

# Youngstown City School District

## Superintendent's Evaluation

Name: Anthony Catale

Date: \_\_\_\_\_

### A. Relationships with the Board

Responsibility	Unsatisfactory			Satisfactory			Commendable			Average Rank	
	1	2	3	4	5	6	7	8	9		
1. Keeps the Board informed on issues, needs, and operation of the school system.			X								
2. Offers professional advice to the Board on items requiring Board action, with appropriate recommendations based on thorough study and analysis.				X							
3. Interprets and executes the intent of Board Policy.				X							
4. Seeks and accepts constructive criticism of his/her work.					X						
5. Supports Board policy and actions to the public and staff.				X							
6. Has a harmonious working relationship with the Board.				X							
7. Makes recommendations for employment or promotion of personnel with supporting data, and accepts responsibility for his/her recommendations. If the recommendation is rejected by the Board, he/she finds another person or alternative to recommend.					X						
8. Accepts responsibility for maintaining liaison between the Board and personnel, working toward a high degree of understanding and respect between staff and Board.				X							
9. Remains impartial toward Board members and treats them all equally.			X								
10. Refrains from criticizing members of the Board.					X						
11. Goes immediately and directly to the Board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the Board, in an earnest effort to resolve such differences immediately.			X								
12. Feels free to maintain his/her opposition to matters under discussion by the Board until an official decision has been reached, after which time he/she subordinates his/her own views to those of the Board.					X						
SUMMARY OF CATEGORY A										9 20 20	49/12 = 4

### COMMENTS:

The Superintendent has a rather satisfactorily working relationship with board members. Sometimes she has trouble accepting criticism. However, board members are not always the first ones to know about an issue that arises. Furthermore, some employees have been allowed to

# Superintendent's Evaluation

## B. Community Relationships

Responsibility	Unsatisfactory			Satisfactory			Commendable			Average Rank
	1	2	3	4	5	6	7	8	9	
13. Gains respect and support of the community on the conduct of the school operation.	X									
14. Gives attention to problems and opinions of community groups and individuals.			X							
15. Solicits the opinions of community groups.		X								
16. Develops friendly and cooperative relationships with the news media.				X						
17. Participates actively in community life and affairs.					X					
18. Achieves status as a community leader in public education.		X								
19. Works effectively with public and private agencies.				X						
SUMMARY OF CATEGORY B										21/7 = 3

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### COMMENTS:

This is an area Dr. Webb must seriously work on. It is clearly evident that ~~she~~ <sup>he</sup> lacks the support of the community-at-large which is so desperately needed in order to have a school system that succeeds. While I give Dr. Webb credit for beginning to hold community meetings, more must be done to inform the community of what is happening in their schools; and the need to do a better job of reaching out to all stakeholders is evident by the failure of two key attempts during this evaluatory year.

# Superintendent's Evaluation

## C. Staff and Personnel Relationships

	Responsibility	Unsatisfactory			Satisfactory			Commendable			Average Rank
		1	2	3	4	5	6	7	8	9	
20.	Develops and executes sound personnel procedures and practices.					X					
21.	Develops good staff morale.		X								
22.	Develops support of public education and Youngstown City Schools.		X								
23.	Treats personnel fairly without favoritism or discrimination.	X									
24.	Insists on performance of duties.			X							
25.	Delegates authority to staff members appropriate to position each holds.					X					
26.	Recruits and assigns the best available personnel in terms of competencies.					X					
27.	Encourages participation of appropriate staff members and groups in planning, procedures, and policy interpretation.						X				
28.	Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvement.					X					
29.	Takes an active role in development of salary schedules for all personnel, and recommends to the Board the levels which within budgetary limitations will best serve the interest of the school system.					X					
30.	With the approval of the board, meets and confers with representatives of employee groups, upholding to the best of his/her ability and understanding the interest and will of the Board.				X						
SUMMARY OF CATEGORY C		1	4	3	4	25	6				43/11 = 3.9

### COMMENTS:

*I give Dr. Webb credit for the amount of personnel training she coordinates. However, it has been evident from my discussions and visitations with faculty and staff that, as a whole, staff morale toward the system employed by Dr. Webb is rather low.*

# Superintendent's Evaluation

## D. Educational Leadership

	Responsibility	Unsatisfactory			Satisfactory			Commendable			Average Rank
		1	2	3	4	5	6	7	8	9	
31.	Understands and keeps informed regarding all aspects of the instructional program.					X					
32.	Implements the District's philosophy of education.				X						
33.	Sets goals of achievements.		X								
34.	Participates with staff, Board, and community in studying and developing curriculum improvement.		X								
35.	Organizes a planned program of staff evaluation and improvement.				X						
36.	Provides democratic procedures in curriculum work, utilizing the abilities and talents of the entire professional staff and lay people of the community.			X							
37.	Inspires others to highest professional standards.			X							
38.	Keeps informed on needs of the school program, recommends and seeks adequate financing, and insists on efficient and economical implementation and operation.		X								
SUMMARY OF CATEGORY D			6	6	8	5					25/8 = 3.1

COMMENTS:

*Dr. Webb must establish educational/curriculum policies that will resolutely ~~we~~ work toward increasing the number of standards met on the state report card.*

*He must also create/demand a continuous improvement plan that is user-friendly to all stakeholders*

# Superintendent's Evaluation

## E. Personal Qualities

Responsibility		Unsatisfactory			Satisfactory			Commendable			Average Rank
		1	2	3	4	5	6	7	8	9	
39.	Defends principle and conviction in the face of pressure and partisan influence.					X					
40.	Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.						X				
41.	Earns respect and good standing among his/her professional colleagues.		X								
42.	Devotes his/her time and energy effectively to his/her job.							X			
43.	Demonstrates his/her ability to work well with individuals and groups.				X						
44.	Exercises good judgment and democratic processes in arriving at decisions.			X							
45.	Possesses and maintains the health and energy necessary to meet the responsibilities of his/her job.							X			
46.	Maintains poise and emotional stability in the full range of his/her professional activities.						X				
47.	Is suitably attired and groomed.								X		
48.	Writes clearly and concisely.					X					
49.	Uses language effectively in dealing with staff members, the Board, and the public.							X			
50.	Speaks well in front of large and small groups, expressing his/her ideas in a logical and forthright manner.							X			
51.	Thinks well on his/her feet when faced with an unexpected or disturbing turn of events in a large group meeting.					X					
52.	Maintains his/her professional development by reading, course work, conference attendance, works on professional committees, visiting other districts, and meeting with other superintendents.				X						
SUMMARY OF CATEGORY E			2	3	8	15	12	28	8		76/14 = 5.4

### COMMENTS:

Dr. Welch has the personal qualities that are reflective of the demands called for in being a Superintendent.

Dr. Welch usually presents herself professionally.

# Superintendent's Evaluation

## F. Business and Finance

Responsibility		Unsatisfactory			Satisfactory			Commendable			Average Rank
		1	2	3	4	5	6	7	8	9	
53.	Keeps informed on needs of the school program - plant, facilities, equipment, and supplies.			X							
54.	Supervises operations, insisting on competent and efficient performance.			X							
55.	Determines that funds are spent wisely, and adequate control and accounting are maintained.	X									
56.	Evaluates financial needs and makes recommendations for adequate financing.	X									
SUMMARY OF CATEGORY F		2		10							8/4 = 2

### COMMENTS:

A weakness for Dr. Webb is the Area of Business & Finance. Dr. Webb must continue to find ways to make recommendations for budgetary cuts. Although State law & Contracts have hindered her ability here, she cannot change state law; therefore must make all cuts in non-academic areas if possible → less money to Administration, more money to instruction.

# Superintendent's Evaluation

## SUMMARY OF RANKINGS:

SCALE: 1 (Low) to 9 (High)

A.	Relationships with the Board	<u>4</u>
B.	Community Relationships	<u>3</u>
C.	Staff and Personnel Relationships	<u>3.9</u>
D.	Educational Leadership	<u>3.1</u>
E.	Personal Qualities	<u>5.4</u>
F.	Business and Finance	<u>2</u>
	Overall Ranking:	<u>3.5</u>

## BOARD OF EDUCATION MEMBERS

_____ Shelley Murray, President	_____ Date
_____ Lock P. Beachum, Vice President	_____ Date
_____ Richard Atkinson	_____ Date
_____ Anthony Catale	_____ Date
_____ Dominic Modarelli	_____ Date
_____ Michael Murphy	_____ Date
_____ Jacqueline Taylor	_____ Date

## SUPERINTENDENT

\_\_\_\_\_  
Wendy E. Webb

\_\_\_\_\_  
Date

# Superintendent's Evaluation

Specific Questions:

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General Concerns:

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Overall:

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