

PRINCIPAL EVALUTATION MODEL

Albany Area Schools

1. Supervisor Evaluation: The current instrument will be used which centers on the Seven Core Competencies of a principal. 50%
 - a. Strategic Leadership

A principal creates conditions that result in the shared and strategic creation of the school's vision, mission, and goals in accordance with those established by the school district
 - b. Instructional Leadership

A principal sets high standards for the professional practice of instruction and assessment that result in high achievement and accountability for all learners.
 - c. Managerial Leadership

A principal is an educational leader who proactively promotes the success of all students by ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment.
 - d. Cultural Leadership

A principal understands the important role of culture as a contributor to student and school success. A principal honors the positive traditions, artifacts, symbols, values and norms of the school and community that result in a sense of identity and pride upon which to build a productive future.
 - e. Communications and Leadership

A principal communicates purposefully with internal and external stakeholders. A principal is a facilitator and can employ conflict resolution and problem-solving strategies in a wide variety of situations and circumstances.

f. School and Community Leadership

A principal designs and structures and processes that result in community engagement, support and ownership. A principal understands the school community within the social and political context of the broader community. A principal proactively creates opportunities for parents/guardians, community members and business representatives to be involved in and show support for the community's schools.

g. Ethical and Professional Leadership

A principal works collaboratively with school staff and community members to create a positive context for learning by ensuring equity, fulfilling professional responsibilities with honesty and integrity and serving as a model for the professional behavior of others.

2. Surveys: A combination of the three survey instruments and methods shall be used in varying degrees. 15%

- a. 360 degree model
- b. School Reach
- c. Survey Monkey

3. School Performance Measures: 35%

Ratings of student performance will be based on those that are most relevant to the age group of students in a particular building. Superintendent and Principal will mutually agree upon goals in the following areas

- a. Student proficiency rates
- b. Student academic growth rates
- c. Reduction of achievement gap
- d. Graduation rates

4. Timeline:

- a. Prior to Start of Year – Pre- Planning (review data, goal setting,).
Completed by August 15th of each year.
- b. Mid-Year Review – Discuss goal progress and any interim performance measures that are available. Completed by February 1st of each year.
- c. End of Year – Summative Review. Completed by July 15th of each year.

Adopted by Albany Board of Education _____