



# Superintendent Evaluation

Dryden CSD  
 PO Box 88  
 Dryden, NY 13053  
 607-844-8694

Superintendent's Name




Mr. Joshua Bacigalupi

School Year

2020-2021

Ratings on Individual Performance Standards:

<b>STANDARD 1 Vision, Culture &amp; Instructional Leadership</b>	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>STANDARD 2 Operations, Resource &amp; Personnel Management</b>	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>STANDARD 3 Board Governance &amp; Policy</b>	Ineffective	Developing	<b>Effective</b>	Highly Effective
<b>STANDARD 4 Communication &amp; Community Relations</b>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>STANDARD 5 Ethical Leadership</b>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>SUPERINTENDENT ANNUAL GOALS Annual Goals</b>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>SUPERINTENDENT ANNUAL GOALS 1 Morale and Communication</b> <i>The Superintendent will work with the BOE, appropriate staff members, students, and administrators, as well as stakeholders in the community to ensure that there is a high level of staff and community morale and communication in the District. This goal will be monitored through staff and community feedback surveys as well as anecdotal evidence.</i>	Ineffective	Developing	Effective	<b>Highly Effective</b>
<b>SUPERINTENDENT ANNUAL GOALS 2 Guaranteed and Viable Curriculum</b> <i>The Superintendent will work with the BOE and appropriate stakeholders to ensure that the District's students have access to a guaranteed and viable curriculum and that all staff members have the professional development needed to ensure the curriculum is being taught at a high level using research based practices.</i>	Ineffective	Developing	<b>Effective</b>	Highly Effective

<p><b>SUPERINTENDENT ANNUAL GOALS</b>  <b>3 Operations, Resources and Personnel Management (2.3 and 2.4)</b></p> <p><i>The superintendent demonstrates the knowledge, skills and ability to effectively manage operations that promote a safe and effective environment for students and staff, ensure the fiscal health of the district, and implement sound personnel practices.</i></p> <p><i>(2.3) Aligns and adjusts resources accordingly to meet district priorities and annual goals/objectives operating within budget and fiscal guidelines.</i></p> <p><i>(2.4) Guides the process of fiscal planning and budget development and makes recommendations based upon the district's current fiscal position and future needs</i></p>	Ineffective	Developing		Highly Effective
<p><b>SUPERINTENDENT ANNUAL GOALS</b>  <b>4 Pandemic Management</b></p> <p>The Superintendent will manage all aspects of the District in the context of a global pandemic.</p>	Ineffective	Developing	Effective	
<b>Overall Rating</b>	Ineffective	Developing	Effective	

**Comments by the Board of Education**

In reflecting on year 3 of District leadership, there is clear evidence that Joshua Bacigalupi remains committed to the mission, vision and belief statements of Dryden Central School. This pandemic school year had challenges too numerous to count, and the steady, consistent hand of Josh at the helm lead students, faculty and staff, and the admin team to a successful year of academic and personal growth. The ethical, honest and timely communication with all stakeholders was evident and valued over the past 12 months. The building project progress in the midst of a global pandemic is also commendable and noted, and stands as a testament to teamwork on so many levels. Despite lacking in standard data points such as Regents exams and NYS tests, it is evident to the BOE that Josh's leadership toward the stated goals is deserving of a rating of Highly Effective overall. We look forward to a long and fruitful partnership, filled with years of growth and occasions for celebration.

Margie Malepe, Board President - 6/16/2021, 2:34:45 PM

**Comments by the Superintendent**

-none-

Superintendent's Signature:

Mr. Joshua Bacigalupi  
Mr. Joshua Bacigalupi  
(signed electronically)

Date: 7/1/21

Trusted Agent's Signature:

Margie Malepe  
Margie Malepe  
(signed electronically)

Date: 7/3/21

*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.