

**WEST YORK AREA SCHOOL DISTRICT**  
***Assistant Superintendent Goals / 2019-20***

*The West York Area School District Board of School Directors has concluded that Ms. Holman had met the Goals and Objectives as outlined below for the 2019-20 school year. The Assistant Superintendent's goals are aligned with those of the Superintendent.*

**GOALS AND OBJECTIVES**

**Goal Category 1: Academics, Student Growth and Achievement.** *Description:* This category requires the Assistant Superintendent to foster a school culture conducive to teaching and learning, and design and/or support systemic measures which help students meet academic growth targets, evaluate instructional programs and efficiently utilizes technology as part of the curriculum.

**Goal Category 2: Communication and Engagement.** *Description:* This category requires the Assistant Superintendent to design and/or support systemic measures which enable effective, clear and consistent communication channels to internal and external stakeholders.

**Goal Category 3: Safe and Caring Environment, Culture and Climate.** *Description:* This category requires the Assistant Superintendent to design and/or support systemic measures which create a culture that is physically and emotionally safe, and equally accessible to all students, staff and community members.

**Goal Category 4: Budget, Finance, and Operations.** *Description:* This category requires the Assistant Superintendent to design and/or support systemic measures to ensure the ethical, efficient and strategic use of fiscal, operational, human and capital resources to ensure long-term financial health and stability.