

Preparing Principals for a Performance-Driven Evaluation System

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Compliance-Driven

- Time-consuming
- Just another thing we have to do
- Perceived as a “gotcha” system
- Evaluators choose the path of least resistance
- Fear/adversity
- Requires hoop jumping
- No time to do “my real job”



Two Way to Improve Our Schools

1. Get better teachers.
2. Improve the teachers you have.

“...teachers in the more effective principals’ school reported that their leaders encouraged and supported individual staff development.”

Whitaker, T.(2003). *What great principals do differently: Fifteen things that matter most.* Larchmont, NY: Eye on Education.



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Performance-Driven

- Encourages teacher/principal collaboration
- Increases administrator time in the classroom
- Provides more reflection
- Identifies good teaching
- Focus on growth
- Honors complexity of teaching



Legislative Changes— HB2957

- Quantitative measures
- Termination language
- Individualized Programs of Professional Development (Growth Goal)



Moving Forward

- Change the message
- Focus on the evaluation process
 - Understanding the rubric
 - Emphasizing the importance of feedback
 - Improving inter-rater reliability
- Develop meaningful partnerships



How Can We Help You?

- Principal Prep Programs— Aligning the messaging
- Campus Visits
- Resources focusing on the premise of evaluation over the design of particular rubrics
- Sharing updated information
- Teacher Prep Programs



Contact us!

**TEACHER
& LEADER
EFFECTIVENESS**

TLE

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