



**Assistant Superintendent Evaluation  
2024-25 Report  
June 17, 2025**

**The School District of the City of Erie  
Assistant Superintendent: Mr. Neil Brokman**



**Pennsylvania School Boards Association**

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Disclaimer: The following results are produced from information and data generated by the individual responses submitted through the digital superintendent evaluation platform. PSBA is not responsible for any user errors or omissions, or for the final results obtained from the use of this information.

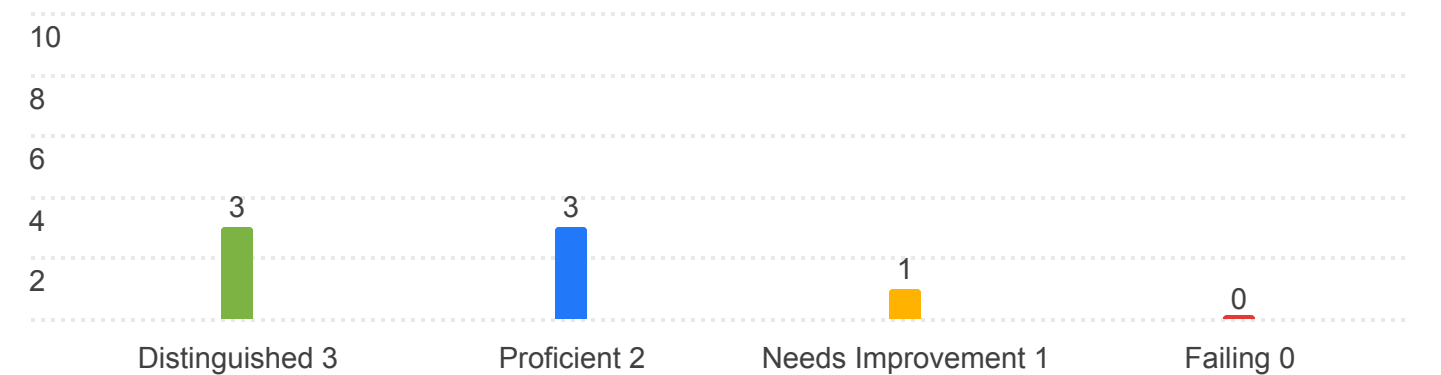
# Standard 1: Developing and Implementing Shared Vision, Goals and Annual Measurable Objectives

The assistant superintendent collaborates with the board to develop district-wide goals and annual measurable objectives that support the district’s comprehensive plan and promotes district success through the systematic implementation of effective strategies, and the monitoring and evaluation of progress. District-wide goals and annual measurable objectives are clearly defined with action steps and identified outcomes. The goals and objectives are calculated to advance the district’s performance and/or reduce a gap or challenge faced by the district (including academic, fiscal, human resources and technology).

## Key Performance Indicators

- Collects, manages and uses data to identify goals and objectives, and monitor and assess progress and organizational effectiveness;
- Promotes continuous and sustainable improvement and accountability related to district goals and annual measurable objectives;
- Collaboratively evaluates progress and impact of goals and objectives and recommends revisions as needed.

7 Responses



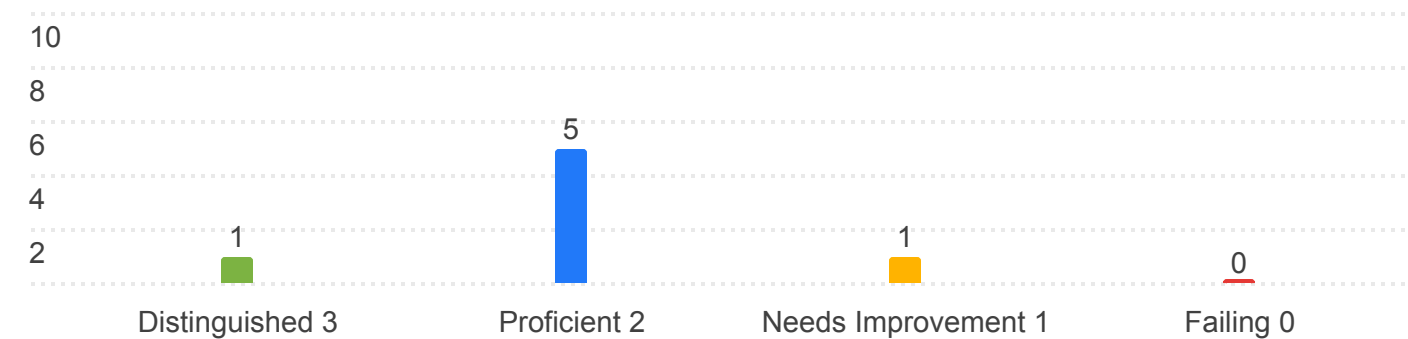
## Standard 2: Student Growth and Achievement

The assistant superintendent focuses on the academic growth and achievement of district students and uses multiple data sources for assessment. The assistant superintendent implements research-based strategies and initiatives to develop, support, monitor and evaluate district curriculum, assessment systems, programs, and services to support student growth and achievement.

### Key Performance Indicators

- Student achievement on Pennsylvania System of School Assessment (PSSA) tests;
- Student achievement on Keystone Exams;
- Student growth as measured by the Pennsylvania Value-Added Assessment System;
- Attrition rates or graduation rates.

7 Responses



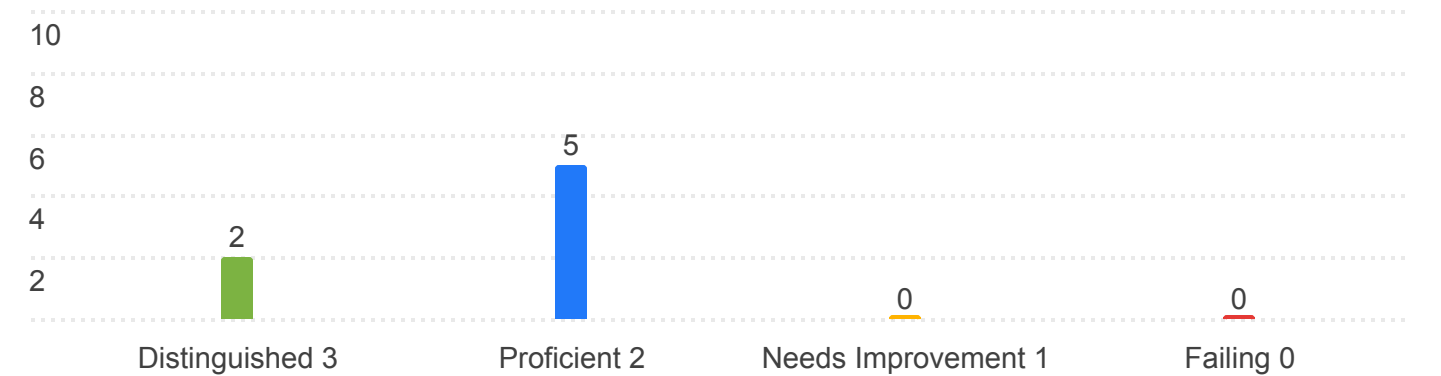
Standard 3: Governance and Administration

The assistant superintendent consistently collaborates with the board to establish policies and procedures that promote effective relationships between the assistant superintendent and the board, as well as high-quality education for all students. The assistant superintendent understands the difference between public school governance and administration and demonstrates the ability to implement policy through the administrative role.

Key Performance Indicators

- Facilitates the review and revision of school board policies based on changes in law, regulations and district processes, and develops or revises administrative regulations or procedures for implementing board policy;
- Incorporates understanding of the overlapping roles of federal and state agencies that affect district operations into district planning, recommendations and decisions;
- Establishes and implements clear procedures for assistant superintendent/board individual and working relationships.

7 Responses



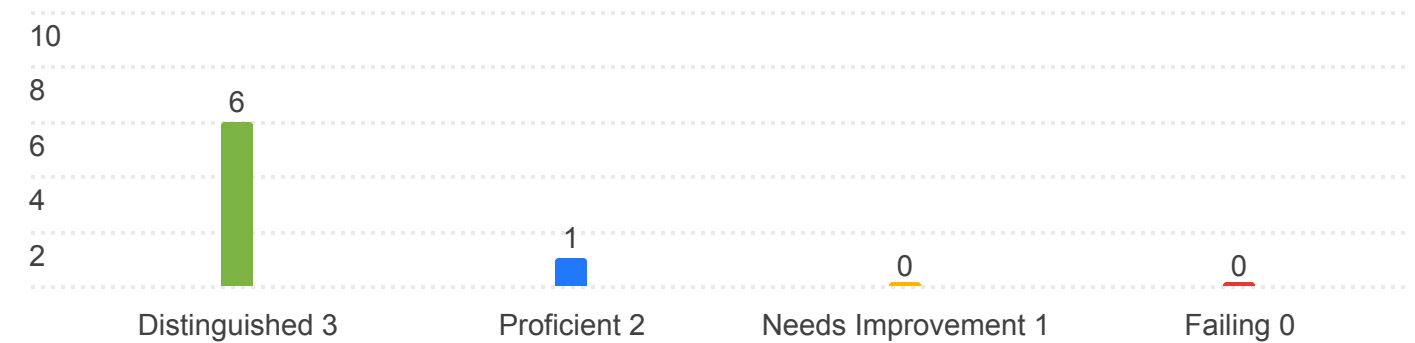
# Standard 4: Effective Management: District Operations

The assistant superintendent consistently leads, monitors, and evaluates the management of operations to ensure that organizational resources are managed efficiently and effectively. The assistant superintendent ensures that fiscal and technological resources are allocated appropriately. The assistant superintendent also ensures that organizational time is aligned with the support of effective district operations.

## Key Performance Indicators

- Monitors and evaluates the administration and management of operations;
- Manages, allocates and aligns personnel, fiscal and technological resources to support district operations;
- Develops and monitors facility plans as well as safety and security plans to ensure the timeliness of renovations and new construction that help to support the student, staff and community needs.

7 Responses



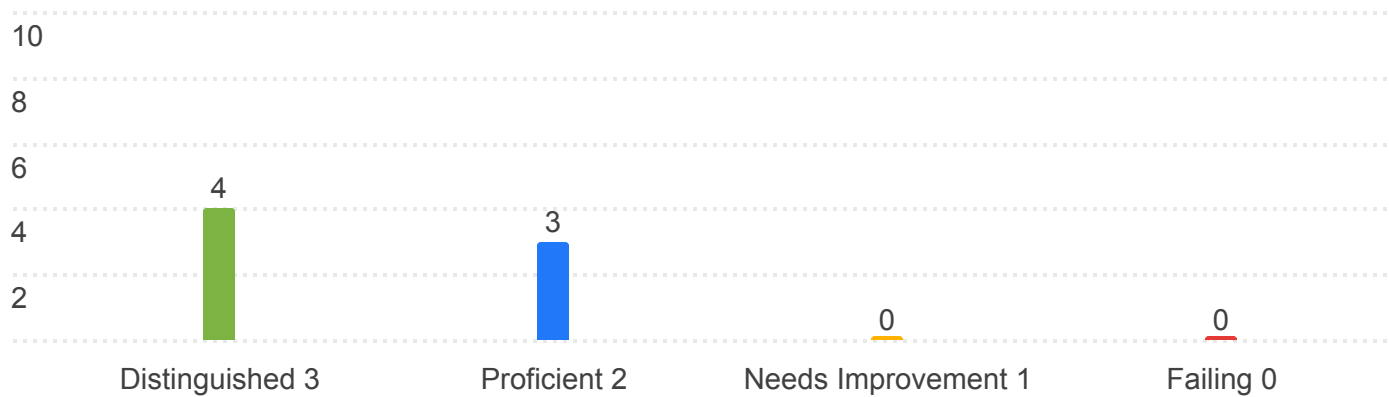
# Standard 5: Effective Management: Personnel

The assistant superintendent implements and recommends improvements to the district’s professional development plan. The superintendent also ensures that professional and support staff are equipped with resources and training to support quality instruction and student learning.

## Key Performance Indicators

- Monitors and evaluates the administration and management of district personnel;
- Promotes and protects the welfare and safety of students, staff and other stakeholders;
- Obtains, allocates, aligns resources to support the ongoing growth and development of district administrative personnel.

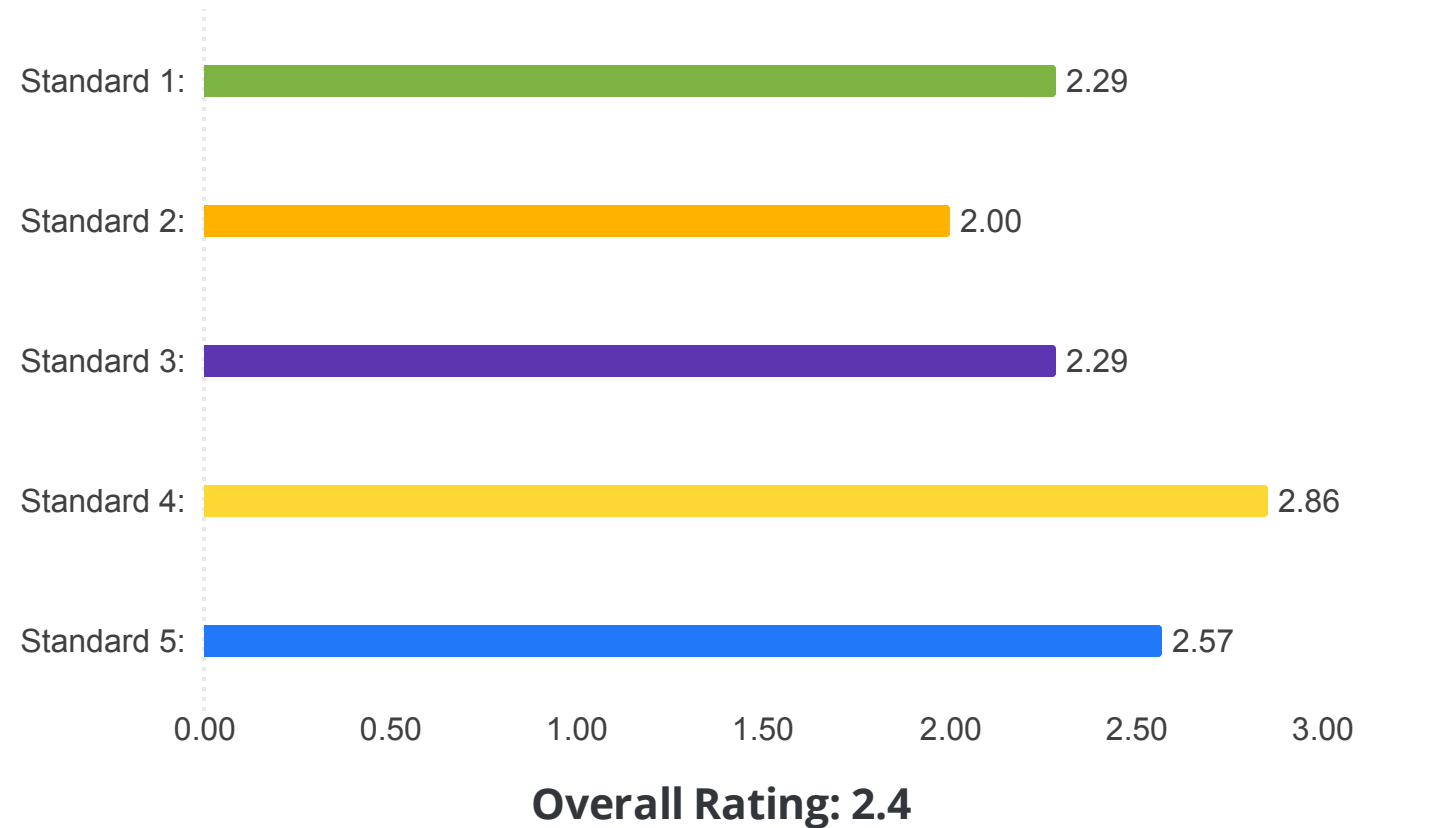
7 Responses



# Average Ratings

The average (mean) rating for each standard is based on individual responses from evaluators. The average ratings displayed below are not weighted and do not exclude specific outlier responses.

- Standard 1: Developing and Implementing Shared Vision, Goals and Annual Measurable Objectives
- Standard 2: Student Growth and Achievement
- Standard 3: Governance and Administration
- Standard 4: Effective Management: District Operations
- Standard 5: Effective Management: Personnel



## Final Assistant Superintendent Evaluation Results

The final rating is derived from all individual responses and generated as an average of the responses. Please use the table below to determine the final outcome and the Objective Performance Standards (OPS) result.

**Final Rating: 2.4**

### Evaluation Rating Rubric

<b>FINAL RATING</b>	<b>FINAL OUTCOME</b>	<b>OPS RESULTS</b>
<b>2.6 – 3.0</b>	<b>Distinguished</b>	<b>OPS Met</b>
<b>2.0 – 2.5</b>	<b>Proficient</b>	<b>OPS Met</b>
<b>1.0 – 1.9</b>	<b>Needs Improvement</b>	<b>OPS Met</b>
<b>0.0 – 0.9</b>	<b>Failing</b>	<b>OPS Not Met</b>

**Report Date: June 17, 2025**

**Mr. Neil Brokman, Assistant Superintendent**

