

RE: Assistant Superintendent's Evaluation, 2021-2022 School Year

DATE: September 7, 2022

On Thursday, October 24, 2019, the Dallastown Area Board of School Directors elected Dr. Heffler as its Assistant Superintendent for a term of 4.50 years, commencing January 1, 2020, and ending June 30, 2024. She had previously served as the principal for our Intermediate School and an assistant principal for our High School.

On Thursday, July 21, 2022, the Dallastown Area School District Board of School Directors completed her year-end performance evaluation for the period of July 1, 2021, to June 30, 2022, concluding that Dr. Heffler successfully met her objective performance standards as shown below.

Anthony J. Blevins  
School Board President  
Dallastown Area School District

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### **ASSISTANT SUPERINTENDENT'S OBJECTIVE PERFORMANCE STANDARDS:**

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The Dallastown Area School District Assistant Superintendent Objective Performance Standards are developed to strengthen the Assistant Superintendent's relationship with key District stakeholders. Additionally, they are designed to enhance expectations, systems, operations, and efficiencies.

1. Serve as the district's Pandemic Coordinator, communicate and implement the DASD Health and Safety Plan, and monitor state guidance and mandates.
2. Ongoing collaborations with multiple leaders and stakeholders to support the enhancement and increased utilization and marketing of DASD K-12 Cyber, WRL, and WCA.
3. *In relation to K-3 Building Projects...*
  - a. Narrowing DASD Feasibility Study options for long-term equity in footprints and environments specific to K-3, 4-6, and 7-12, but with a focus on the K-3 pathway and scope.
  - b. Collaborating with the Superintendent and preparing for a broad K-12 administrative restructure (i.e., Goal 5: Organizational Coherence).
4. Reprioritization and development of the 2020-2026 Comprehensive Plan to include stakeholder input on post-pandemic planning.
5. Prioritization and implementation of core function efficiencies specific to the Assistant Superintendent's Office in these three (3) areas: curriculum & instruction, specialized services, and WRL/DASD Cyber Academy. Also provide updates to the Board Task Force.
6. Partnering with DAEA leadership to ensure a successful reopening of schools and migration to a new supervision and evaluation cycle/ process/tool (PA-Etep).

Additionally, she successfully completed other pertinent tasks or emergent duties:

- Board Policy and Development
- Principal Framework
- Dallastown CARES
- DASD Board Data Workshop
- Summer Staff Development & Summer Curriculum Writing
- New Teacher Orientation (Teacher Induction Program)
- Administrative Leadership Team Retreat
- ESSER Grants