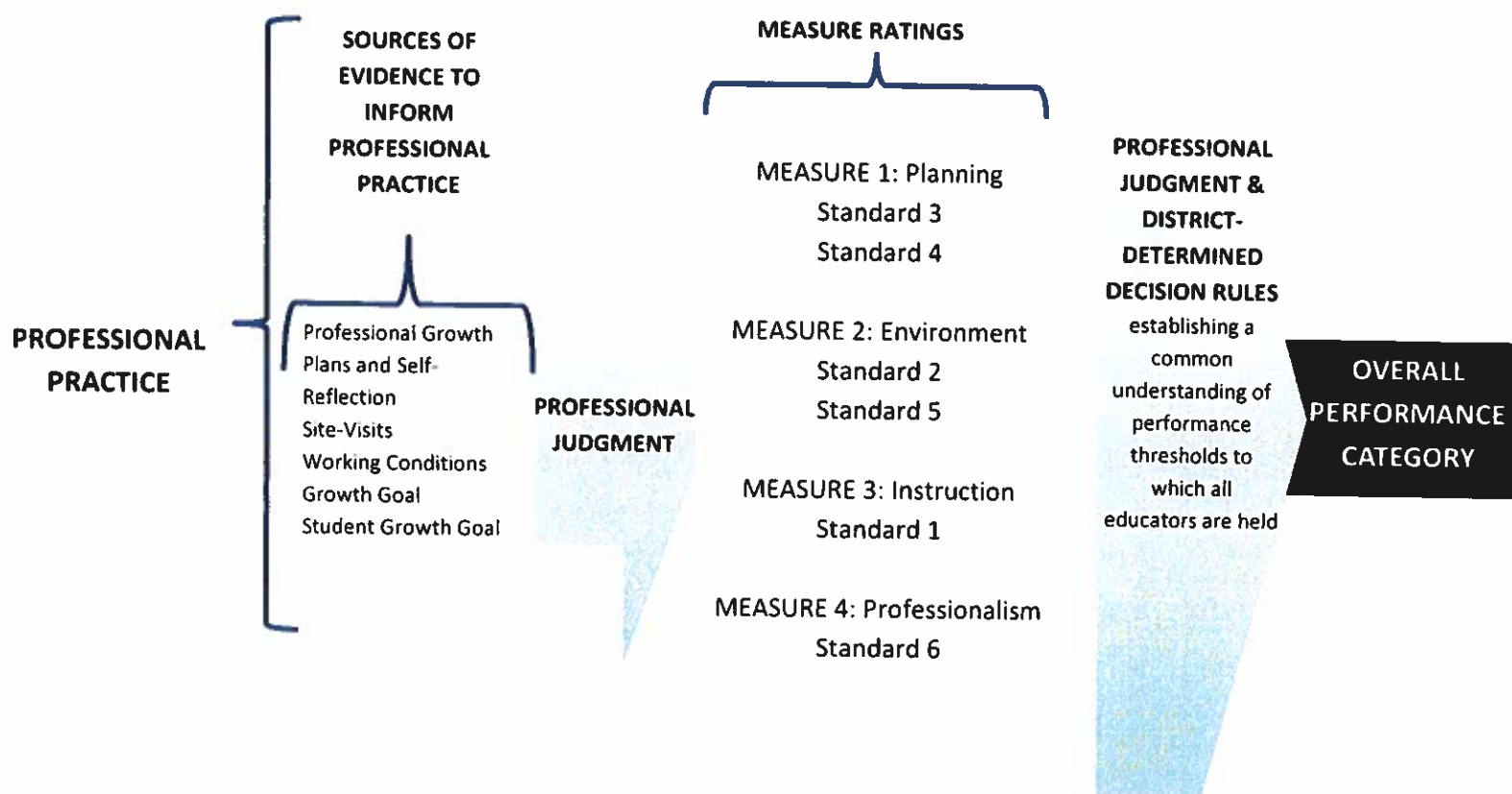


SECTION 3-P/AP

(For Principals and Assistant Principals)

Principal Professional Growth and Effectiveness – Overview and Summative Model

The following graphic outlines the summative model for the P/AP. The four performance measures which are embedded in the principal standards shall be rated ineffective, developing, accomplished or exemplary.



Evaluators will look for trends and patterns in practice across multiple types of evidence and apply their professional judgment based on this evidence when evaluating a principal. The role of evidence and professional judgment in the determination of ratings on standards and an overall rating is paramount in this process. However, professional judgment is grounded in a common framework: the Principal Performance Standards.

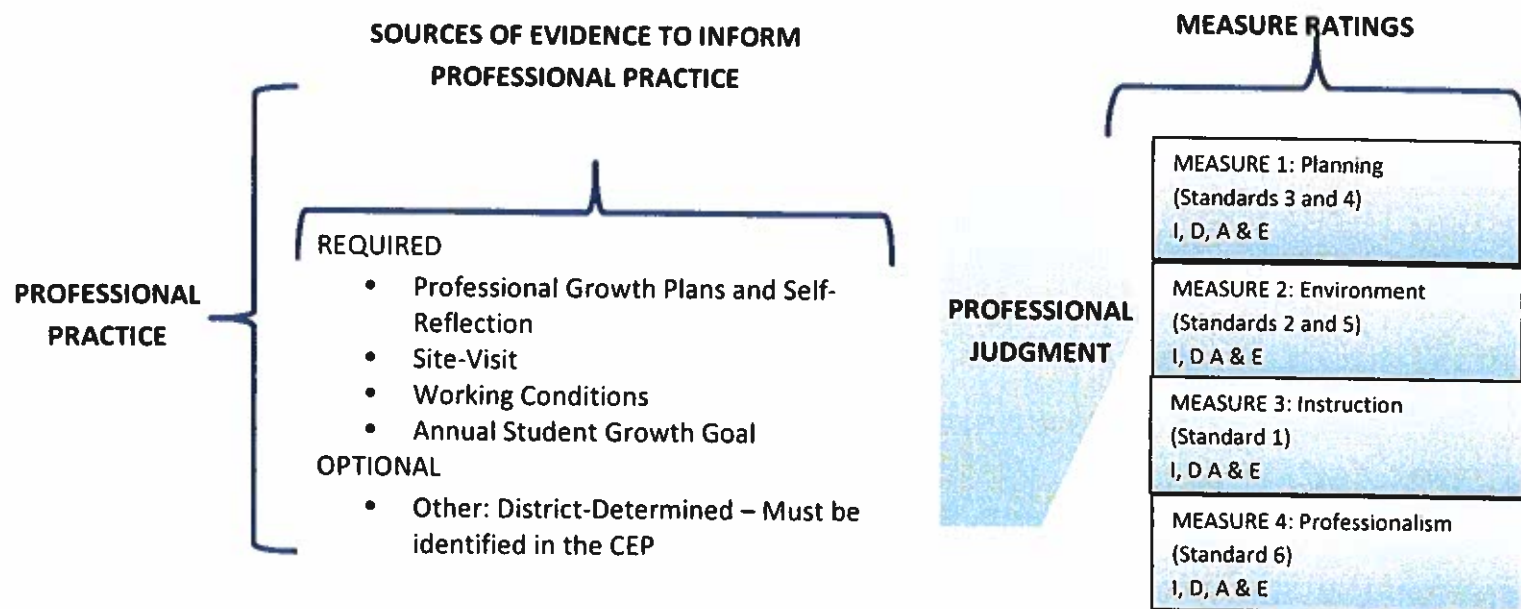
Principal Performance Standards

The Principal Performance Standards are designed to support student achievement and professional best-practice through the standards of:

1. Instructional Leadership

The principal fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to student academic growth and school improvement.

Supervisors and principals will be engaged in ongoing dialogue throughout the evaluation cycle. The process concludes with the evaluator's analysis of evidence and the final assessment of practice in relation to performance described under each standard. All ratings will be recorded in DISTRICT-APPROVED TECHNOLOGY PLATFORM on or before June 15th.



- Evaluators will place all final summative ratings in the approved platform.
- Principals may provide additional evidences to support assessment of their own professional practice. These evidences should yield information related to the principal's practice within the standards. Examples include:
 - SBDM Minutes
 - Faculty Meeting Agendas and Minutes
 - Department/Grade Level Agendas and Minutes
 - PLC Agendas and Minutes
 - Leadership Team Agendas and Minutes
 - Instructional Round/Walk-through documentation
 - Budgets
 - EILA/Professional Learning experience documentation
 - Surveys
 - Professional Organization memberships
 - Parent/Community engagement surveys
 - Parent/Community engagement events documentation
 - School schedules