



Principal Evaluation Policies

Method: Performance of principals will be measured using the Principal Evaluation Form which includes the scaled assessment ratings of job effectiveness and student performance outlined below. The Principal Performance Classification Key will be used as the formula to calculate the principal evaluation outcome.

The *Principal Evaluation Form* uses the Professional Administrative Standards below to assess principal performance on a four performance classification scale, designated as highly effective, effective, developing, and ineffective. The Professional Administrative Standards account for 80 percent of the principal evaluation.

Professional Administrative Standards

Standard 1: Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high quality education and academic success and well-being of each student.

Standard 2: Effective educational leaders act ethically and accordingly to professional norms to promote each student's academic success and well-being.

Standard 3: Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.

Standard 4: Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student's academic success and well-being.

Standard 5: Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

Standard 6: Effective educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.

Standard 7: Effective educational leaders foster a professional community of teachers and other professional staff to promote each student's academic success and well-being.

Standard 8: Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.

Standard 9: Effective educational leaders manage operations and resources to promote each student's academic success and well-being.

The *Principal Evaluation Form* further uses quantitative data of Measurements of Student Academic Achievement to assess academic progress for all students. These Measurements of Student Academic Achievement account for 20 percent of the principal evaluation. The measurements include the school's letter grade assigned by the Arizona Department of Education and student benchmarks assessments suggesting student growth and/or proficiency levels.

Overall Principal Performance Calculation

Overall principal performance is calculated by combining the scores of the Professional Administrative Standards Evaluation and Measurements of Student Academic Achievement. The overall efficiency level is determined using the key below:

Overall Principal Performance Key

Highly Effective = Total score between 237 - 265

Effective = Total score between 142 - 236

Developing = Total score between 57 - 141

Ineffective = Total score between 0 - 56