

**DALLAS SCHOOL DISTRICT  
SUPERINTENDENT'S  
GOALS AND EVALUATION  
2021-2022**

Pennsylvania's School Code provides:

The board of school directors shall post the mutually agreed to objective performance standards contained in the contract on the school district's publicly accessible Internet website. Upon completion of the annual performance assessment, the board of school directors shall post the date of the assessment and whether or not the district superintendent and assistant district superintendent have met the agreed-to objective performance standards on the school district's publicly accessible Internet website.

24 P.S. § 10-1073.1 (b.1)

Accordingly, the Superintendent's evaluation was conducted in July, 2022. A formal performance assessment was provided to members of the board. The evaluation tool utilized these five Objective Performance Standards to measure performance:

- Standard 1: Developing and Implementing Shared Vision, Goals and Annual Measurable Objectives
- Standard 2: Student Growth and Achievement
- Standard 3: Governance and Administration
- Standard 4: Effective Management: District Operations
- Standard 5: Effective Management: Personnel

The Board will report the Superintendent's performance as Satisfactory if the Board determines that the Superintendent has met the performance standards listed above, and as Unsatisfactory if the Board determines that he has not.

**Conclusion**

The Board's review of Dr. Thomas J. Duffy, Superintendent's performance reveals that he is a Satisfactory Leader.

School Board President

Christine J. Swales

Date: 7-28-22