

SCHOOL DISTRICT OF THE CITY OF YORK – ASSISTANT SUPERINTENDENT EVALUATION COMPLETE

DATE: March 17, 2023

On March 6, 2023, the Board of the School Directors of the School District of the City of York met in Executive Session to complete an end-of-school year performance evaluation on the Assistant Superintendent of Schools, Dr. LeTrecia Gloster. Regarding the Objective Performance Standards, which are listed below, Dr. Gloster overall met the standards for the 2021-22 School year.

**OBJECTIVE PERFORMANCE STANDARDS**  
**2021-22 SCHOOL YEAR**

Student Growth and Achievement

- Assistant Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the Superintendent and the board of school directors. Annual and other district performance objectives are articulated and clearly achieved under the direction of the superintendent relative to PSSA, PVAAS, and other locally determined measures.

Organizational Leadership

- Assistant Superintendent has worked collaboratively with the Superintendent and the Board to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the district.

District Operations and Financial Management

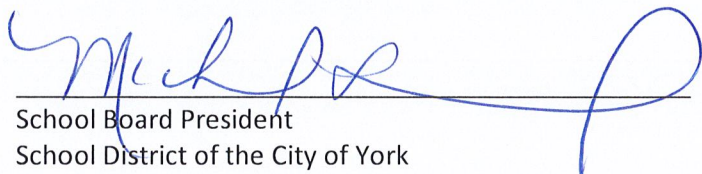
- Assistant Superintendent manages effectively, and works with the Superintendent to ensure completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.

Human Resource Management

- Assistant Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions within the district.

Professionalism

- Assistant Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's Public education system as well as that of the local community. Assistant Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.



School Board President  
School District of the City of York