

WEST YORK AREA SCHOOL DISTRICT

Superintendent Goals / 2023-24

Superintendent's End-of-Year Evaluation

On Tuesday, June 13, 2023, in Executive Session, the West York Area School District Board of School Directors met to conduct an end-of-year performance evaluation of Dr. Todd M. Davies, Superintendent of Schools. The School Directors concluded that Dr. Davies had successfully met the Goals and Objectives as outlined below for the 2022-23 school year.

PERFORMANCE CATEGORIES

- **Distinguished**: Distinguished means that the performance is clearly outstanding; the performance is superior, far exceeding expectations; or that performance is exceptional on a regular or continuous basis – the superintendent shall far outperform relative to minimum expectations.
- **Proficient**: Proficient means that the Superintendent is adequately performing all functions within the role, meeting or occasionally exceeding expectations; performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance.
- **Needs Improvement**: This category indicates that elements of performance need attention. Although the superintendent may accomplish some of the key performance indicators in a proficient manner, he does so with inconsistency. The board has shown a need to express its concern to the superintendent and has not seen adequate improvement or a more focused attention on a particular area to elevate the performance to proficient.
- **Failing**: Does not demonstrate a basic understanding of the objectives to be accomplished, and/or consistently fails to meet the board's basic expectations. Shows poor organizational skills, does not meet routine and/or agreed-upon deadlines, and shows virtually no ability to hold others accountable.