

# Educational Service Center

775 Marion Road York, PA 17406 (717) 846-6789



December 20, 2018

To Whom It May Concern:

The purpose of this letter is to recommend Mr. Erik Bentzel for the position of Superintendent in your district. I have worked with Mr. Bentzel during our time together in the West York Area School District, while I served as Middle School Principal and Assistant Superintendent. He was also a student in two of my York College classes, The Principalship and Supervision of Instruction. I also consider him a friend and worked with him throughout his transition into and during his tenure as Assistant Superintendent at Conrad Weiser and Superintendent at Northern Lebanon. We have discussed everything from technology in a 1-1 environment to organizational skills that enable leaders to lead beyond the day-to-day management tasks.

Mr. Bentzel is a dedicated educator who holds student-learning paramount in all decisions and actions. He possesses numerous skills that are critical to successful instructional leadership. During our time at West York, Mr. Bentzel was trained in the Dimensions of Learning instructional model, student engagement, and was active in the curriculum revision process. He demonstrated excellent problem solving skills and was able to make quality decisions by examining relevant data, and is able to effectively communicate with a variety of audiences.

Serving as an assistant principal, Mr. Bentzel was able to hold students accountable for productive behavior as well as build relationships with students. Whether in a collegial role or a supervisory role, his interactions with students, staff, and parents were productive and respectful. He clearly contributed to a safe, positive and orderly work environment for students and faculty.

As a graduate student at York College, Mr. Bentzel ranked in the top 10% of the students I've had in my classes. His work demonstrated an ability to grasp theory and utilize it in the everyday practice of school administration. I am proud to witness his growth over the years, as he continues to obtain administrative positions with additional responsibility.

Mr. Bentzel can be counted on to keep a District's vision, mission, and goals at the forefront of his daily activities. He has the requisite skills necessary to be successful Superintendent and also my full support and assistance at any point in his career. Should you need any additional information, please do not hesitate to contact me.

Sincerely,

Michael S. Snell, Ed.D.  
Superintendent

Central York School District