



**Assistant Superintendent Evaluation
2022-23 Report
November 6, 2023**

**Erie City School District
Assistant Superintendent: Neal Brokman**



Pennsylvania School Boards Association

400 Bent Creek Blvd., Mechanicsburg, PA 17050 | (717)506-2450 | PSBA.org

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.

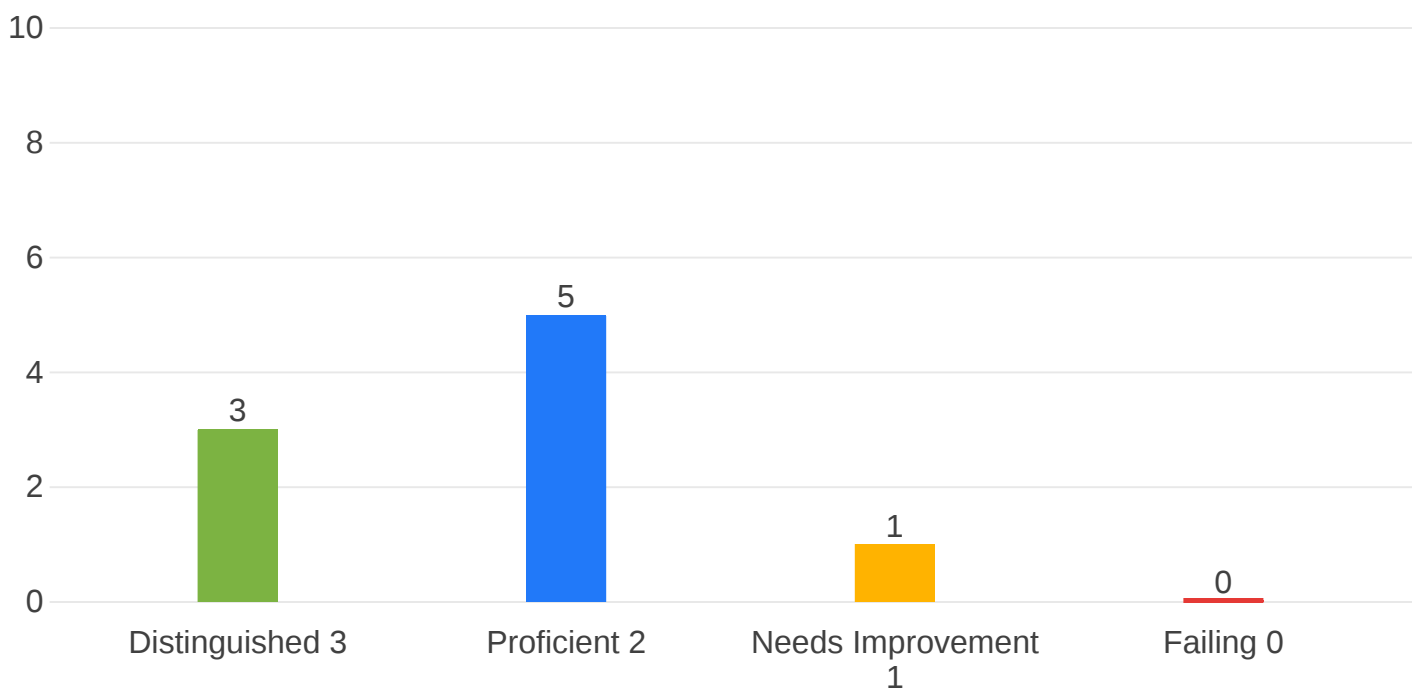
Standard 1: Developing and Implementing Shared Vision, Goals and Annual Measurable Objectives

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.

9 Responses



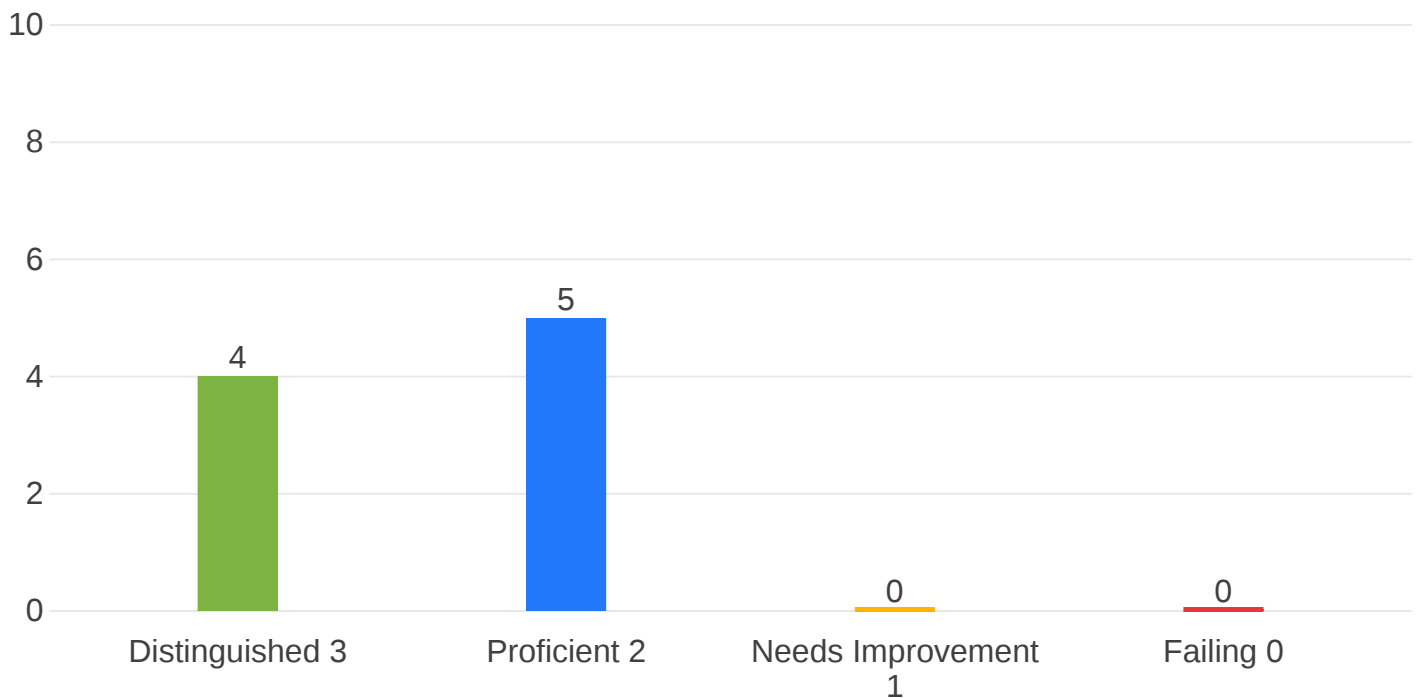
Standard 2: Governance and Administration

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.

9 Responses



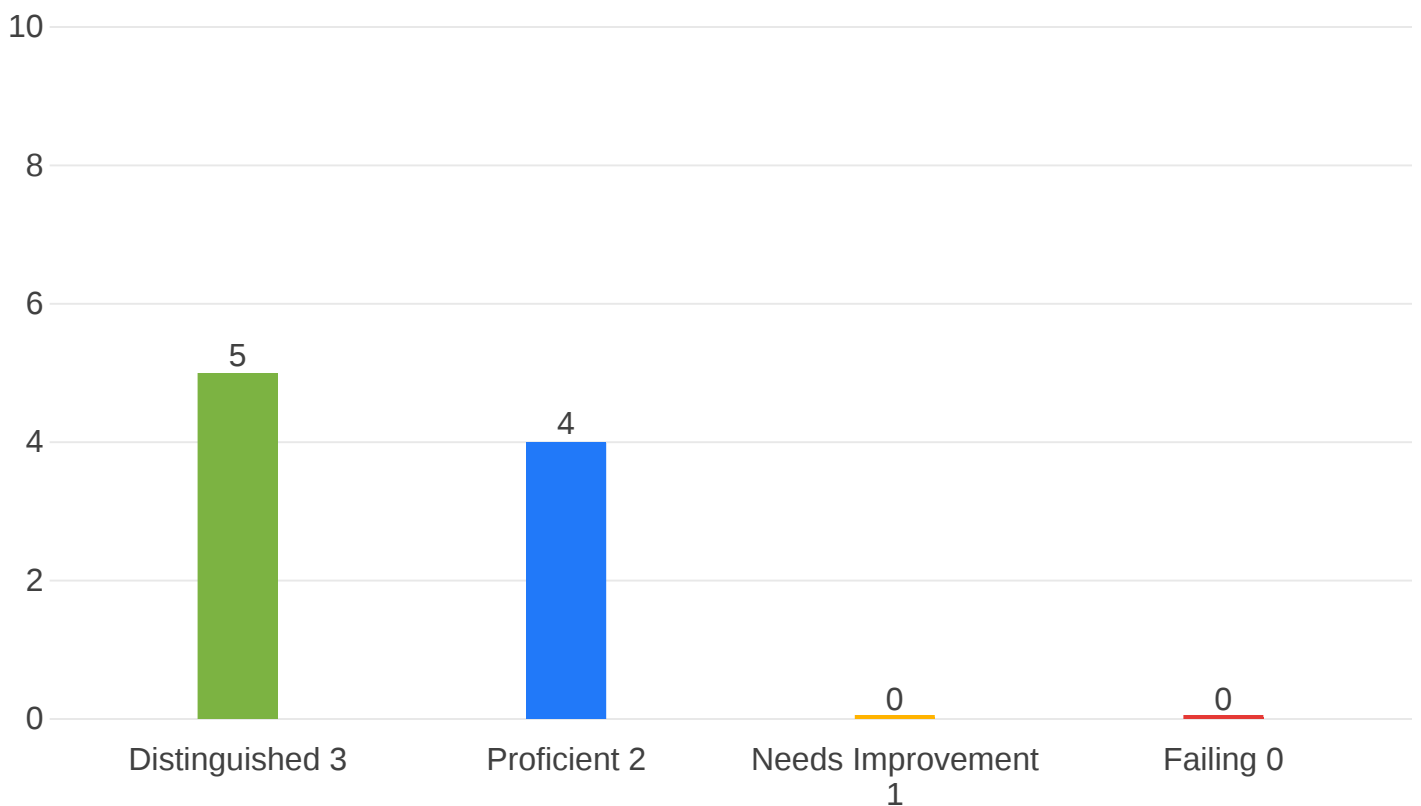
Standard 3: Effective Management: District Operations

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.

9 Responses



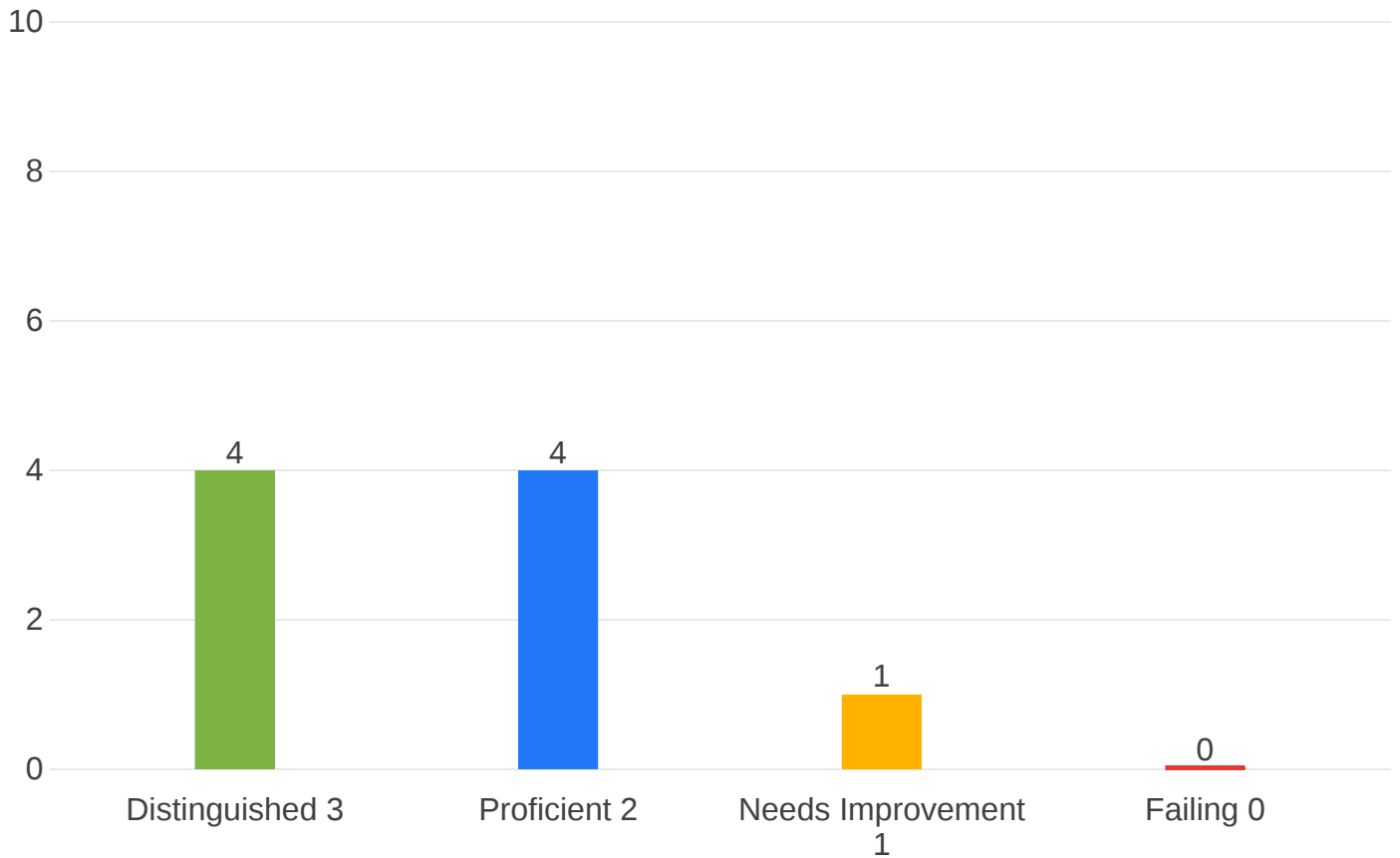
Standard 4: Effective Management: Personnel

The assistant superintendent implements and recommends improvements to the district's professional development plan. The assistant 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.

9 Responses



Average Ratings

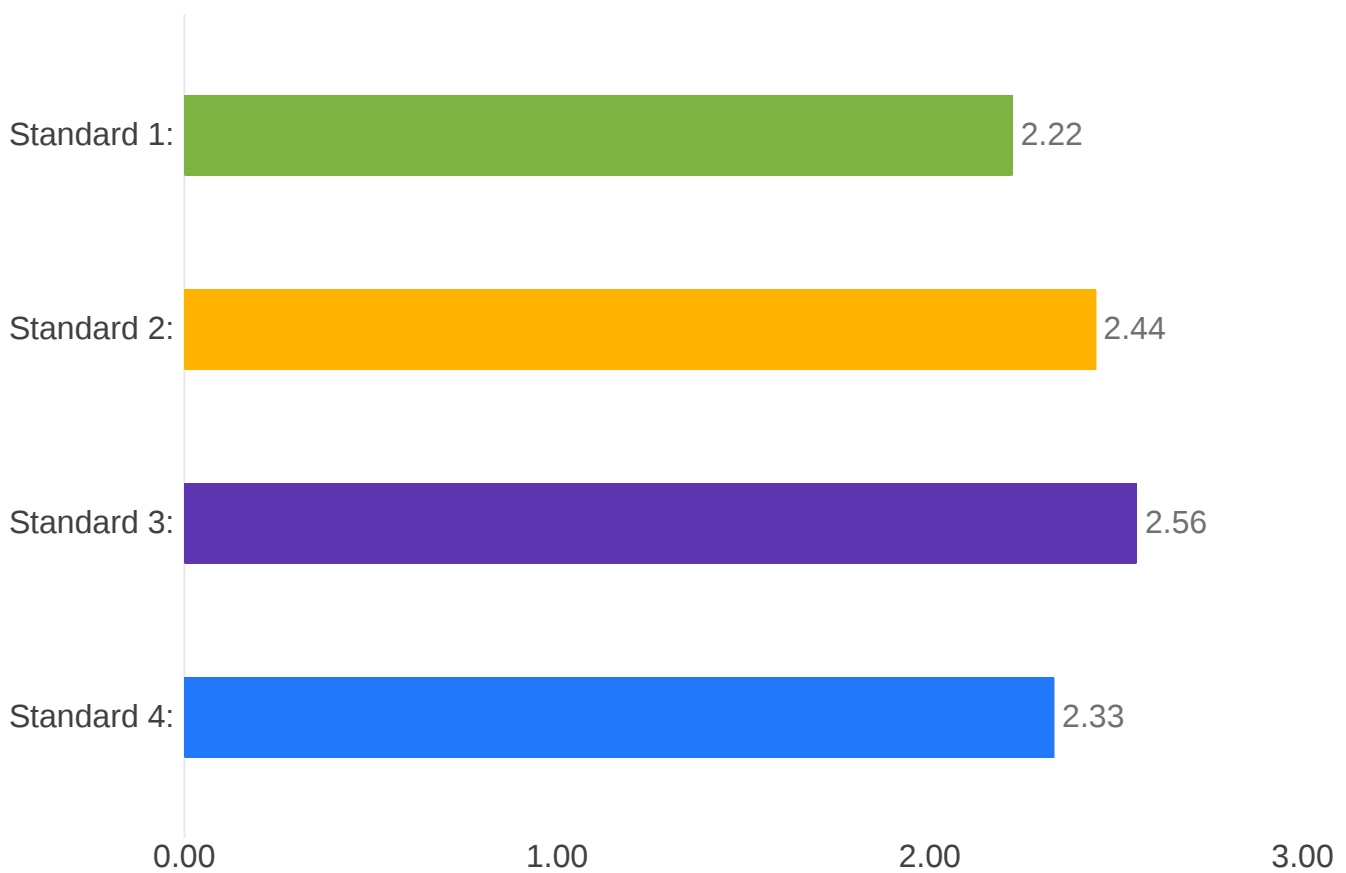
The average (mean) rating for each standard is based on individual responses from evaluators. The average ratings displayed below are not weighted and do not exclude specific outlier responses.

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

Standard 2: Governance and Administration

Standard 3: Effective Management: District Operations

Standard 4: Effective Management: Personnel



Overall Rating: 2.39

Final 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.

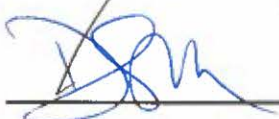
Erie City School District
Assistant Superintendent Neal Brokman
Final Rating: 2.39

Evaluation Rating Rubric

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

Report Date: November 6, 2023

Assistant Superintendent Signature:  Date: 11/8/23

Board President Signature:  Date: 11/8/2023

