

**RE:** Assistant Superintendent's Evaluation, 2022-2023 School Year

**DATE:** July 17, 2023

On Thursday, October 24, 2019, the Dallastown Area Board of School Directors elected Dr. Heffler as its Assistant Superintendent for a term of 4.5 years, commencing January 1, 2020, and ending June 30, 2024. She had previously served as the principal for Dallastown Area Intermediate School and as assistant principal at Dallastown Area High School.

On Thursday, July 13, 2023, the Dallastown Area School Board of School Directors completed her year-end performance evaluation for the period of July 1, 2022, to June 30, 2023, concluding that Dr. Heffler successfully met her objective performance standards as shown below.

*Sarah B. Hostler  
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 Superintendent Objective Performance Standards are developed to strengthen the Superintendent's relationship with key District stakeholders. Additionally, they are designed to enhance expectations, systems, operations, and efficiencies.

1. Facilitate the continued implementation of the District's Comprehensive Plan and provide updates with quantitative, qualitative, and anecdotal evidence, with a focus on academic success, rigor, and career pathways for DASD students. Also, ensure implementation of the 2020-2026 Comprehensive Plan and the 2022-2025 PA Future Ready Comprehensive Plan.
2. Support the Marketing & Communications for the DASD Cyber Academy and contribute the other applicable Educational Services related Marketing & Communications efforts.
3. Continue to provide direction and monitor enhancement through the coordination of the Elementary and Secondary Directors for the DASD Cyber Academy (K-12) with a focus on K-8 sustainability by building capacity through appropriate funding and staffing first recommended at the January 13, 2022, Finance Committee Meeting.
4. Progress further in Core Function Operational Efficiency Priorities for the Assistant Superintendent's office and provide Board updates. Aside from our culture of ongoing cost monitoring, consider Long-Term Expenditure Savings and Revenue Enhancements as discussed with the former Board Task Force.
5. Ensure successful migration to a new supervision and evaluation cycle/process/tool through implementation of the Framework for Teaching and PA-Etep.