

## **PRINCIPAL EVALUATION WORK GROUP**

**NOVEMBER 19, 2012**

**MACKAY BUILDING- PIERRE, SOUTH DAKOTA**

**In attendance:** Deb Johnson, Heather Whetham, Andrew Johnson, Melinda Jensen, Carrie Aaron, Mary McCorkle, Jane Klug, Rob Coverdale, Mark Rockafellow, Brad Seamer, Jay Nelson, Wade Pogany, Rob Monson, Janelle Farris

**Not in attendance:** Lisa McNeely, Denise Lutkemeier, Tom Morris, Amy Policky, Shelly Munson

### **1. Welcome and introductions**

### **2. Overview of the agenda**

### **3. Objectives of the Principal Evaluation Work Group**

- a. Adopt a set of administrative competencies that will serve as a foundation for principal evaluation in South Dakota and administrative studies at South Dakota Institutions of Higher Education.
- b. Develop a model principal evaluation instrument for statewide implementation beginning with the 2014 – 15 academic year.
- c. Develop the procedures to guide the evaluation process. This includes information that addresses issues such as observation length and frequency.
- d. Determine strategies to incorporate levels of performance into the evaluation process.
- e. Develop an evaluation training program for Superintendents and Principals.
- f. Develop plans to incorporate the evaluation framework into EDAD programs at South Dakota Public Universities.

### **4. Discussion of November 6 election results – IM 16 – DOE Staff**

--not group's work to go into Accountability Model; hope to have input on it

### **5. Discuss summary of statewide listening sessions – Jane Armstrong**

- the standards do a good job of covering what a principal should know and be able to do
- there is a need for local flexibility in implementing the standards and indicators
- principals may initially be overwhelmed by the several roles they often play (e.g. superintendent, principal and athletic director) and the knowledge and skills they are expected to have
- most principals will welcome the standards because they help define their role

### **6. Review Principal Evaluation Work Group Handbook**

--Standards and Indicators

--put onus on districts to help principals become more effective leaders; can't be a gotcha system

--examples of Community Practice-Professional Learning Communities, principals get teachers in a room so they can talk to each other

--Indicator 3.2 needs to be added back in.

Develops the capacity for shared leadership maximizing both ownership and accountability.

- 7. Discuss communication plans about Work Group progress/results**
- 8. Next steps**
- 9. Travel safely!!**