

The Charter School Principal Evaluation

A discussion

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The Situation

- **The APC**

- Hires and fires the principal
- The principal supervises all charter school staff
 - Usually staff may occupy 2 or more seats on the APC (conflict?)
- The APC evaluates of the principal for school and program leadership

The Situation

- **The District**
 - Type B certified administrator must evaluate principal by law
 - Bargaining units?
 - District policies and AR's

The Conundrum

- The District vs. the APC evaluation
- Staff APC members and conflict
- Policy? Bylaw?
- Evaluation process & instrument

What is the evaluation?

- An instrument for the board to:
 1. Communicate
 2. Review
 3. Look forward
 4. Look inward



What is the evaluation?

- An assessment of *performance*
 - **Evidence** for meeting the goals of the board (remember our expectations?)
 - Educational **leadership** – knowledge and skills
 - **Vision**
 - **Student Achievement**



What is the evaluation?

- A confidential process unless the superintendent requests otherwise
 - Meets the condition for executive session
 - Balance – public vs. private



Evaluation Tools and processes

Contemporary – Performance based

- A year long process
 - **SLP (Superintendent Leadership Plan)** – initial self-reflection and initial board assessment
 - SLP meeting (board & superintendent meet to agree on SLP)
 - Superintendent documents and gathers **evidence** of satisfying the SLP
 - **Summative evaluation** by the board - final

Evaluation Tools and processes

Contemporary

New metrics

- Strategic plan
- Board goals
- Measures of student success
- Visionary Leadership
- Educational leadership
- Communications
- Staff success
- Budgeting and fiscal skills
- Community relations



The evaluation process – continual communication

