

PRINCIPAL EVALUATION WORK GROUP

JUNE 19, 2012 – 1:00 pm – 6:00 pm

JUNE 20, 2012 – 8:00 am – 4:00 pm

PIERRE, SOUTH DAKOTA

1. Welcome and introductions
 - a. DOE Welcome - Dr. Melody Schopp
 - b. BOR Welcome – Dr. Sam Gingerich
2. Opening activity
3. Overview of the agenda
4. 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
5. Principal Evaluation Work Group Timeline
 - a. June 19 & 20 – Work Group convenes and begins work
 - b. July 26 & 27 – Work Group convenes for second meeting
 - c. December 31, 2012 – Work Group concludes work
 - d. Set meeting dates for Work Group (bring your calendars)
 - e. Report to 2013 Legislature – January - 2013
 - f. Current plan – 4 meetings (1 – 2 days in duration) planned to complete identified objectives
6. Approval process for Work Group objectives
 - a. The work group will work towards “consensus” whenever possible on any/all decisions. If consensus is unattainable, votes will be taken to determine final proposal.
7. Review of materials
 - a. HB 1234 (pp. 18 - 20)
HB 1234 Bill -- <http://legis.state.sd.us/sessions/2012/Bills/HB1234ENR.pdf>
 - b. Review of Professional Performance Standards
 - i. ISLLC – 2008 Overview
 - ii. Colorado Principal Standards
 - iii. Minnesota Performance Measures with Indicators

- iv. Iowa's School Leadership Standards and Criteria
 - v. California Professional Standards for Educational Leaders
 - vi. Ohio Standards for Principals
 - c. *Ripple Effect*
 - d. *Designing a Principal Evaluation System*
 - e. SD DOE Accountability (Waiver) Application
- 8. Development of Principal Evaluation Instrument
 - a. Objective/Purpose of Principal Evaluation
 - b. Characteristics of a successful evaluation system
 - c. Barriers to the establishment of a successful model system
 - d. Discussion of current options for instrument development
- 9. Development of procedures to support evaluation system
 - a. Review current practices and state guidelines
 - b. Discuss statewide guidelines for frequency and length of observations
 - c. Discuss process to incorporate student performance and levels of performance
- 10. Development of integration plan at the Higher Education level
 - a. Determine coursework that should incorporate evaluation framework
 - b. Integration of evaluation framework on program assessments
 - c. Integration of evaluation framework in required internships
- 11. Development of Principal Evaluation training program
 - a. **Why** is a training program needed? (Program objectives)
 - b. **When** should the program be offered?
 - c. **Who** should participate in the training?
 - d. **How** should the participants be compensated?
 - e. **How** should the program be delivered to the participants?
 - f. **What** should be the content of the training program?
- 12. Reporting the progress of the Principal Evaluation Work Group - Discussion
- 13. Other items of interest
 - a. _____
 - b. _____
 - c. _____
 - d. _____
- 14. Wrap-up
- 15. Travel safely!!