

Principal Evaluator Training

Day 3
2012-2013

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Agenda

- Introductions & Warm-Up
- Taking Stock (with the checklist)
- Supervisor Tools
 - [more] ISLLC Goal-Setting Organizers
 - Talking about a goal (in small groups)
- Looking at [your] Evidence w/ your rubric
- Summative scoring w/ your rubric
- “On Your Radar” between now and June

Warm Up

- Look over the scored rubrics (MPPR or Marshall).
- What does it tell you? What does in NORT tell you?
- What's your overall impression of this principal based on the rubric language?

Back Again: 9 Components

1. New York State Teaching Standards and Leadership Standards
2. Evidence-based observation
3. Application and use of Student Growth Percentile and VA Growth Model data
4. Application and use of the State-approved teacher or principal rubrics
5. Application and use of any assessment tools used to evaluate teachers and principals

Back Again : 9 Components

6. Application and use of State-approved locally selected measures of student achievement
7. Use of the Statewide Instructional Reporting System
8. Scoring methodology used to evaluate teachers and principals
9. Specific considerations in evaluating teachers and principals of ELLs and students with disabilities

Back Again : 9+ Components

- 10.State-determined district-wide student growth goal setting process (Student Learning Objectives)
- 11.Effective supervisory visits and feedback
- 12.Soliciting structured feedback from constituent groups
- 13.Reviewing school documents, records, state accountability processes and other measures
- 14.Principal contribution to teacher effectiveness
- 15.Increasing the likelihood that it makes a difference

“What You Said”

- Same fast pace
- Conversation is good
- Examples and templates are good
- Have people bring something from their school visit(s)
- Have people bring examples of evidence they are collecting
- Continue to compare evidence to standards

Resources Are Archived

NETWORK TEAM

OCM BOCES Instructional Support



Principal Evaluator Training

The evaluation of principals is a significant component of the new APPR system, according to the regulations. For principals, the state says that the lead evaluator should be the superintendent or her/his designee. The OCM BOCES Network Team is providing training for the lead evaluator for principals at no charge to our Network Team members. Click here for a flyer. The training will include all of the state-prescribed components:

1. ISLLC 2008 Leadership Standards
2. Evidence-based observation
3. Application and use of Student Growth Percentile and VA growth Model data
4. Application and use of the State-approved Multidimensional Principal Performance Rubrics (*Training provided by Joanne Picone-Zochia, co-author of the rubric*)
5. Application and use of any assessment tools used to evaluate principals
6. Application and use of State-approved locally selected measures of student achievement
7. Use of the Statewide Instructional Reporting System
8. Scoring methodology used to evaluate principals
9. Specific considerations in evaluating principals of ELLs and students with disabilities

Additionally, the following components will be addressed:

1. State-determined district-wide student growth goal setting process (Student Learning Objectives)
2. Effective supervisory visits and feedback
3. Soliciting structured feedback from constituent groups
4. Reviewing school documents, records, state accountability processes and other measures
5. Principal contribution to teacher effectiveness
6. Goal Setting and Attainment, using the Multidimensional Principal Performance Rubric tool (*Training provided by Joanne Picone-Zochia, co-author of the rubric*)

Training sessions:

Ongoing Training:

This training is for administrators who have previously participated in the first year Principal Evaluator Training. The training will continue with all of the state-prescribed components with a particular focus on coaching principals as they lead the new APPR system in their building. Attention will also be paid to school visits and contextualized ISLLC goal setting.

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Taking Stock

Using the Supervisor's Guide

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The Check-list

- ✓ Go through the checklist and review the things you have done.
- ✓ When done, talk about which things were easier to do and which were more difficult or problematic.
- ✓ Discuss the evidence you collected along the way.

The Check-list

It REALLY is important that you have conversations with your principals (individually as well as collectively) about

- ✓ ELA implementation (including unit plans)
- ✓ Math implementation (including unit plans)
- ✓ Data-Driven Instruction (and common formative assessments)
- ✓ Culture

This is what the APPR is about – not scores!

More Tools

Contextualized Goal-Setting

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Contextualized Goal Setting



Take a look at the [new] three different organizers.

How do they work?

What can you add that wasn't listed?

Is this tool helpful?

Contextualized Goal Setting

Choose the “corner” of the room that most interests you.

When you get there, discuss how you talk about the initiative with a principal.

Questions to ask? Evidence to seek?

Evidence And Your Rubric

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Evidence Review

Look at your evidence

- Compare your evidence with the rubric
- Mark the rubric as you can based on the evidence you have right now

Summative Scoring

Calculating the 100pt Score

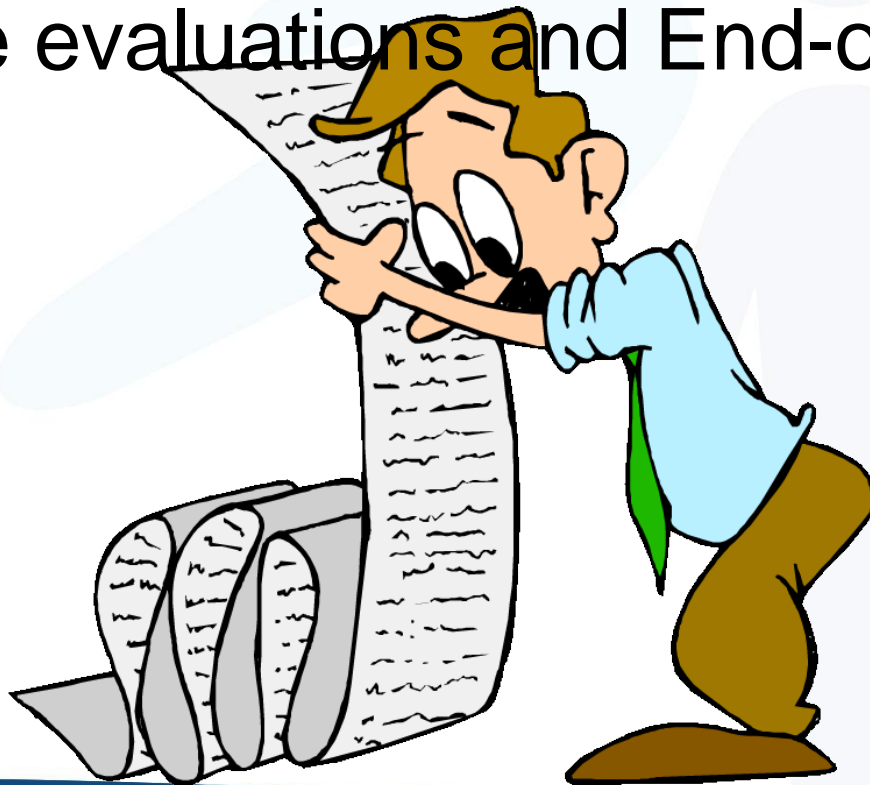
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Summative Evaluation

- At your table, generate a list of everything you are going to need to be able to do your summative evaluations and End-of-the-Year Meetings.



Summative Evaluation

- SLO scoring conversion
- LAT scoring conversion
- Rubric scaling to 60 points
- Total Score > HEDI scale
- Growth-Producing Feedback
- PD recommendations
- Improvement Plan Requirements

SLO/LAT Scoring Conversion

- Figure out the score this principal would get on her SLO and LAT.

Multiple Measures Scoring

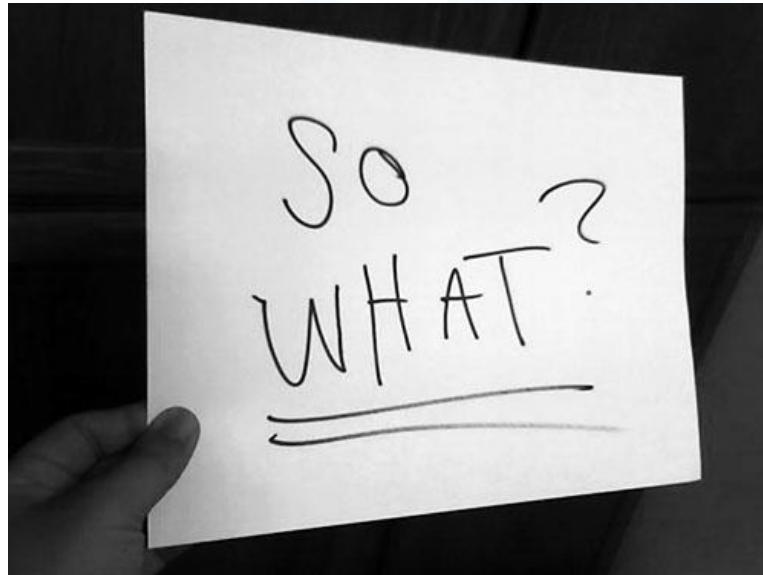
- Figure out the score this principal would get on her 60%. Use the final scores provided and **your** district's [APPR plan](#).

Total Summative Score

- What would the score be for the principal?
- HEDI?

Total Summative Score

- What professional development would you recommend for this principal for next year?
- What goals might be important to this principal (and school) next year?



On Your Radar

Looking At the Balance of the Year

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On Your Radar

- Review the materials from today:
 - What's done/not done on the checklist
 - What evidence do you have?
 - What will you need in order to do your summative evaluation
- Start making some plans for the remainder of the year for your supervision of this principal

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Next Session

April 10, 2013 - 12:00p – 2:30p – DLC
or

April 18, 2013 - 11:00a to 1:30p - DLC

Agenda will include:

- Evidence collection and review
- Managing artifacts from visits
- Summative Evaluation
- Looking Ahead

Questions

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