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

- Board Goals for district (fall, winter or spring)
- Superintendent Leadership Plan (after board goals)
- Superintendent self evaluation (evidence of progress)
- Summative Evaluation & contract (Dec & Jan)
- mid-year review (May or June?)