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.