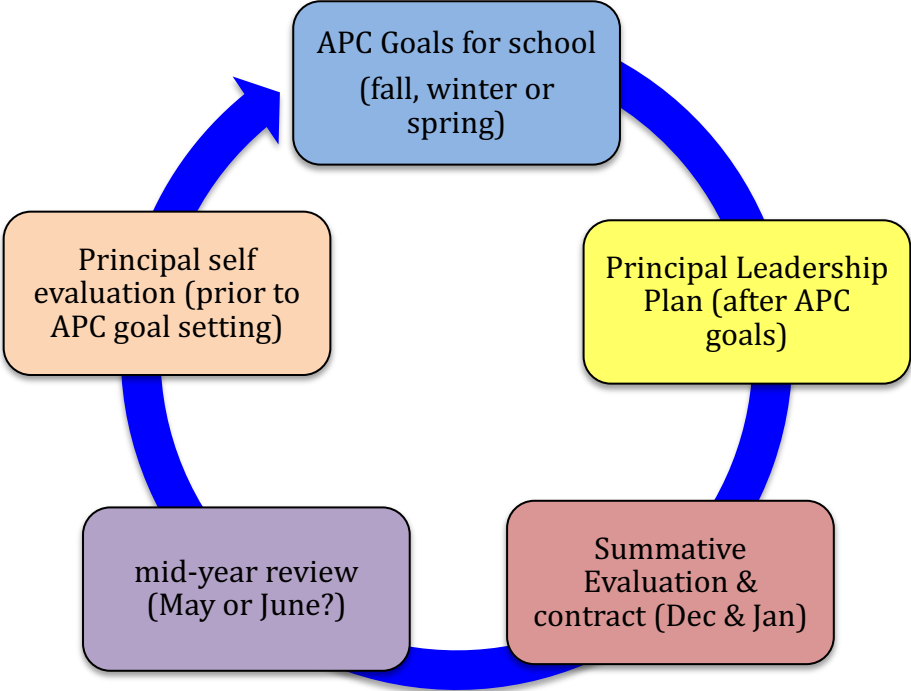


Charter School Principal Evaluation Process



Major elements to consider for a more comprehensive evaluation procedure:

- **APC Priorities for the School**(Principal goals) - APC & Principal collaborate on developing both a **strategic plan** (long range plan) and yearly **APC priorities** for the school. (fall, winter or spring)
- **Principal Leadership Plan (SLP)** - Using the school strategic plan and the annual APC goals, the Principal develops a **Principal Leadership Plan (SLP)** and submits it to the APC (Upon completion of the APC selecting new annual APC goals)
- **Principal self-evaluation** - The Principal submits a **self-evaluation** based on the previous year's **SLP**. The self-evaluation requires the use of evidence to support the claim of progress or attainment of goals and objectives.
- **Summative evaluation** - The APC completes a **summative evaluation** of the Principal's performance prior to January 31. (Evaluation tool distributed in December, evaluation completed by end of January)
- **Mid-point review** - The APC and Principal meet at some **mid-point** several months after summative evaluation (May or June) to go through a mid-year review of progress towards completing the new **SLP**.



Other things for a APC to consider:

- Consider developing a policy that specifies a calendar and method to be used for the Principal evaluation.
- Consider anonymous surveys of all stakeholders regarding both the Principal's performance and school progress on the strategic plan and student achievement.