



THE SCHOOL DISTRICT OF PALM BEACH COUNTY
Consultant Evaluation

PO NUMBER
 0001001508

School/Department Educational Data Warehouse, Office of Performance Accountability
 Name of Consultant Katheryn W. Gemberling
 Contract Period From July 1, 2006 To June 30, 2007

Rating: 5 - Superior 4 - Satisfactory Plus 3 - Satisfactory 2 - Satisfactory Minus 1- Unsatisfactory

JOB KNOWLEDGE AND SKILL

	5	4	3	2	1
1. Technical and procedural know-how to complete the project	✓				
2. Knowledge of his/her specialty area	✓				
3. Ingenuity, creativity, and innovation	✓				
4. General quality of the work performed	✓				
5. Student Assessment	✓				

PRODUCTIVITY

1. Services provided matched the specifications of the contract	✓				
2. Results produced	✓				
3. Ability to meet goals as scheduled	✓				
4. Success of the project	✓				

COMMUNICATION

1. Listening skills	✓				
2. Returned phone calls, follow-up information, etc. in a timely manner	✓				
3. Overall communication skills	✓				
4. Overall accessibility/availability	✓				

INTERACTION

1. Working relationships with teachers and/or students	✓				
2. Ability to work as part of a team	✓				
3. Status updates and information received as the project progressed	✓				

Rating: A - Agree D - Disagree N/A - Not Applicable

	A	D	N/A
1. Demonstrates dependability	✓		
2. Demonstrates ingenuity/creativity/innovation	✓		
3. Performs well under pressure	✓		
4. Effective when presenting ideas orally	✓		
5. Expresses ideas clearly and uses correct grammar in written communication	✓		
6. Listens effectively	✓		
7. Provides feedback in a constructive and timely manner	✓		
8. Is self-reliant and requires little or no supervision	✓		
9. Treats staff and/or students with fairness, respect and integrity.	✓		

I would hire this consultant again. Yes No


 SIGNATURE OF EVALUATOR

5/15/07
 DATE

Marc Baron, Chief of Performance Accountability
 PRINT NAME OF EVALUATOR



The activities completed during the FY07 contract period are as follows:

A. Provide support to improve student achievement:

1. Provide consultation services to Area Leadership to enhance quality monitoring
2. Support Department of C&I to develop and provide oversight for District-wide focused course of studies
3. Assist establishment of effective transition academies from middle to high school
4. Support high school transition teams and academies
5. Train principals and assistant principals in data-driven leadership
6. Train Learning Team facilitators in use of EDW and data-feedback process
7. Provide support to incorporate on-line assessment and district common assessments
8. Refine use of ROI model to determine best practices and use of resources
9. Supported design of Professional Development Summer Leadership Institute for principals.

B. Implement EDW:

1. Provide input to strategic planning for district-wide focus on data-driven decision making through development of a comprehensive data warehouse
2. Design and facilitate use of school/district management matrices to monitor student progress and program implementation
3. Design and facilitate use of analytic reporting solutions to determine impact of independent variables in contributing to student learning
4. Design and facilitate use of management dashboards and scorecards that incorporate easily interpreted information for data driven leadership
5. Design and facilitate expanded use of new Report Net software

6. Support rollout of EDW to classroom teachers. This is a massive undertaking that will require coordinated implementation of the system navigation, data analysis and applications for instructional interventions.
7. Continue to refine navigation design to provide faster access to priority reports to help reduce potential information overload
8. Serve on EDW Steering Committee
9. Serve on district Security Committee
10. Design and conduct professional development focused on using EDW data to determine appropriate instructional strategies and resources

C. Virtual Curriculum:

1. Led the creation and design of the concept of Virtual Curriculum and presented it through a PowerPoint at a CAO meeting.