

**San Bernardino County Superintendent of Schools**  
**Policy 4315.1**

**EVALUATION OF PRINCIPALS**

Performance evaluation for principals shall be completed by June 30 at least once every two years, with planning and review of goals and objectives every year. The evaluation is a continuing process and may occur between scheduled periods when supervisor/administrator deems it necessary or at the request of the management employee.

**The purpose of the principal performance evaluation is to:**

1. Serve as a guide for principals as they reflect upon and improve their effectiveness as school leaders.
2. Guide principals as they focus on their individual goals to align with the Mission Statement and Strategic Plan of SBCSS.
3. Support the principal as a manager and instructional leader for staff.
4. Guide professional development, coaching, and mentoring for principals.
5. Encompass the six domains of principal leadership and promote innovative evidence based practices with the result leading to increased student achievement, (reference: California Professional Standards for Educational Leaders)
6. Provide continuous and consistent feedback.

*Approved: June 17, 2015*