

Principal Evaluation Components in Legislation

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October 24, 2011



Who:

The Commissioner

Minnesota Association of Secondary School Principals

Minnesota Association of Elementary School Principals

What: Submit Report to Education Committees of the Legislature

When: by February 1, 2012



Charge: Principal Evaluation Work Group

Working Group Tasks:

- Developing a performance-based system model for annually evaluating school principals.
 - That implement requirements in 123B.143 & 123B. 147.
- Submitting a written report by February 1, 2012.
- Include all working papers discussing the group's responses.
- Making recommendations for a performance-based system model.



Group must consider how principals develop & maintain:

- (1) high standards for student performance;
- (2) rigorous curriculum;
- (3) quality instruction;
- (4) a culture of learning and professional behavior;
- (5) connections to external communities;



Group must consider how principals develop & maintain:

- (6) systemic performance accountability; and
- (7) leadership behaviors that
 - create effective schools and
 - improve school performance, including how to plan for, implement, support, advocate for, communicate about, and monitor continuous and improved learning.



Group may consider:

Multi-tiered evaluation system.

- Supports newly licensed principals
- Provide opportunities for advanced learning (more experienced principals).



Requirement

Must be consistent with statute.

- M.S. 123 B.147 Subd. 3, paragraph (b)
- M.S 123B.143, Subd. 1, clause (3)



M.S 123B.143, Subd. 1, clause (3)

What does it say?

The superintendent of a district shall perform the following:

(3) annually evaluate each school principal assigned responsibility for supervising a school building within the district, consistent with section 123B.147, subdivision 3, paragraph (b);



What does it say?

Principal shall provide

- administrative,
- supervisory,
- Instructional leadership services.

According to policies, rules & regulations of the school board.

For planning, management, operations & evaluation of the education program of building(s) assigned.



District must develop and implement

- Performance-based
- Annual

Goals:

- Enhance Leadership Skills
- Support & Improve
- Teaching Practices
- School Performance
- Student Achievement



Evaluation must be designed to.....

- Improve teaching & learning by
- Supporting principal
 - In shaping professional environment
 - Developing teacher
 - Quality
 - Performance
 - Effectiveness



Principal Annual evaluation must.....

- (1) Support and improve a principal's
 - instructional leadership,
 - organizational, management, and professional development, &
 - strengthen the principal's capacity in the areas of instruction, supervision, evaluation, and teacher development;
- (2) include formative and summative evaluations;



Principal Annual evaluation must....

- (3) be consistent with
 - the job description,
 - a district's long-term plans and goals, and
 - the principal's own professional multiyear growth plans and goals.

...... all of which must support the principal's leadership behaviors and practices, rigorous curriculum, school performance, and high-quality instruction;



Principal Annual evaluation must...

- (4) include on-the-job observations and previous evaluations;
- (5) allow surveys to help identify a principal's effectiveness, leadership skills and processes, and strengths and weaknesses in exercising leadership in pursuit of school success;
- (6) use longitudinal data on student academic growth as an evaluation component and incorporate district achievement goals and targets;



Principal Annual evaluation must...

- (7) be linked to professional development that emphasizes improved teaching and learning, curriculum and instruction, student learning, and a collaborative professional culture; and
- (8) implement a plan to improve the principal's performance; and
- (9) specify the procedure and consequence if the principal's performance is not improved.

Effective for the 2013-2014 school year & later



Questions?