

RE: Assistant Superintendent's Evaluation, 2020-2021 School Year
DATE: August 16, 2021

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, August 12, 2021, the Dallastown Area School District Board of School Directors completed her year-end performance evaluation for the period of July 1, 2020, to June 30, 2021, concluding that Dr. Heffler successfully met her objective performance standards as shown below.

Ronald J. Blevins
School Board President
Dallastown Area School District

ASSISTANT SUPERINTENDENT'S OBJECTIVE PERFORMANCE STANDARDS:

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. Continue to Navigate the District's COVID-19 Response:
 - a. Develop, obtain approval, implement, and refine the DASD Health and Safety Plan for the reopening of schools
 - b. Revise board policies and internal procedures
 - c. Support the allocation and procurement of appropriate resources (staffing, supplies, finances/grants, etc.)
 - d. Collaborate regarding communications with district stakeholders
2. Monitor the Enhancement, Increased Utilization and Marketing of the DASD K-12 Cyber Program, WRL, and WCA
3. Address Outcomes of the DASD Feasibility Study
 - a. Support structures and systems for processing and narrowing study outcomes with multiple stakeholders
 - b. Examination with educational programing implications
4. Examine, Refine, and Prioritize Goals Outlined in the 2020-2026 Comprehensive Plan; Engage in year 1 of PA State Compressive Planning & TSI
5. Collaborate with DAEA leadership regularly regarding reopening needs and migration to a new supervision and evaluation cycle/process/tool
6. Identify core function operational efficiencies for centralized educational and student services
7. Support special education, curriculum and instruction, and student services programing, development, and refinement