

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

DATE: November 18, 2020

On October 29, 2020, 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 Superintendent of Schools, Dr. Andrea J. Berry. Regarding the Objective Performance Standards, which are listed below, Dr. Andrea J. Berry has successfully met the Standards for the 2019-20 School year.

### **OBJECTIVE PERFORMANCE STANDARDS** **2019-20 SCHOOL YEAR**

#### Student Growth and Achievement

- 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 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

- Superintendent has worked collaboratively with 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

- Superintendent manages effectively, ensuring 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.

#### Communication and Community Relations

- Superintendent communicates with and effectively engages the staff, the board, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.

#### Human Resource Management

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

#### Professionalism

- 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. 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.

#### Financial Recovery Plan

- Superintendent effectively implements the financial recovery plan and ensures that all goals, performance standards and other criteria of the plan for staff and students have been met for the most current evaluation period.

/s/ Tanoue Onishi Sweeney  
School Board President  
School District of the City of York