Principal Growth and Evaluation Process

**Mid-Year Conference Outline and Guiding Questions**

| ***Evaluation Components*** | ***Sample Questions*** |
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| Principal’s Professional Growth Goals and Growth Plan | 1. When you reflect on your fall self-assessment and your professional growth goals, do you still have the same areas of strength and areas for growth? 2. How have you capitalized on your strengths to this point in the year? 3. What progress have you made in your professional growth? What parts of your professional growth plan have been implemented? 4. What evidence do you have that you have successfully engaged in growth activities? How have you applied these growth activities to your leadership practices? 5. What opportunities is the evaluation process providing? What concerns about the process do you have at this point? |
| School Performance Measures | 1. What interim student data have you collected to monitor progress on the school performance goals? How have you used this data in ongoing implementation monitoring and planning? 2. At this point, how do you think you and the school will do on the school performance goals? Will you achieve your goals? 3. What evidence do you have that you are implementing a school action plan that supports your goals for school performance? How is implementation impacting teaching and learning in the school? 4. How have you maintained a focus on these goals in your school community? 5. What stakeholders are playing important roles in the implementation of the school’s action plan? 6. How have stakeholders been involved in implementing the school’s action plan? How are you facilitating their involvement? 7. What specifically has been your role in implementing the action plan? 8. What support do you need from me? |
| Stakeholder Feedback (Survey) | 1. What new concerns might you have about the stakeholder feedback component of your evaluation?   *If stakeholder feedback has been collected…*   1. What do you see in the stakeholder feedback results? 2. Why do you think stakeholders responded the way they did? 3. How do these results confirm or change your action plan for the school for this year? 4. What strengths in your leadership practices do you see in the stakeholder feedback? What areas for growth? How do these compare to your self-assessment? 5. How will you use this stakeholder feedback in planning your own professional growth? |

| **To Complete at the Mid-Year Conference (Evaluator)**  Give performance feedback based on the performance measures.  Inform the principal of any performance concerns at this point in the evaluation process. The principal should be aware of any potentially “Unsatisfactory” ratings on indicators from the performance measures.  Check evidence of professional growth and progress on professional growth goals.  If applicable, review logistics of the stakeholder survey. Or, if applicable, review stakeholder survey results.  Review interim assessment data relevant to school performance goals and evidence of implementation of the school action plan. If applicable revise school performance goals. |
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