

Principal Growth and Evaluation Process

Goal-Setting Conference Outline and Guiding Questions

Principal's Self-Assessment

1. How did you approach this self-assessment task?
2. How accurate do you feel your self-assessment is?
3. How do you think your self-assessment will compare to my evaluation?
4. Which indicators did you identify as your strengths? What evidence supports your selections?
5. How was the self-assessment process beneficial?
6. How can I support your ongoing self-assessment and reflection on practice?

Principal's Professional Growth Goals and Growth Plan

1. Which indicators did you identify as growth priorities for this year?
2. How did you consider previous evaluation results in identifying these priorities?
3. Summarize the growth activities in your growth plan. What role does collaboration with other school leaders play in any of these activities?
4. What evidence will you have that you have successfully completed growth activities? That you applied these growth activities to your leadership practices?

School Performance Measures

1. Did you base these goals on a school improvement planning process? What other stakeholders were involved in the process? How did you facilitate the process? How did you ensure that planning was based on data? Ensure that planning reflects research-based strategies?
2. How does student data support the priorities reflected in these goals?
3. Are your goals specific? Measurable? Attainable? Results-bound? Time-bound?
4. Will you communicate these goals to your school community? How?
5. What are the priorities in the action plan(s)/strategies that support attaining these goals?
6. What evidence will be produced through implementation of the action plan? How will I know that the evidence reflects implementation that will impact student learning?
7. What other stakeholders play important roles in the action plan(s)?
8. What specifically is your role in implementing the action plan(s)?
9. What support do you need from me?

Stakeholder Feedback (Survey)

1. How can we implement the stakeholder feedback (survey) component so that it informs school planning and your professional growth?
2. Based on the measure we have selected and the strategies we have planned, how will we implement the feedback (survey) component at your school this year? (*Logistics*)
3. What concerns do you have about the stakeholder feedback (survey) component of your evaluation?

To Complete at the Goal-Setting Conference (Evaluator)

- Review the last summative evaluation of the principal.
- Review the principal self-assessment.
- Approve professional growth goals and growth plan.
- Approve school performance goals and individual school goals and action plans.
- If the evaluator has concerns about the principal's performance and intends to use this as a process targeted at remediation, this should be communicated at the goal-setting conference.