

South Dakota Principal Effectiveness Pilot

School Year 2013-14

OVERVIEW

The 2013-14 Principal Effectiveness Pilot represents South Dakota's efforts to implement professional standards and evaluation procedures for the state's public school principals. This summary brief explains the purpose of the Principal Effectiveness Pilot, the accompanying research project, and provides additional information about the state-provided resources that will benefit pilot partners.

PURPOSE OF THE PRINCIPAL EFFECTIVENESS PILOT

The South Dakota Principal Effectiveness Pilot seeks to:

1. Assess the quality and relevance of a recommended set of professional practice standards that guide principal evaluation and establish a foundation for principal effectiveness ratings;
2. Assess the relevance of recommended quantitative measures of student growth, which will be used as one significant factor in determining principal effectiveness ratings;
3. Assess administrative procedures, training, and support systems associated with implementing principal evaluation systems that result in summative effectiveness ratings;
4. Identify best practices, challenges and opportunities associated with implementing principal evaluation systems; and
5. Inform any necessary changes to the model teacher evaluation system, which will be an option for districts to use as state and federal principal evaluation requirements take effect in the 2014-15 school year.

PRINCIPLES OF THE TEACHER EFFECTIVENESS PILOT

All pilot school districts will be asked to implement a local principal evaluation system based on five core principles.

PRINCIPLE 1: STANDARDS-BASED EVALUATIONS OF PROFESSIONAL PRACTICE

Pilot participants will implement evaluation systems based in part upon principal performance relative to standards of professional practice. A recommended set of six professional practice standards, complete with 22 indicators of performance, will be assessed and weighted to determine a professional practices rating.

PRINCIPLE 2: EVALUATION OF PRINCIPAL IMPACT ON STUDENT GROWTH

Pilot participants will implement evaluation systems that incorporate quantitative measures of student growth as one significant factor in determining principal effectiveness. Pilots will use two recommended quantitative measures, which will be weighted and combined to form a student growth rating. The first recommended measure is based on a principal's efforts to lead teachers in the establishment and accomplishment of Student Learning Targets (SLTs). The second recommended measure relies upon establishing and meeting school-wide improvement goals measured by either the School Performance Index (SPI) or progress narrowing achievement gaps.

PRINCIPLE 3: SUMMATIVE PRINCIPAL EFFECTIVENESS RATINGS

Pilot participants will separately determine professional practice and student growth ratings for principals, and then combine the separate ratings into a summative rating that differentiates performance into one of three categories: Below Expectations, Meets Expectations and Exceeds Expectations. Determining principal effectiveness ratings for each principal is required as a part of the state's ESEA Flexibility Waiver.

PRINCIPLE 4: CONSISTENT EVALUATION CYCLE

The recommended principal evaluation process is an annual cycle, requiring principals to be evaluated each year.

PRINCIPLE 5: EVALUATOR AND PRINCIPAL TRAINING

Pilot participants will receive training on conducting principal evaluations that include measures of professional practice and student growth.

INFORMING PROCESS REVISIONS THROUGH UNIVERSITY RESEARCH

In an effort to expand the state's understanding of how best to base principal evaluations on both professional practice and quantitative measures of student growth, pilot participants will participate in formal research effort. Research will be designed and conducted by the University of South Dakota and is intended to provide data and insights to inform future revisions to local and state principal evaluation policy. Pilot districts will assist in the collection of baseline data for what is expected to be an ongoing research effort to monitor the impact and effectiveness of the principal evaluation system.

PRINCIPAL EFFECTIVENESS PILOT SELECTION CRITERIA

The South Dakota Department of Education will recruit a diverse group of pilot partners that represent various school enrollment categories, geographic location and school administrative structures. Selection of pilot partners will conform to the following broad criteria:

- Six (6) pilot partners will have a district enrollment of 600 or less.
- Four (4) pilot partners will have a district enrollment between 600 and 2,000.
- Two (2) pilot partners will have a district enrollment above 2,000.
- At least three (3) of the 12 pilot partners will be located West of the Missouri River.
- At least one (1) pilot partner will have a combined principal and superintendent position.

OPTION ONE: DISTRICT-LEVEL PILOT PARTICIPATION

Entire school districts may apply for inclusion in the 2013-14 Principal Effectiveness Pilot. When applying as a district, it is expected that all district principals will be evaluated using the recommended evaluation measures.

Principal effectiveness ratings rely in part on quantifying a principal's impact relative to the establishment and accomplishment of Student Learning Targets (SLTs), which are developed collaboratively between principals and teachers. To participate in the pilot as a district-level participant, districts must also agree to:

- Ensure each principal evaluated establishes Student Learning Targets with a minimum of 25 percent of the teachers under the supervision of the principal.

OPTION TWO: SCHOOL-LEVEL PILOT PARTICIPATION

Schools that have applied for inclusion in the 2013-14 Teacher Effectiveness Pilot are eligible to apply for inclusion in the Principal Effectiveness Pilot at the school level. When applying as a school, only the principal(s) from the school making the application will be evaluated using the recommended principal evaluation measures.

STATE SUPPORT FOR PILOT PARTICIPANTS

Districts or schools electing to be part of the Principal Effectiveness Pilot will build their internal capacity to implement evaluation systems. In addition, pilot partners will receive the benefit of state-paid guidance in several areas, including:

1. State-paid, in-person summer training for principals and evaluators.
2. Access to South Dakota's draft Principal Effectiveness Handbook, including recommended practices and procedures to guide district implementation;

3. Up to 2 full days of in-district support, coaching and assistance, provided through East Dakota Educational Cooperative.

APPLYING TO PARTICIPATE IN THE TEACHER EFFECTIVENESS PILOT

Those interested in participating in the South Dakota's Principal Effectiveness Pilot should take the following steps:

1. Discuss participation with your administrative leadership team and school board.
2. Complete the application to be considered for selection as a pilot district. The application can be found at the following link: [Principal Effectiveness Pilot Application](#) and the application deadline is May 17, 2013.
3. Districts selected for the pilot will be **notified in May**. Following notification, pilot partners will have to return a district participation agreement.