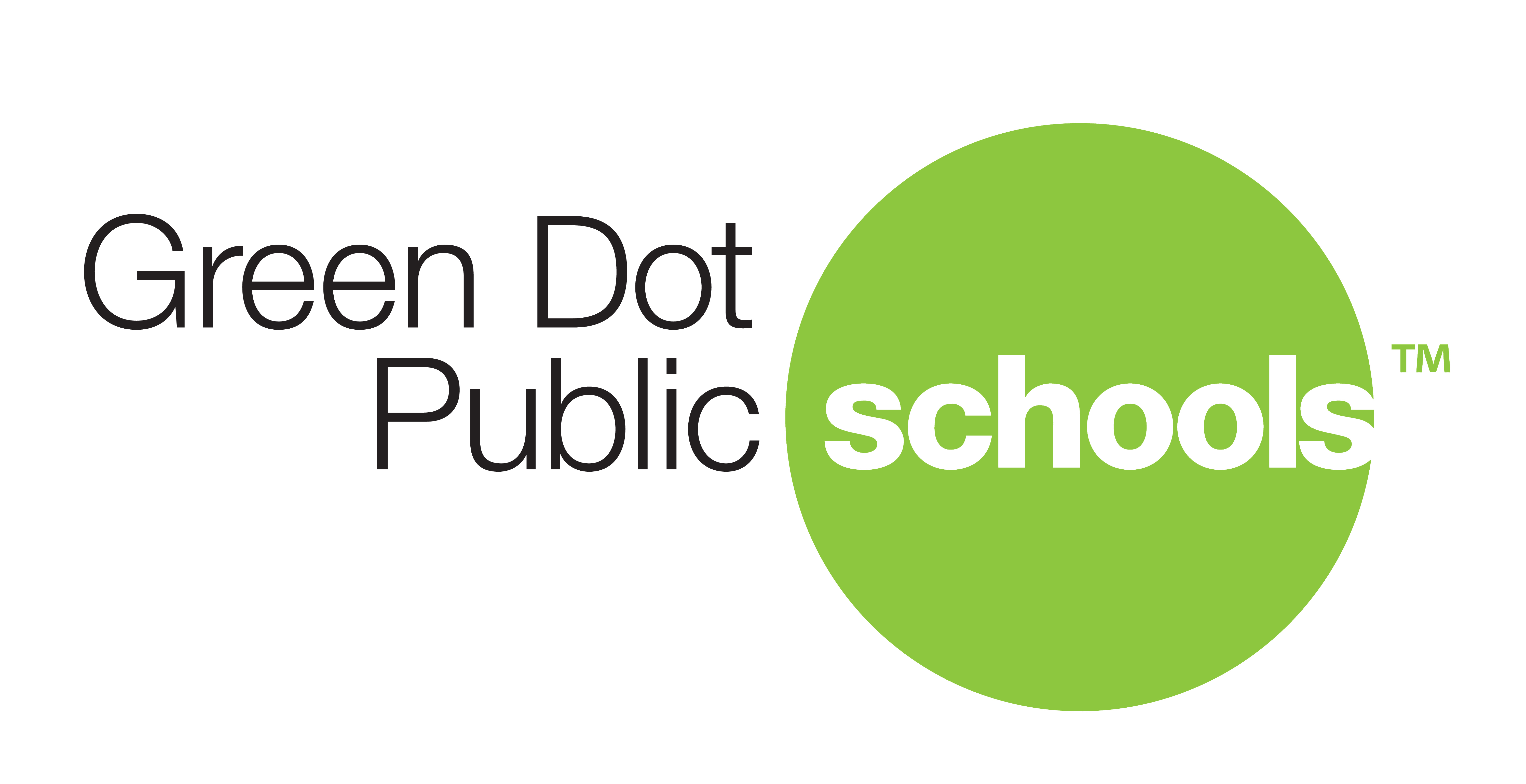
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School Leader Evaluation

* Philosophy
* Evaluation Measures and Standards

Philosophy

Green Dot believes in developing a team of strong school leaders by creating an evaluation system aligned to supports and professional development. To ensure a fair system, Green Dot strives to develop the process collaboratively with administrators and to incorporate multiple measures if possible.

Evaluation Measures and Standards

In the past, school leaders were evaluated based on a combination of stakeholder feedback, student achievement and a school leader evaluation conducted by their supervisor. As Green Dot transitions to the Common Core, it is not using student achievement as an evaluation metric until student testing better aligns with the Common Core.

Until this time, 100% of a school leader’s performance is evaluated based upon the following set of School Leader Evaluation (SLE) standards within three domains as assessed by the Executive Director/Cluster Director (for Principals) or the Principal (for Assistant Principals):

|  |  |  |
| --- | --- | --- |
| Domain | Standards | |
| **Instructional Leadership** | **IL 1.1** | **Effectively Coaches Teachers To Improve Instruction** |
| **IL 1.2** | **Creates and Implements Professional Development Which Leads To Improved Teacher and Student Performance** |
| **IL 1.3** | **Builds a Collaborative and Well-Functioning Team** |
| **Resource Management** | **RM 2.1** | **Manages Resources Effectively** |
| **School Culture** | **SC 3.1** | **Creates a College for Certain Culture** |
| **SC 3.2** | **Fosters a Safe School Environment** |
| **SC 3.3** | **Creates a Culture of Reflective Practice** |
| **SC 3.4** | **Engages Staff in Creating a Positive School Culture** |
| **SC 3.5** | **Engages Parents in Creating a Positive School Culture** |
| **SC 3.6** | **Engages Students in Creating a Positive School Culture** |

Executive Directors/Cluster Directors will use evidence collected during coaching sessions (including bi-weekly individual and/or admin team coaching and in-action observations) to complete the evaluation for all Principals in their region. (See Principal Coaching section for further detail on coaching provided by Executive Director/Cluster Director). Similarly, the Principal at each school-site must evaluate all of his/her Assistant Principals based on data collected through coaching.

After completing the evaluation using evidence, the Executive Director/Cluster Director or Principal will setup a debrief at the end of the semester to review the ratings and provide constructive feedback on how to improve.

In addition to formal evaluations, the Executive Director/Cluster Director or Principal will conduct an informal SLE reflection with the respective school leader in January.

All administrators will also complete a Professional Growth Proposal within the first month of the Spring semester. Principals work with a their ED/Cluster Director and APs work with their Principal to decide how they hope to advance their practice, set personal goals and develop a plan to meet those goals.

*Related Resources in Connect Community: School Leader Evaluation Standards and Rubric*