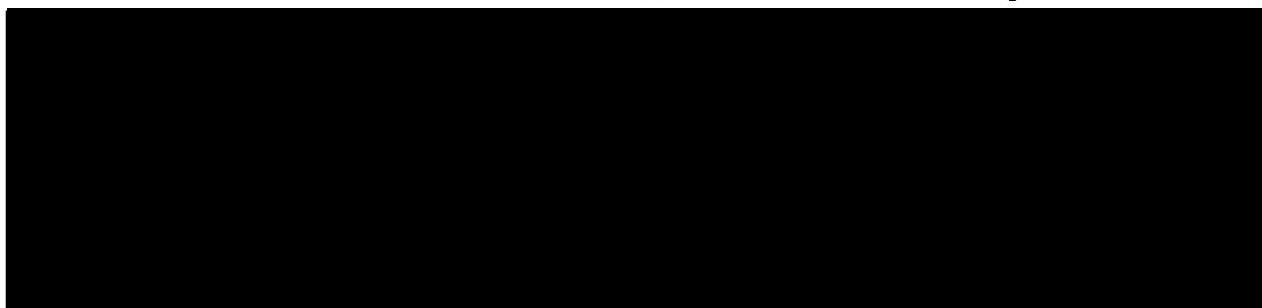
5. To expand World Language and Dual Language course offerings by a minimum of 10% as compared to the 2009-10 school year for all K-12 students.



6. To clearly and specifically conduct a thorough review of each funded professional development initiative to assess value and impact upon targeted student populations.



7. To work towards the creation of a District-wide Alumni Association to promote our schools and to identify possible sources of financial support for District undertakings.

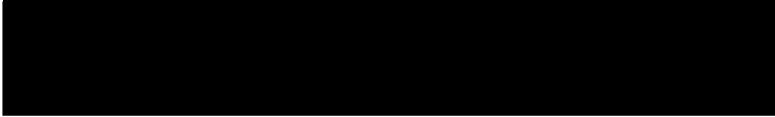


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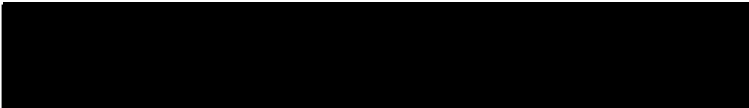
SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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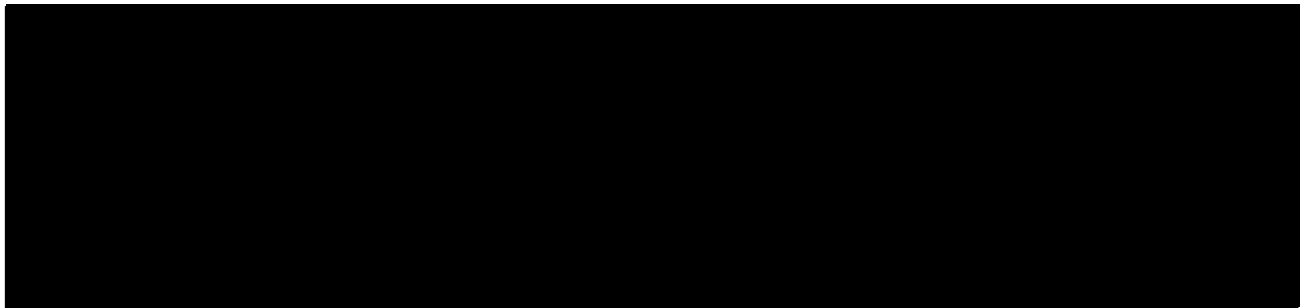
8. To enhance opportunities and to further the District's commitment to its diversity through cultural awareness activities, workshops, sessions and aligned presentations such as the 50th Anniversary Commemoration of the Lincoln School decision.



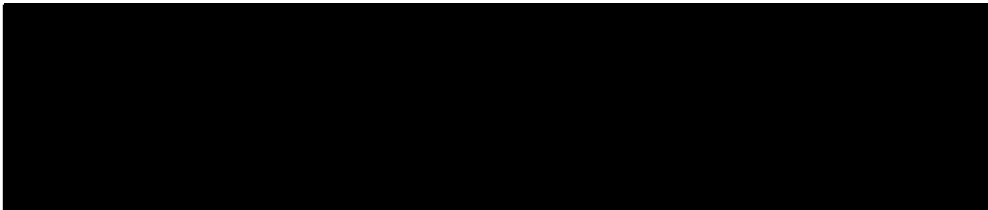
9. To provide all schools with necessary resources to retain "Good Standing" status as defined by new Federal and State accountability standards.



10. To focus services to improve the performance of Students with Disabilities taking the 8th grade English Language Arts examination by recording a minimum of 5% improvement in the percentage of students scoring in Level 3 as compared to the 2009-10 results.



11. To focus services to improve by a minimum of 5% the performance of Students with Disabilities scoring in Level 3 on the 8th grade Mathematics examination as compared to the 2009-10 results.



SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

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12. To increase the total number of students enrolled in Regents Algebra and Regents Living Environment classes in 8th grade as compared to the 2009-10 totals.

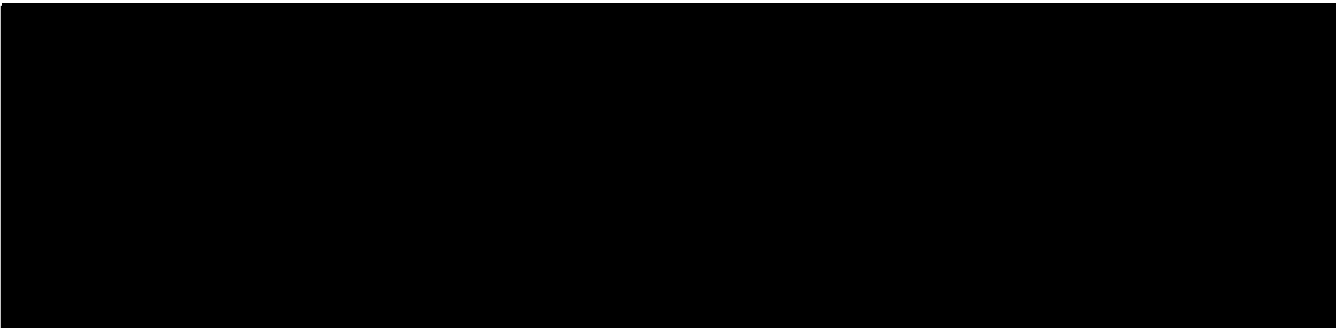


13. To continue to decrease the number of students receiving Superintendent's Suspension hearings compared to the 2009-10 summaries.



14. To improve the high school graduation rate for the 2007 Cohort by at least 3% as measured against the August 2010 results for the 2006 Cohort for the following disaggregated groups:

- African American Students
- Latino Students
- Students with Disabilities



SUPERINTENDENT EVALUATION
FOR THE 2010-2011 SCHOOL YEAR

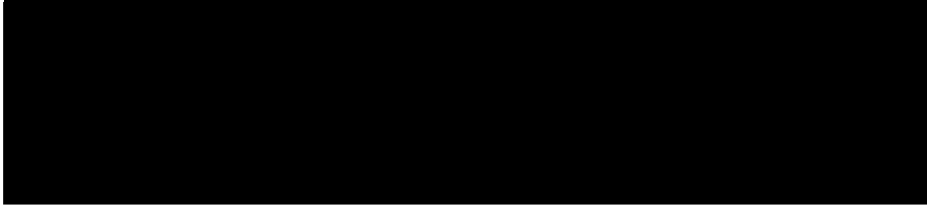
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15. To maintain continued growth in the performance of English Language Learners scoring at Performance Levels 3 and 4 for the following grade level examinations as compared to 2009-10 results:

Grade 4 - English Language Arts
Grade 4 - Mathematics

Grade 8 - English Language Arts
Grade 8 - Mathematics



**2011-12 GOALS & OBJECTIVES
RICHARD E. ORGANISCIAK
SUPERINTENDENT OF SCHOOLS**

October 5, 2011

As a means towards insuring equity and access for all students in our District, for providing resources to strengthen student outcomes, for engaging parents and community members, and for fostering respect for cultural differences and diversity within the New Rochelle community, the following Goals and Objectives for the 2011-12 school year have been developed:

1. To provide the Board of Education with timely, current and appropriate information as it applies to issues of concern to the effective daily operation of the School District.
2. To continue an ongoing review and necessary amendment of existing Board of Education policies and practices reflective of changing circumstances, conditions and requirements and procedures for our District.
3. To strengthen our communication efforts on behalf of all community stakeholders by expanding the use of the District's Cable TV programming, the District website and appropriate social media outlets. In addition, to create a plan to offer increased opportunities for District and individual school news to be carried by local newspapers, blogs, television and radio stations.
4. To support the implementation of the 2011-14 Districtwide Technology Plan while assessing the effectiveness and use of existing technology throughout our schools so as to insure equal access to materials and interventions for all students.
5. To research and expand upon the availability for on-line coursework for professional growth by faculty and staff.
6. To work with the Board and community members in the development and presentation of the annual school budget reflecting continued economic concerns including the imposition of a mandatory tax cap.
7. To administer the implementation of the District's Race To The Top Plan in conjunction with existing Federal and New York State Education requirements.

8. To create and implement a new Annual Professional Performance Review (APPR) Plan consistent with New York State Regents requirements to include use of standardized test results for accountability purposes for selected fourth and eighth grade teachers and principals.
9. To focus resources for schools identified as "Schools In Need of Improvement" (SINI) in anticipation of returning them to "Schools In Good Standing" for the 2012-13 school year.
10. To focus resources to schools where disaggregated populations failed to meet Adequate Yearly Progress (AYP) targets during the 2010-11 school year with the goal of having all such populations meeting targets by the end of the 2011-12 school year.
11. To focus resources to improve the academic performance outcomes of Students with Disabilities taking fourth and eighth grade English Language Arts (ELA) examinations and fourth and eighth grade Mathematics examinations by at least 5% as compared to the results for the 2010-11 school year.
12. To expand anti-bullying efforts in every school through the use of workshops, programmatic initiatives, integration within curriculum and parental involvement.
13. To improve academic outcomes for Students with Disabilities taking Secondary Level Mathematics examinations sufficient to exceed the proscribed Performance Index (PI).
14. To reduce successfully the number of students referred to Superintendent's Suspension hearings by at least 10% as compared to the results for the 2010-11 school year.
15. To narrow the achievement gap for all students by identifying Best Practices that will lead to:
 - Increasing the overall High School graduation rate by at least 2% for the 2008 cohort as measured against the comparable results for the 2007 cohort;
 - Increasing the High School graduation rate for African American students by at least 2% for the 2008 cohort measured against the comparable results for the 2007 cohort;
 - Increasing the High School graduation rate for Latino students by at least 4% for the 2008 cohort as measured against the comparable results for the 2007 cohort;

- Increasing the total number of African American and Latino students enrolled in Regents, Honors and Advanced Placement classes at New Rochelle High School as compared to enrollment figures for the 2010-11 school year.
16. To pursue greater energy efficiencies through cost reductions and support for New Rochelle's GREENR efforts.

DRAFT DATED 12/19/2016 - FOR DISCUSSION ONLY

Dear Dr. Osborne,



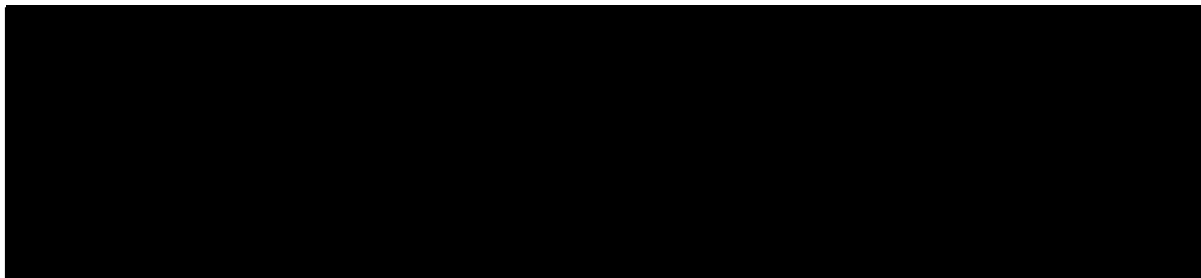
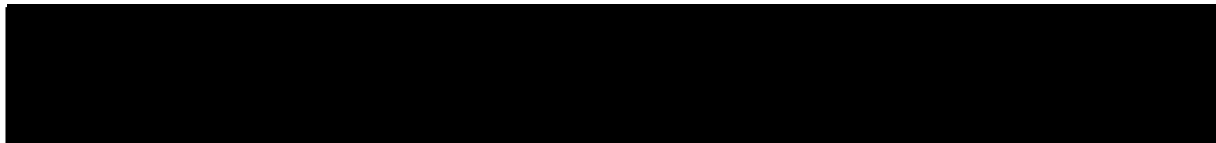
Using a "HEDI" rating system, we evaluated you on your performance related to:

1. Governance;
2. The Board-Superintendent relationship;
3. Your support of the District's mission;
4. Progress on the District's strategic roadmap overall; and
5. Progress on each of the five strategic directions found in the District Roadmap.¹

The Board's evaluation of your performance is found in the below table,² followed by a discussion of the areas we reviewed.

Governance	Board-Superintendent Relationship	Support of the District's Mission	Overall Support of the Roadmap	Student Learning	Safe and Supportive Schools	Superb Staff	Resource Management	Community Engagement
Highly Effective	Effective	Effective	Effective	Highly Effective	Effective	Effective	Highly Effective	Developing

GOVERNANCE



DRAFT DATED 12/19/2016 - FOR DISCUSSION ONLY

[REDACTED]

THE BOARD-SUPERINTENDENT RELATIONSHIP

[REDACTED]

DISTRICT MISSION AND ROADMAP

The Superintendent's performance promoting the District's mission - that "all students should be given access to a high quality and challenging education in a safe nurturing environment that embraces our diversity and drives our success"

[REDACTED]

Strategic Direction #1

[REDACTED]

DRAFT DATED 12/19/2016 - FOR DISCUSSION ONLY

1. **Student learning:** promote the physical, social, emotional, creative, and intellectual development of all students, challenging and inspiring them to do their best. The Board concludes that the Superintendent's performance in this area was

[REDACTED]

[REDACTED]

Strategic Direction #2

2. **Safe and supportive schools:** cultivate safe, respectful environments conducive to learning and growth.

The Board concludes that the Superintendent's performance in this area was

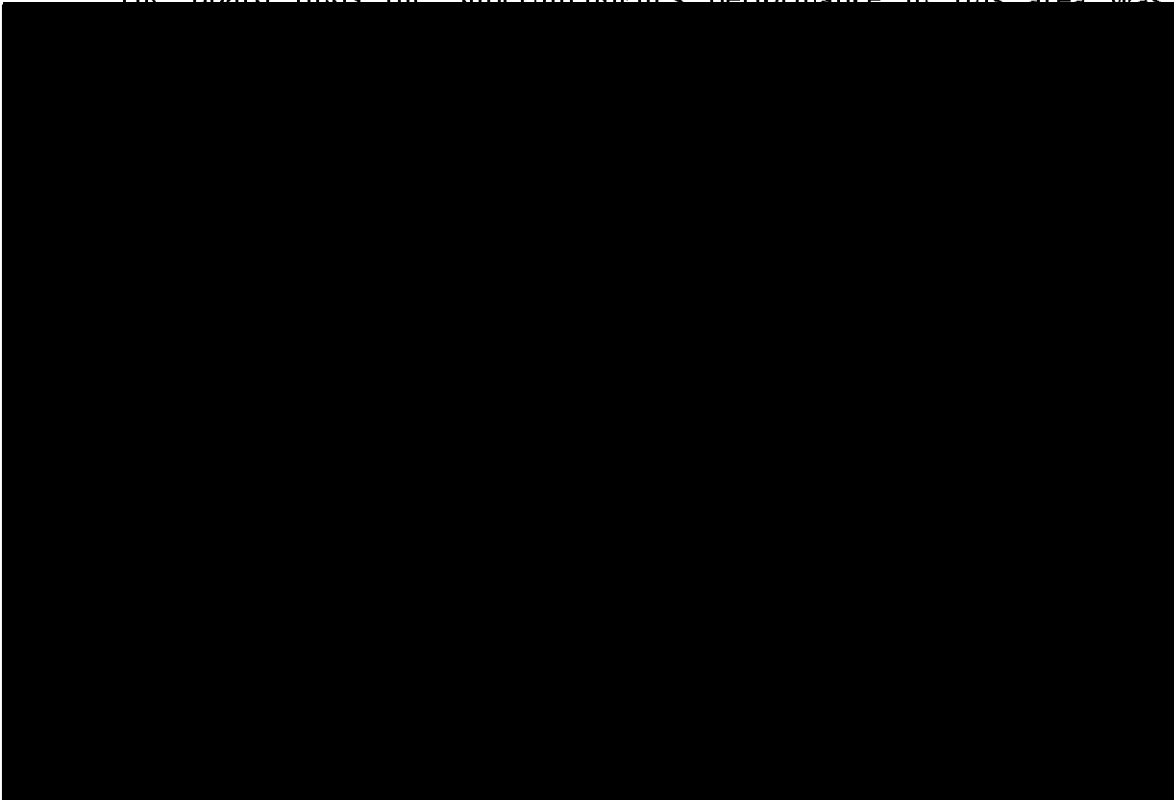
[REDACTED]



Strategic Direction # 3

Superb Staff: recruit, hire, develop, evaluate and support all staff to consistently and collaboratively lead students of diverse backgrounds and learning styles to learn at or above the appropriate grade-level standards.

The Board finds the Superintendent's performance in this area was

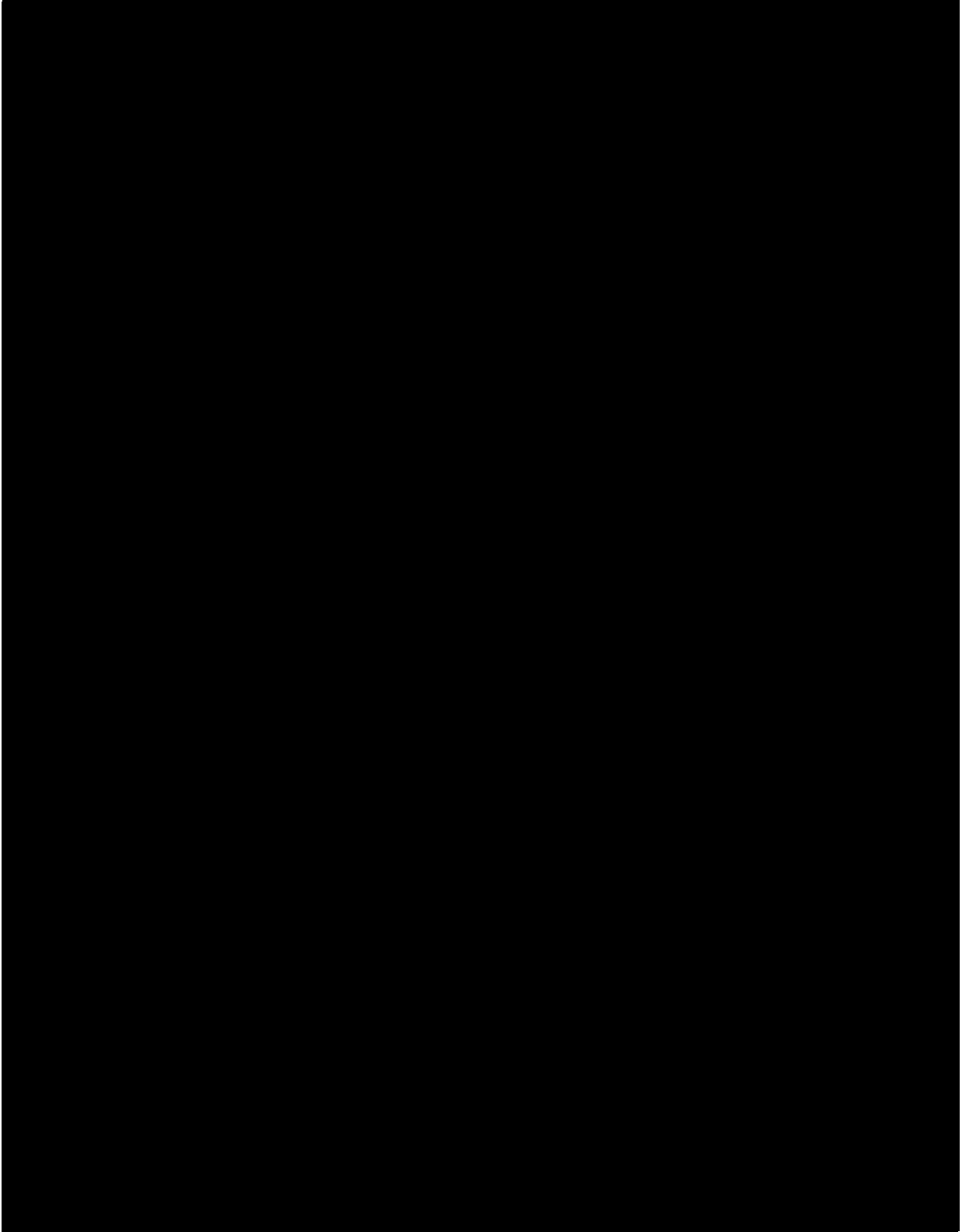


Strategic Direction # 4

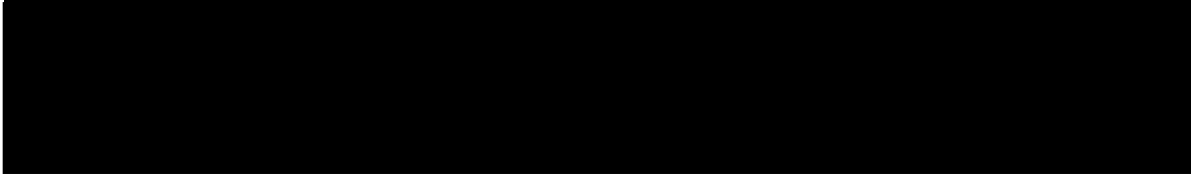
Resource Management: manage fiscal, technological, and capital resources effectively and efficiently, in support of our Mission and Vision.

DRAFT DATED 12/19/2016 - FOR DISCUSSION ONLY

The Superintendent is responsible for the organization of resources for a safe, efficient and effective learning environment. The Board concludes the Superintendent's performance in this area has been [REDACTED]

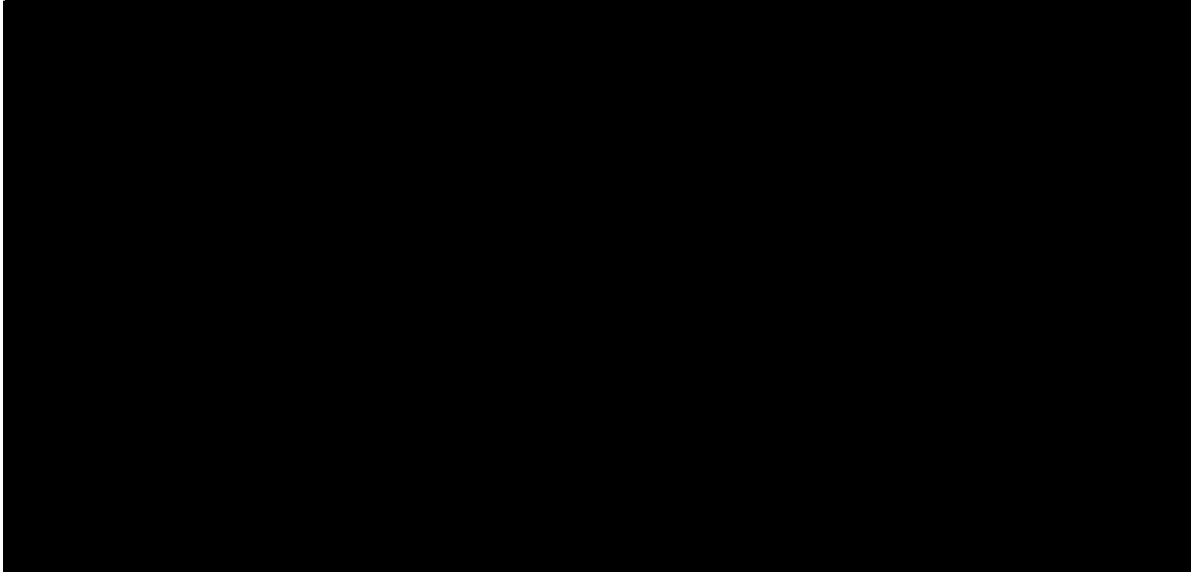


DRAFT DATED 12/19/2016 - FOR DISCUSSION ONLY



Strategic Direction # 5

Engagement and Outreach: communicate and partner effectively with parents, students, the business community, residents of all ages, and alumni to live our Mission and achieve our Vision.





Superintendent Evaluation

New Rochelle City SD
515 North Avenue
New Rochelle, NY
914-576-4300

Superintendent's Name
Brian Osborne

School Year
2016-2017

Ratings on Individual Domains:

A. Relationship with the Board

B. Community Relations

C. Staff Relationships

D. Business and Finance

E. Instructional Leadership

F. Annual Goals

F.2 Monitoring Reports for Strategic Roadmap Objectives

February, 2017 - June, 2018.

Determine timeline for Monitoring Report submission and/or presentations for the Board of Education Annual Agenda.

Produce Monitoring Report 1 for each of the Strategic Objectives. Monitoring Report 1 will contain qualitative and quantitative data that benchmarks the current state of each objective.

Determine Milestones or Targets for each of the Strategic Objectives.

Monitoring Report 1 would then be used in collaboration with the Board of Education, to determine the targets and time period for improvement.

F.1 Personal Communication

Improve timely two-way quality and authentic engagement with parents who contact the superintendent's office either via a phone call or email.

Develop a plan to foster shared understanding and manage expectations surrounding external communication



between the District and parents. Explore additional ways to promote stakeholder involvement, engagement and participation.

F.3 Policy Development

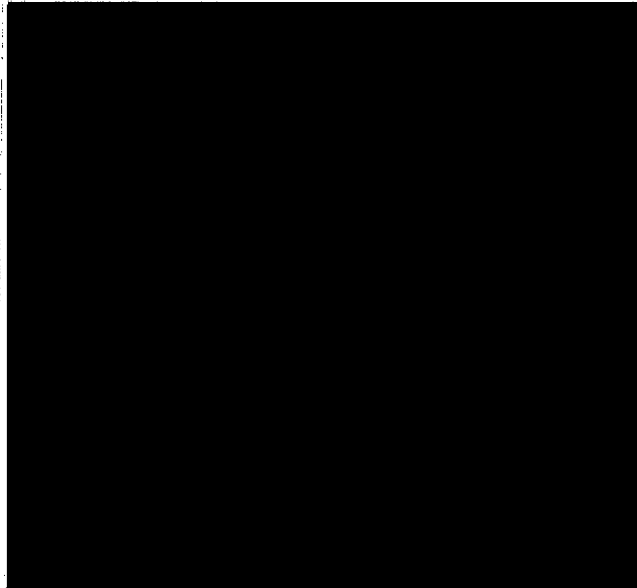
January, 2017 - June, 2018

The Board of Education desires to update its entire policy manual. The Superintendent will support and partner in this effort.

Develop a timeline for policy review in partnership with the Board.

Develop policy drafts for Board consideration that have the input of relevant stakeholders and reflect best practices.

Coordinate, in partnership with the Board, District Clerk, and Board Counsel, timely legal review of policy drafts.



Overall Rating

Ineffective

Developing

Effective

Highly Effective

Superintendent's Signature:

Brian Osborne
Brian Osborne
(signed electronically)

Date:

8/9/17

Board President's Signature:

Rachel Relkin
Rachel Relkin
(signed electronically)

Date:

3/22/18

Please Note:

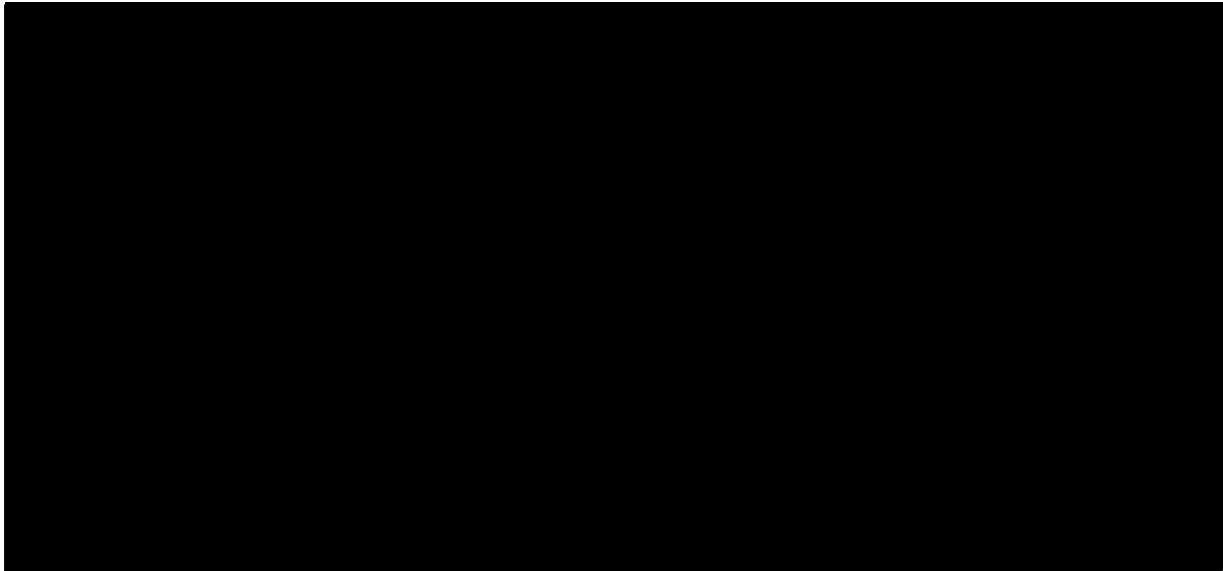
- Pursuant to law, portions of this evaluation have been redacted.
- The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.

Superintendent Evaluation 2019/20

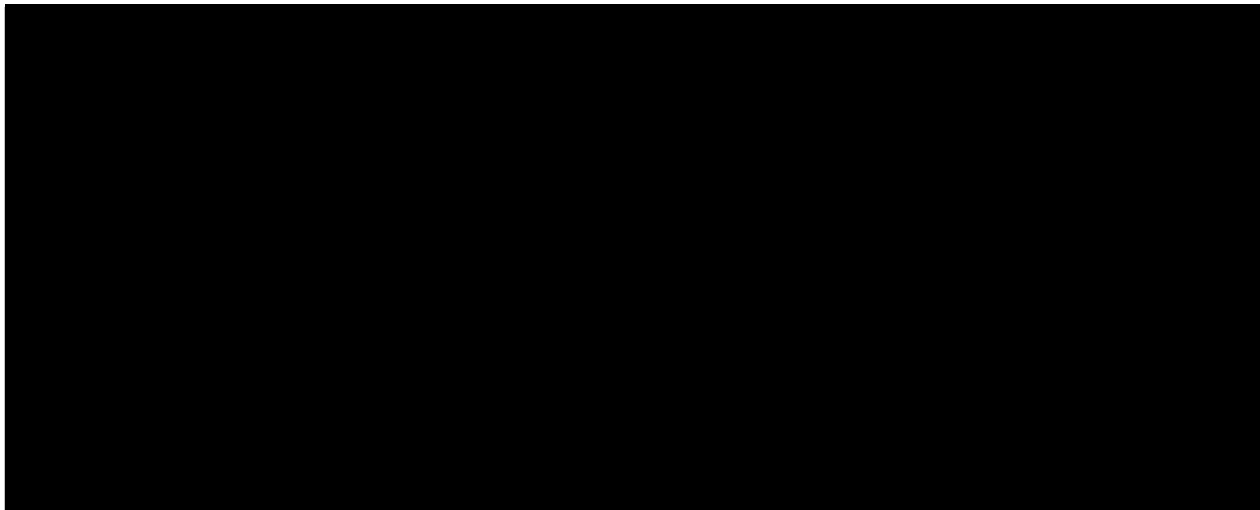
Narrative written to capture the voice of the Board.

Final version presented to Dr. Feijoo June 26, 2020 via email

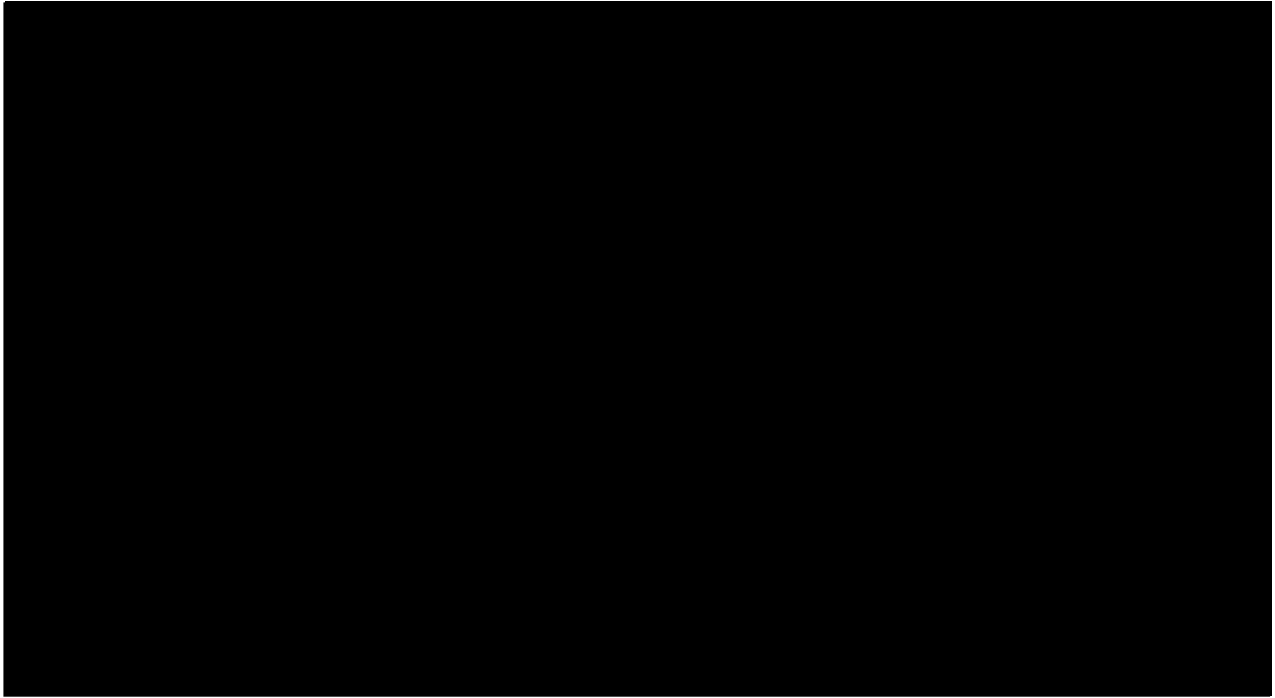
Relationship with the Board



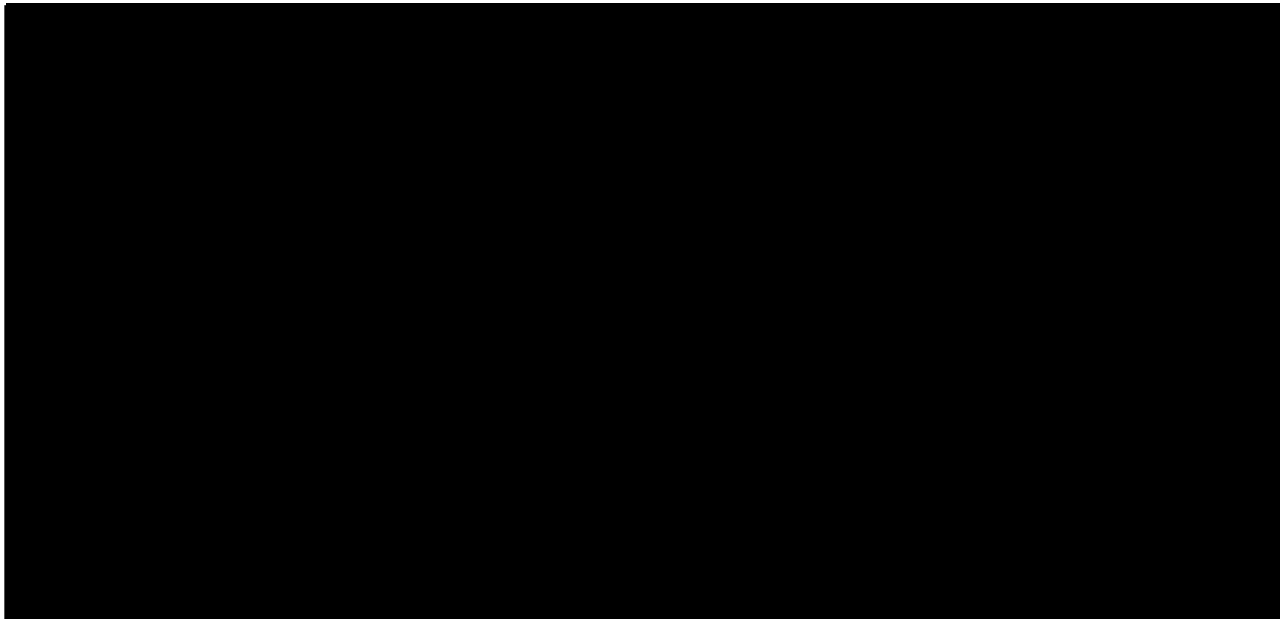
A.1 Information



A.2 Materials & Background



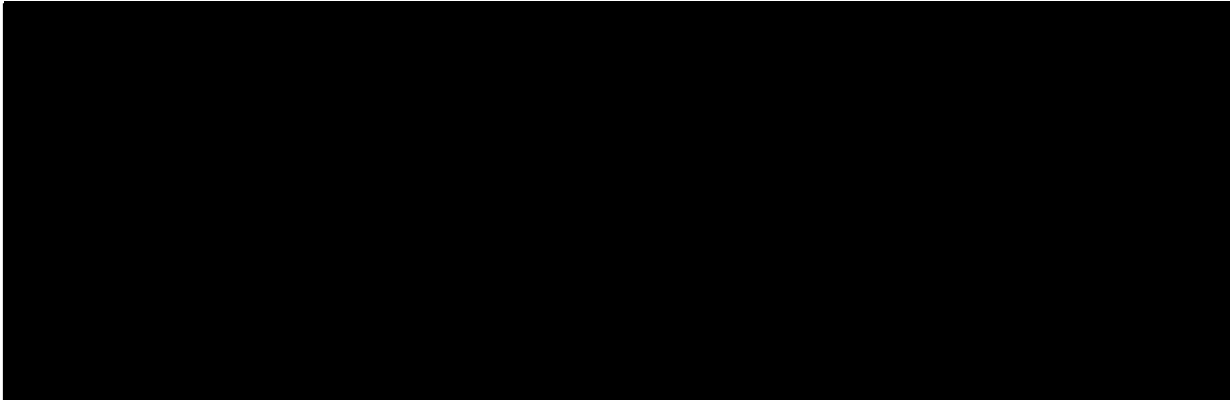
A.3 Board Questions



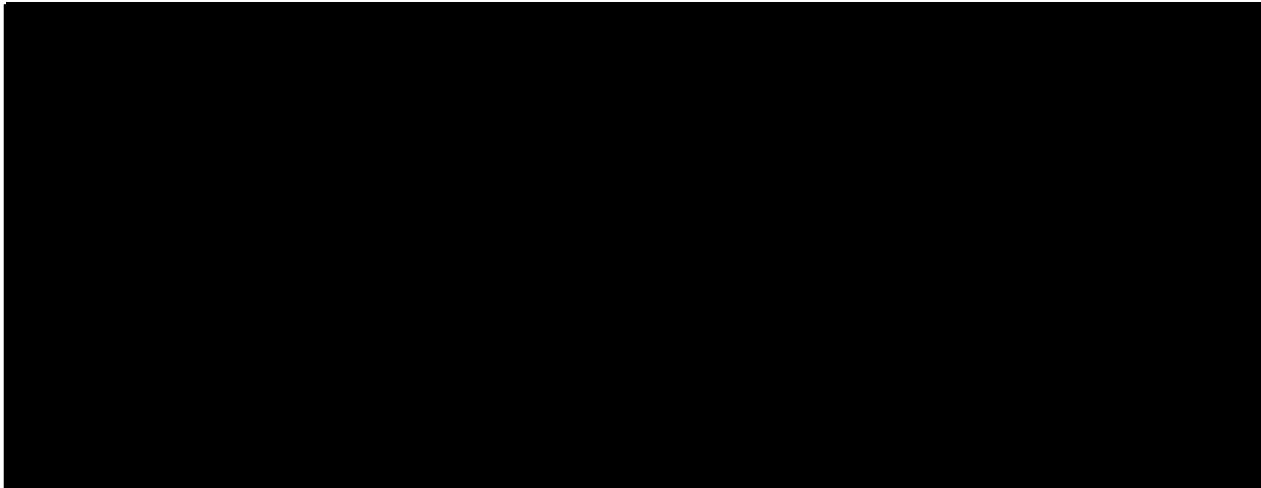
A.4 Policy Involvement



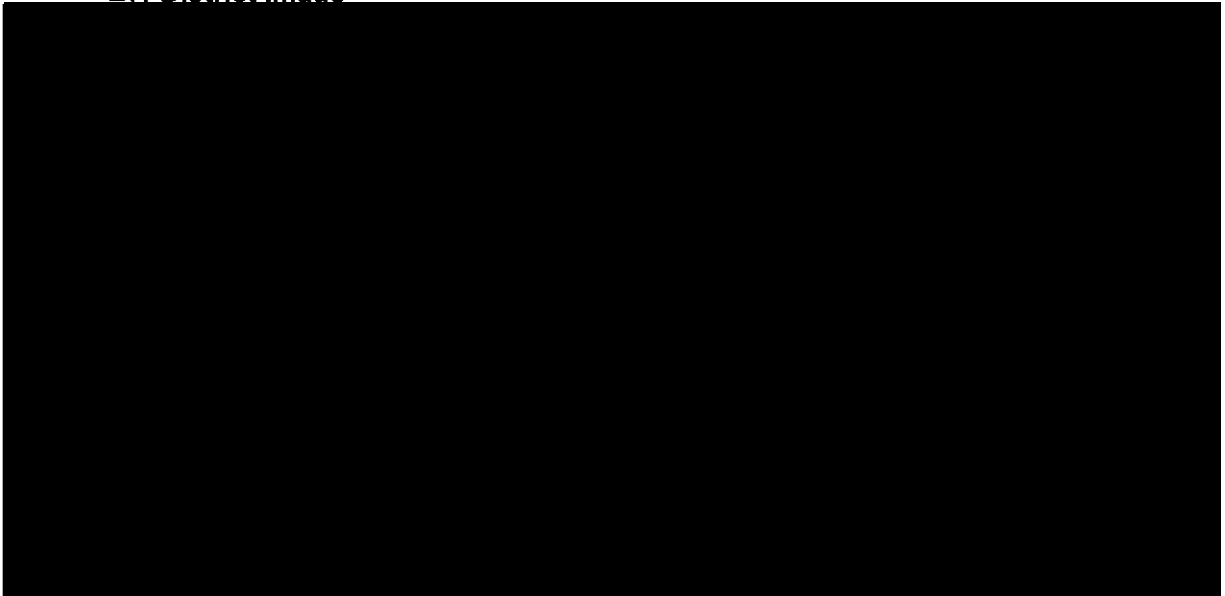
A.5 Board Development



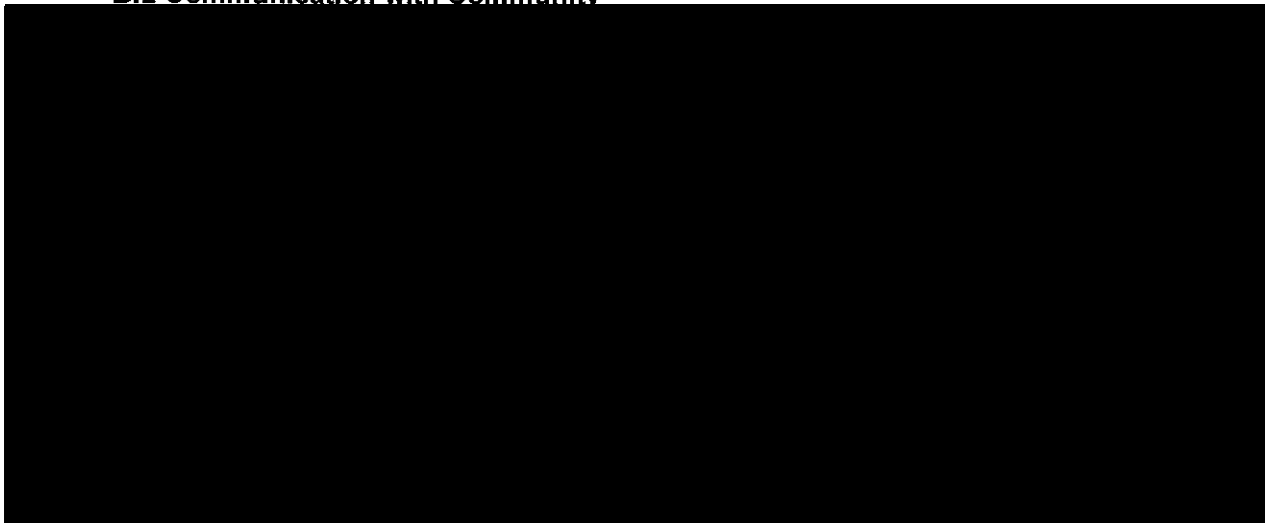
B. Community Relations



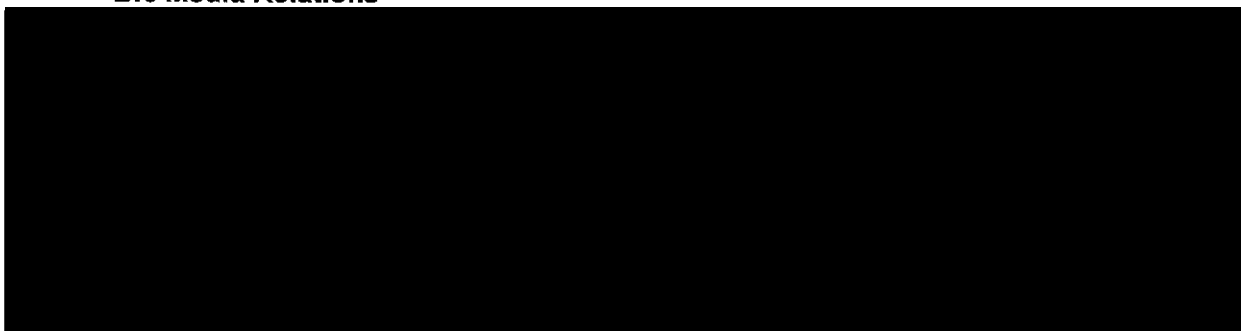
B.1 District Image



B.2 Communication with Community

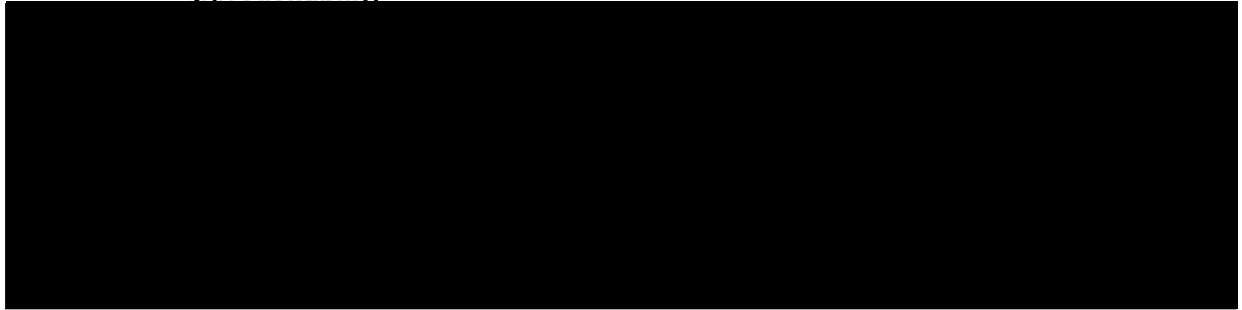


B.3 Media Relations

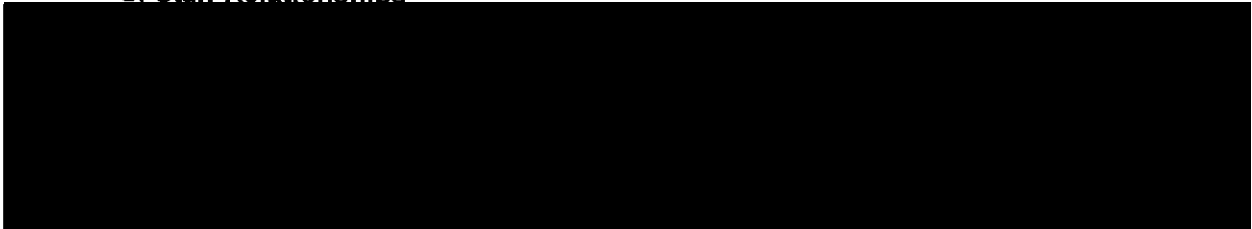




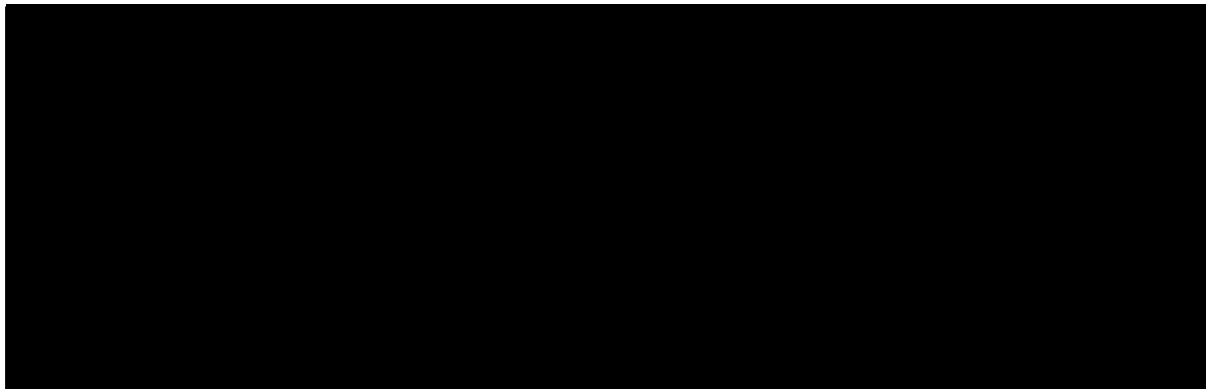
B.4 Approachability



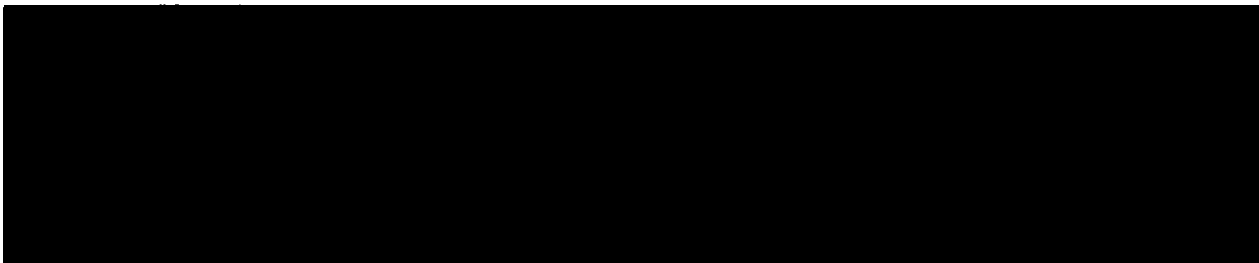
C. Staff Relationships

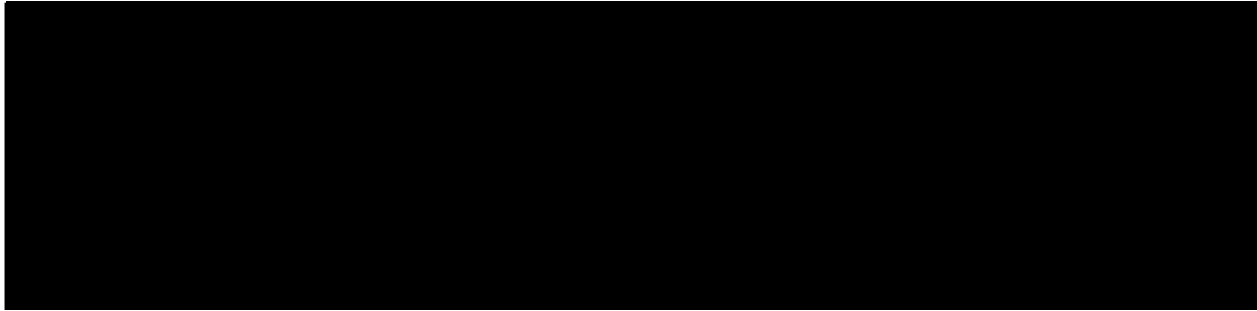


C.1 Internal Communications

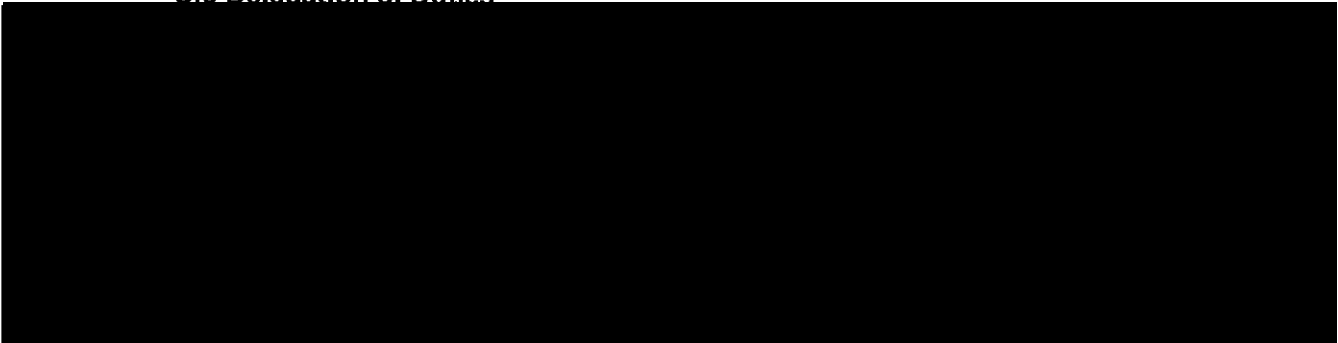


C.2 Personnel Matters

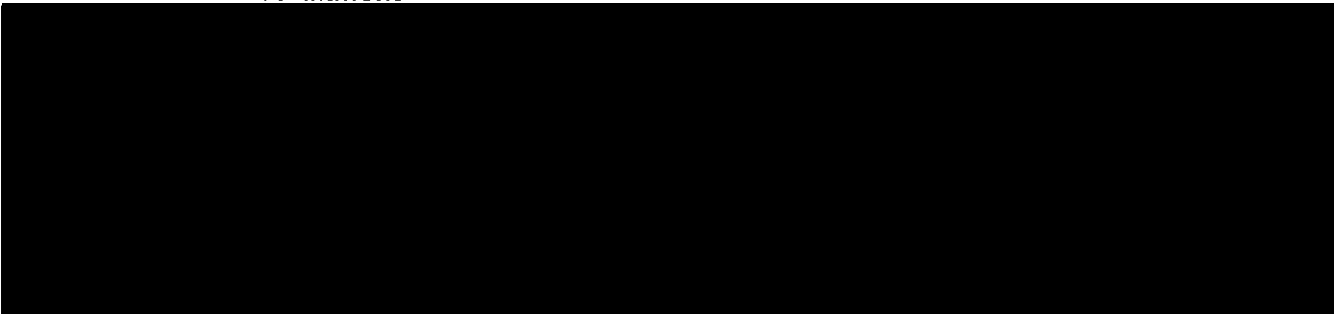




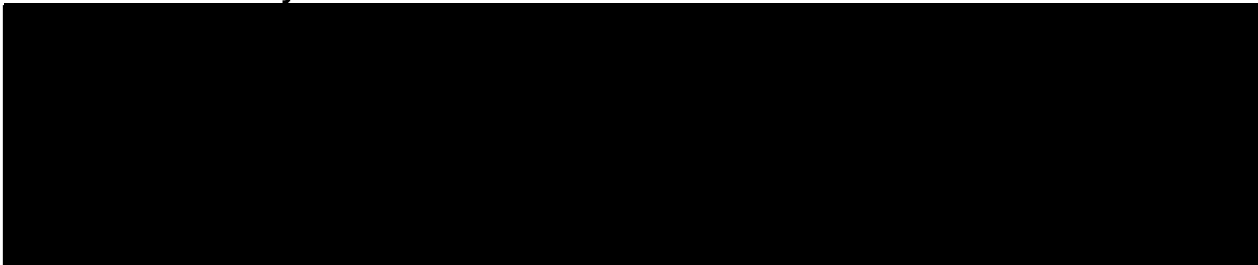
C.3 Delegation of Duties



C.4 Recruitment

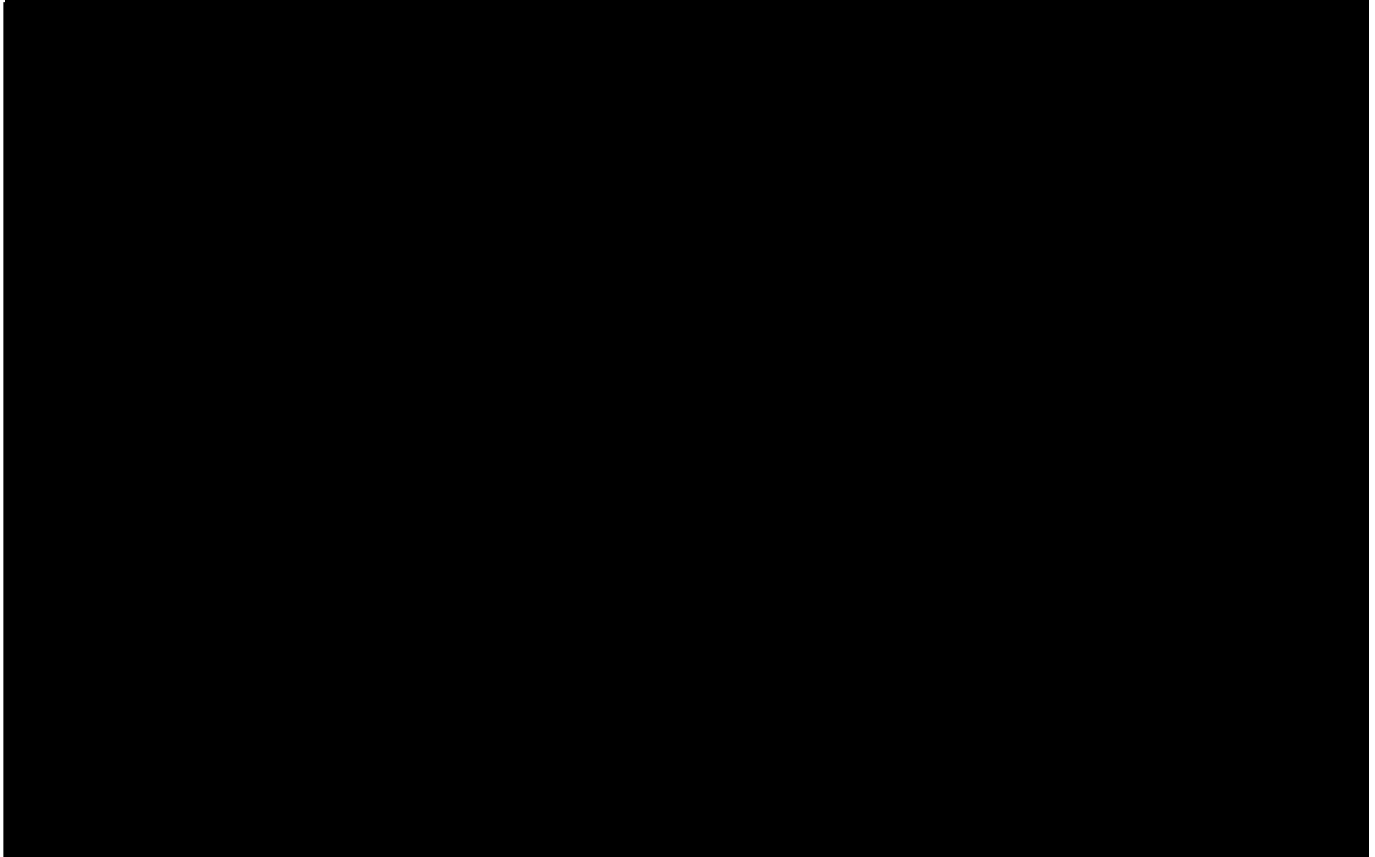


C.5 Visibility

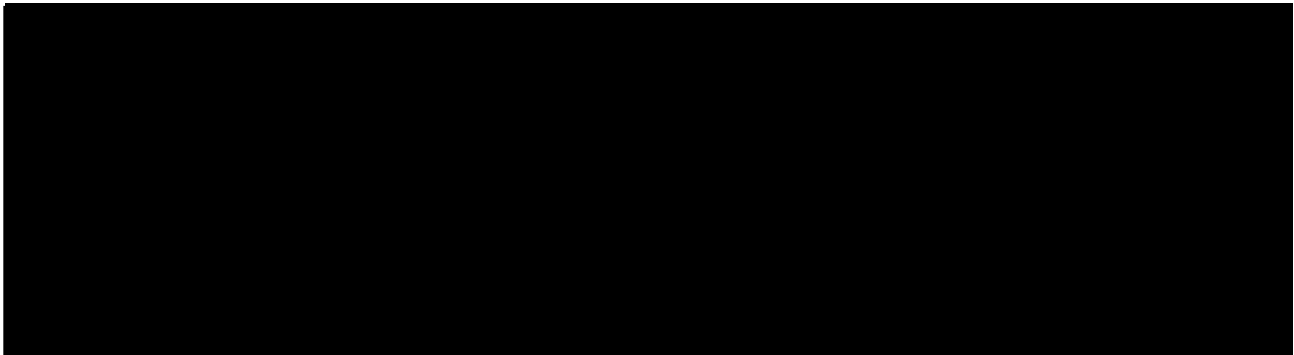


D. Business and Finance

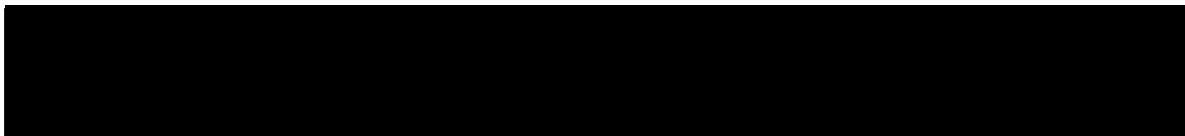
D.1 Budget development and Maintenance



D.2 Budget Reports

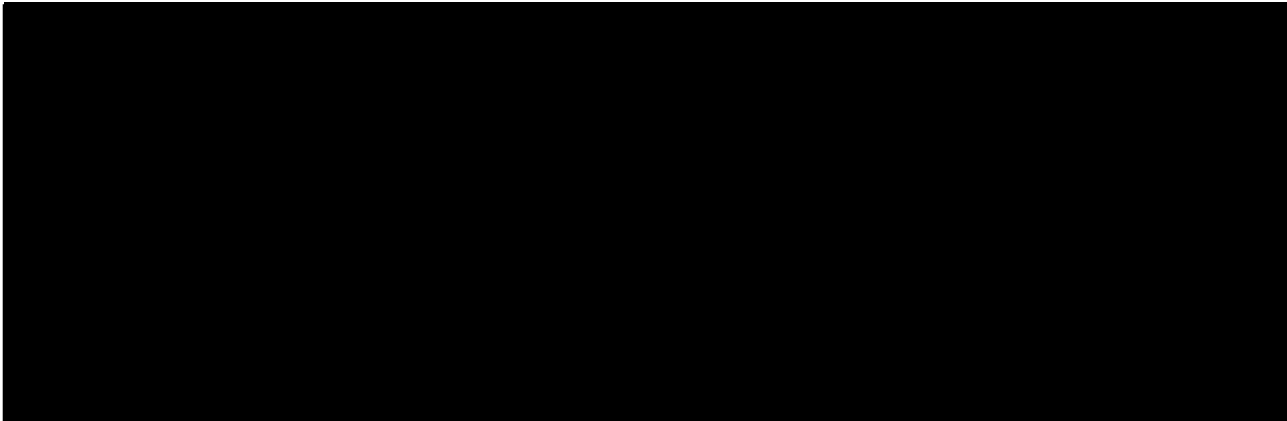


D.3 Facility Management



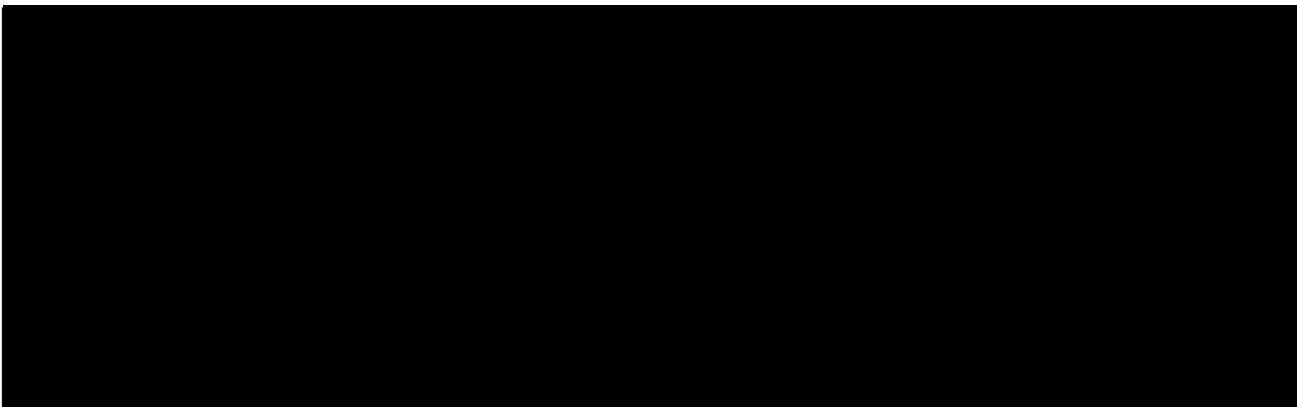


D.4 Resource Allocation

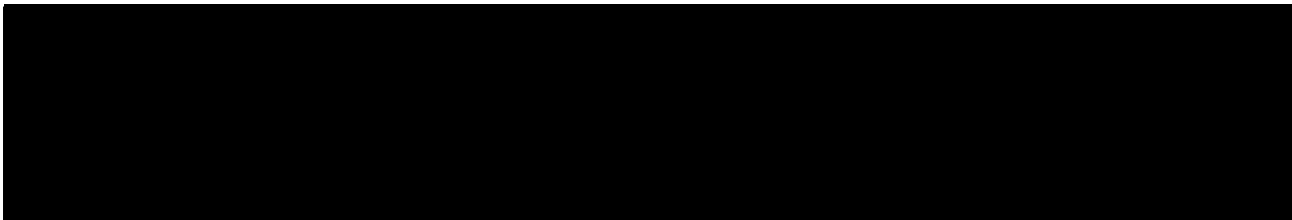


E. Instructional Leadership

E.1 Professional Knowledge

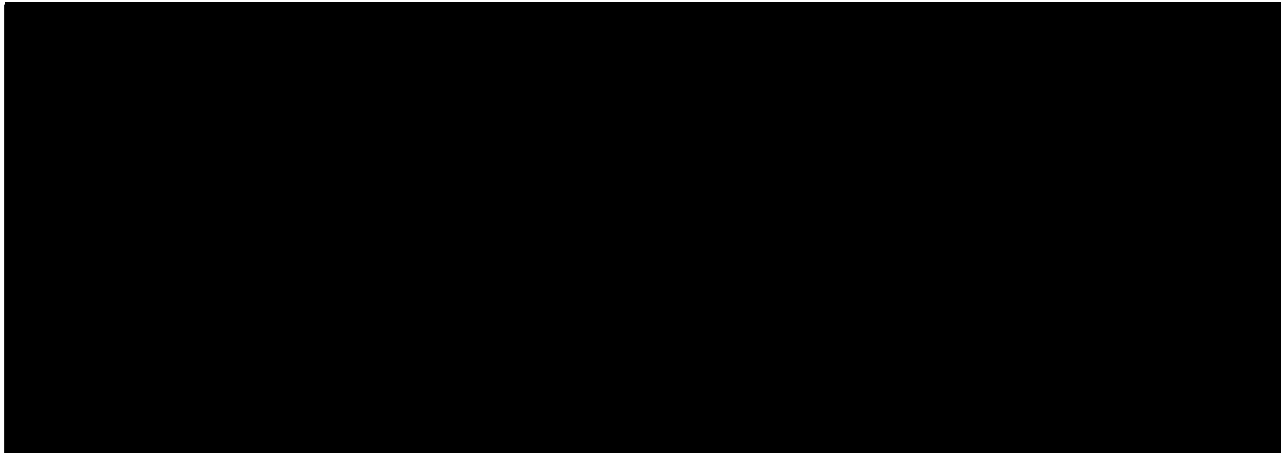


E.2 Self-Improvement Effective

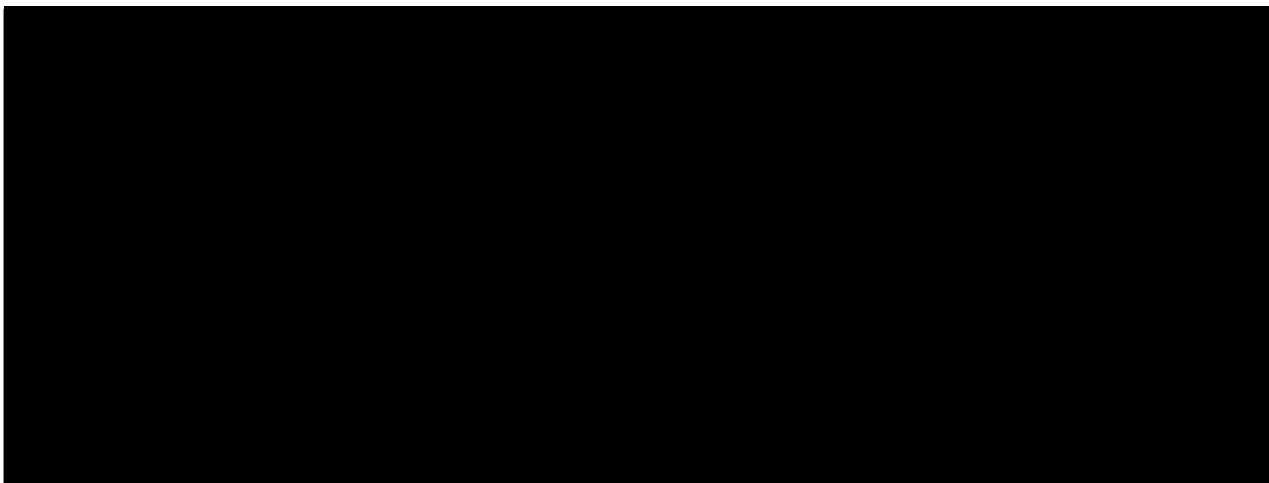




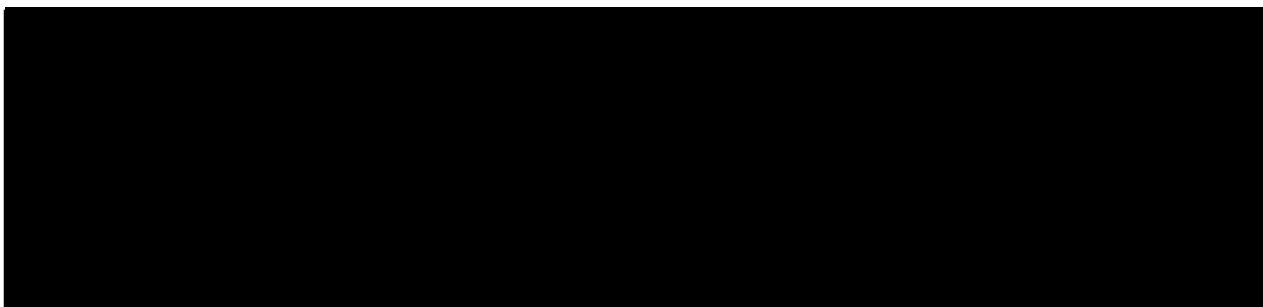
E.3 Focus on Students



E.4 Goal Development

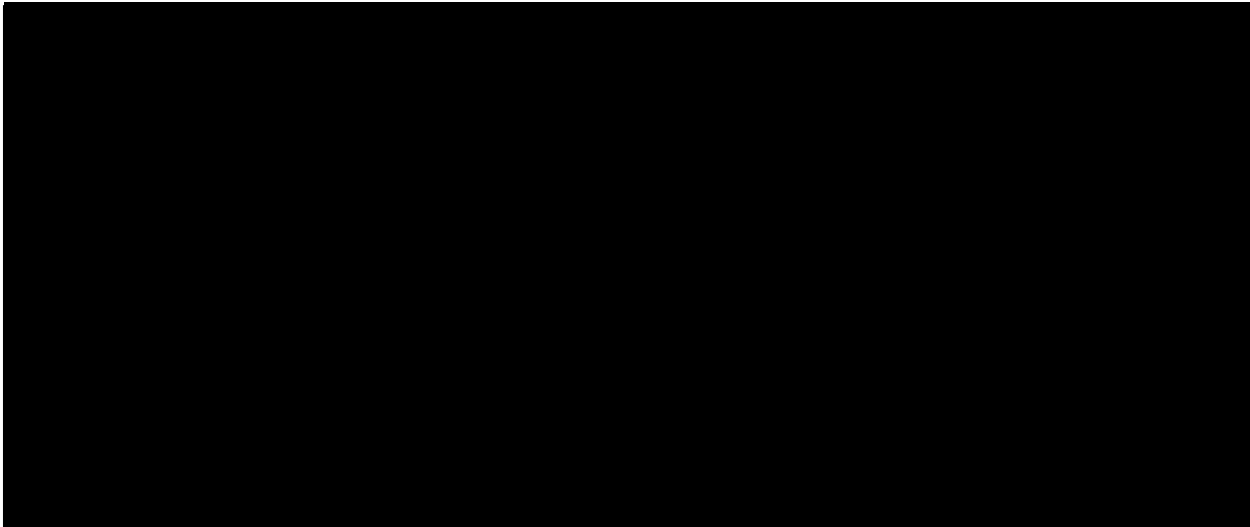


E.5 Staff Development

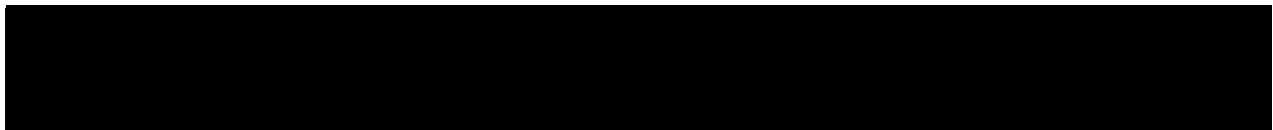




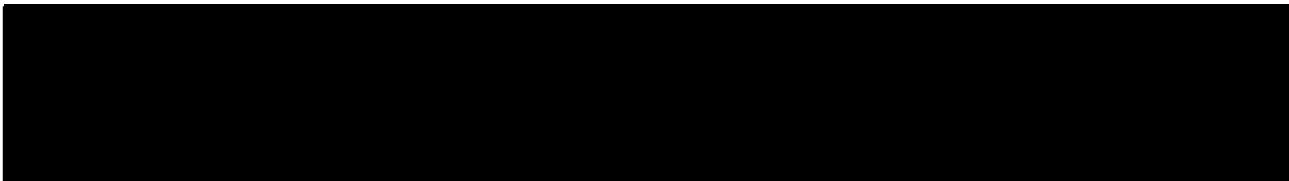
E.6 Curriculum



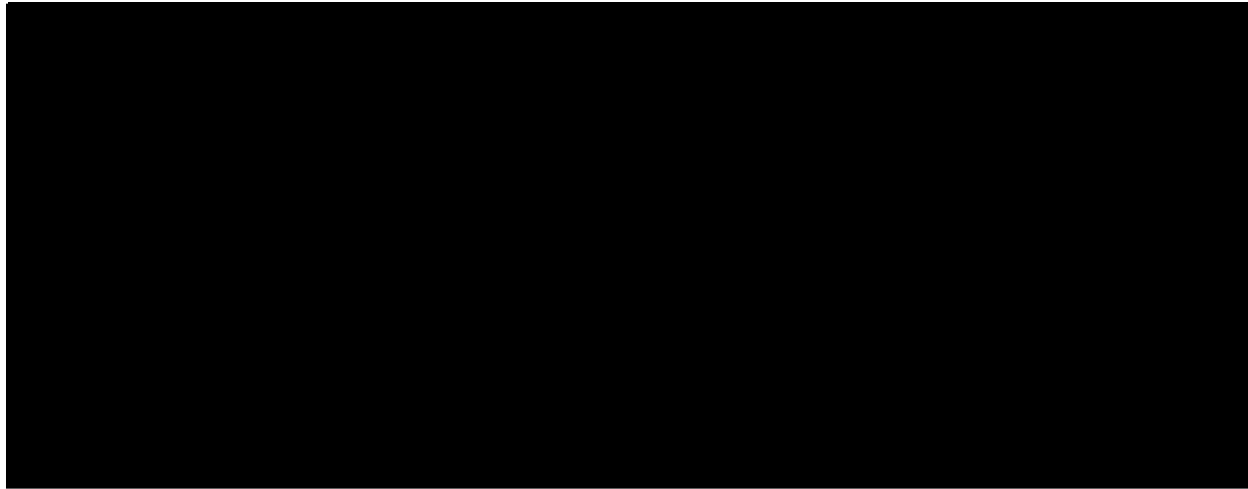
F. Annual Goals



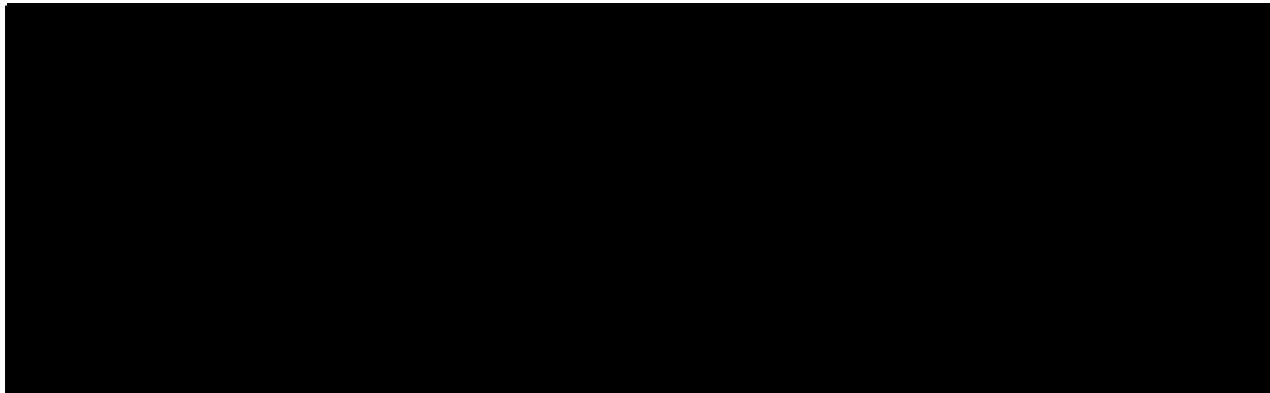
F.1 District Goal 1: *a) Develop the Measurable and Attainable aspects of SMART Goals through a partnership with administrators and teachers (Phase II).*



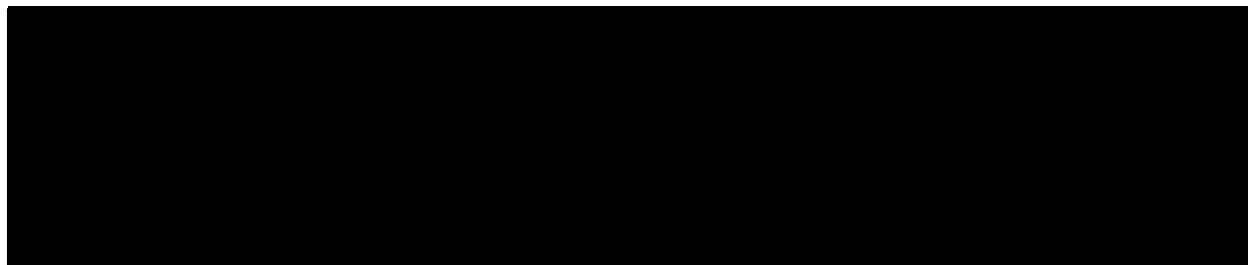
F.2 District Goal 2: *To identify the root causes for the discrepancy in the ELL data and to realign programs and programming to meet the needs of this subgroup of students.*

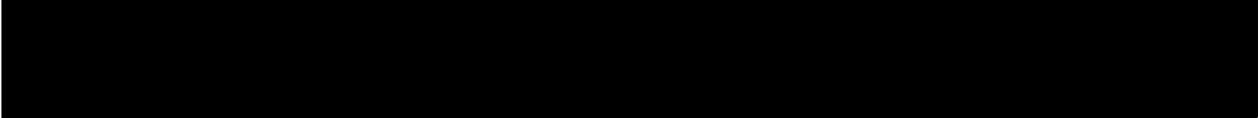


F.3 District Goal 3: *To review and align the code of conduct and the implementation of the measures of discipline to decrease disproportionate suspensions for students of color a) To implement a culture and climate survey to assess the attitudes and attributes of each school community.*

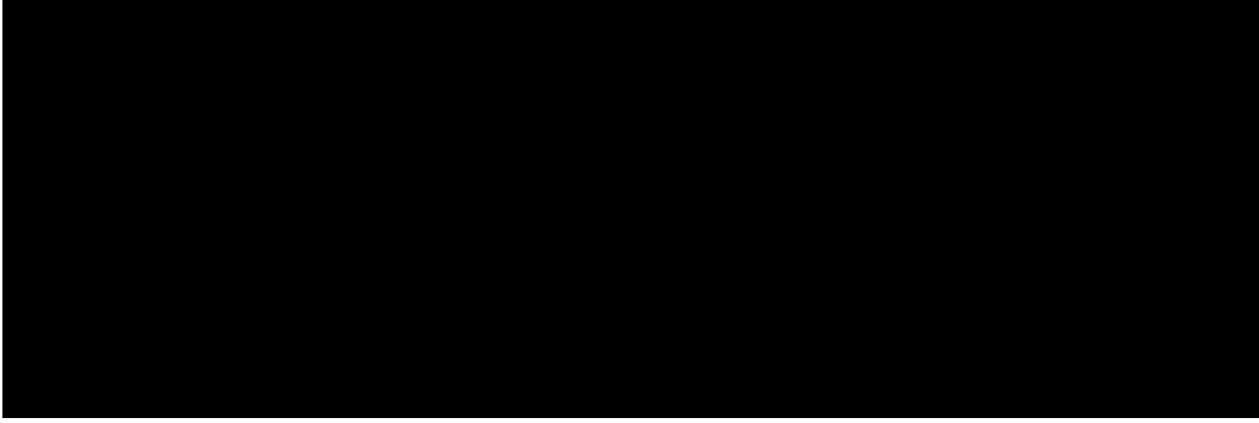


F.4 District Goal 4: *To reorganize security office team to a) Develop systems to ensure that the security team is actively supervising students; b) Review practices with Altaris to ensure the safety and security of the students, teachers, staff and school facilities.*





F.5 **District Goal 5:** *create systems and structures in the central office to effectively support schools a) review vacancies and interim positions at the district and school levels to recruit and hire superb staff; b) Ensure a smooth transparent budget process; c) Secure a fair agreement in the FUSE and A&S negotiations that furthers district priorities.*





2017-2018 goals

Goal 1

Negotiations

Oversee the process of negotiations with the FUSE, A&S, M&C and unaffiliated.

- analyze current contracts
- work with legal counsel, district administrators, and Board of Education members to determine district starting positions for negotiations with the FUSE
- encourage good faith bargaining in substance, process and timing
- ensure that the understandings recommended to the Board of Education for ratification are in the best interests of the students, and balance the competing needs of favorable working conditions/compensation with fiscal sustainability and the community's ability to pay

ALIGNMENT ▶

Goal 2

Policy Development

The Board of Education desires to update its entire policy manual. The Superintendent will support and partner in this effort.

- Develop a timeline for policy review in partnership with the Board.
- Develop policy drafts for Board consideration that have the input of relevant stakeholders and reflect best practices.
- Coordinate, in partnership with the Board, District Clerk, and Board Counsel, timely legal review of policy drafts.

ALIGNMENT ▶

Goal 3

Monitoring Reports for Strategic Roadmap Objectives

- Determine timeline for Monitoring Report submission and/or presentations for the Board of Education Annual Agenda.
- Produce Monitoring Report I for each of the Strategic Objectives. Monitoring Report I will contain qualitative and quantitative data that benchmarks the current state of each objective.
- Determine Milestones or Targets for each of the Strategic Objectives. Monitoring Report I would then be used in collaboration with the Board of Education, to determine the targets and time period for improvement.

ALIGNMENT ▶



CITY SCHOOL DISTRICT OF NEW ROCHELLE
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NEW ROCHELLE, NEW YORK 10801-3416

RICHARD E. ORGANISCIAK
SUPERINTENDENT OF SCHOOLS

FAX: (914) 632-4144
TEL: (914) 576-4200

DRAFT

October 23, 2012

TO: The Honorable Chrisanne M. Petrone
President – Board of Education

FROM: Richard E. Organisciak, Superintendent of Schools

RE: 2012-13 Goals & Objectives

Building upon our District's Mission Statement and the Goals that the Board of Education have identified for this school year, I have created the Goals & Objectives for the Superintendent and Cabinet.

I have attempted to match the Board's Goals and Superintendent's Goals to insure consistency in our focus and purpose for the year.

Thank you and members of the Board for your guidance and direction.

REO:pv
Attachment

cc: Assistant Superintendents,
Reza Kolahifar, Assistant to the Superintendent

**City School District of New Rochelle
Goals and Objectives 2012–2013**

MISSION STATEMENT

The mission of the City School District of New Rochelle, acknowledging its richly complex history, is to produce responsible, self-sufficient citizens who possess the self-esteem, initiative, skills and wisdom to continue individual growth, pursue knowledge, develop aesthetic sensibilities and value cultural diversity by providing intellectually challenging educational programs that celebrate change but affirm tradition and promote excellence through an active partnership with the community, a comprehensive and responsive curriculum, and a dedicated, knowledgeable, and diverse staff.

Mission Statement Reference:

"intellectually challenging educational programs" and "a comprehensive and responsive curriculum"

I. Goal:

The Board of Education will provide a comprehensive, responsive, accessible curriculum that advances the high standards we set for our students.

Objective:

District-wide implementation of the common core curriculum

Superintendent and Cabinet Goals:

- To fully implement the three components of the New York State Education Department accountability systems that include the design of the new Principal and Teacher Evaluation Systems, the adoption of the Common Core Learning Standards, and building capacity of schools to analyze data.
 - To implement a comprehensive Response to Intervention (RTI) Model, for the purpose of strengthening teaching and learning as measured by an increase in the mean growth scores (based on the state assessments and the Student Learning Objectives –SLO's) for all the schools in the district, consistent with the newly adopted APPR process.
-

Mission Statement Reference:

"dedicated, knowledgeable, and diverse staff"

II. Goal:

The Board of Education will hire and support a dedicated, knowledgeable, and diverse staff.

Objective:

Provide professional development to support staff growth and cultural awareness

Superintendent and Cabinet Goals:

- To increase the diversity of faculty and staff by 2% as compared to 2012-13 employment records.
 - To provide ongoing professional development opportunities to enable pedagogues to successfully comply with new APPR requirements.
-

Mission Statement Reference:

"an active partnership with the community"

III. Goal:

The Board of Education will improve communication and engage all members of the New Rochelle community.

Objective:

Increase community awareness of district happenings through the use of social media, e-mail, text, and a user-friendly website.

Superintendent's and Cabinet Goals:

- To provide increased forums for community input and information gathering that include conferences, workshops, seminars, formal and informal meetings, PTA activities and events and participation in Board of Education meetings.
 - Expand engagement opportunities for families and community members to better reflect the broad diversity of income, ethnic and racial representation in our schools.
-

Fiscal responsibility (not in mission statement, responsibility of Board of Education)

IV. Goal:

In a partnership with the community, the Board of Education will continue to explore and adopt fiscally responsible policies, and improve clarity of the budgeting process.

Objective:

All financial communications should be clear and concise, and readily available in more than one means of distribution.

Superintendent and Cabinet Goals:

- Evaluate all District operations for the purpose of reducing expenses, increasing income and improving efficiency while working within the New York State imposed 2% Tax Cap.
 - Expand upon community engagement, participation and recommendations in the development of the 2013-14 School Budget.
-