RILKE SCHULE PRINCIPAL EVALUATION PROCESS
EVALUATION TIMELINE

• APC PERFORMANCE COMMITTEE:
  - Establishes and Reviews Principal Performance Objectives

• PERFORMANCE CHAIR:
  - Requests Herr Vincek to provide feedback on proposed performance objectives

• PRINCIPAL COLLABORATES WITH APC TO DETERMINE PERFORMANCE OBJECTIVES

• WITHIN THE 30 DAYS OF THE SCHOOL YEAR
  - APC Chair, APC Performance Chair and Principal conducts a second meeting to discuss the performance objectives

• NOVEMBER
  - APC Chair, Performance Chair and Principal conducts a formal mid-term performance discussion with written feedback
EVALUATION TIMELINE

- EVALUATION SUBCOMMITTEE FINALIZES SURVEY FEEDBACK BY JAN. 15TH
  - PARENTS (20%), RILKE STAFF (20%), APC MEMBERS (30%), HERR VINEK (30%)
  - SUBCOMMITTEE IS RESPONSIBLE TO AGGREGATE SURVEY RESPONSES (JAN. 15TH – FEB. 15TH)

- FEB. APC MEETING
  - APC VOTES ON CONTRACT RENEWAL
  - WITHIN TWO WEEKS, APC CHAIR AND PERFORMANCE CHAIR PROVIDES WRITTEN FEEDBACK TO THE PRINCIPAL
  - PROVIDES PRINCIPAL WITH THE INITIAL PERFORMANCE EXPECTATIONS FOR THE NEXT ANNUAL RATING PERIOD

- PERFORMANCE CHAIR PROVIDES ASD WITH THE FINAL ANNUAL RATING SUMMARY
EVALUATION RESULTS

- I. EXCEEDS EXPECTATIONS
- II. MEETS EXPECTATIONS
- III. NEEDS IMPROVEMENT

RESULTS OF THE SURVEYS (EXCEPT DISTRICT) ARE AVERAGED TO ARRIVE AT A FINAL OVERALL CATEGORY RATING

COMBINED, WEIGHTED FINAL RATINGS WILL RESULT IN

- EXCEEDS EXPECTATION – 2 YEAR RENEWEL
- MEETS EXPECTATION – 1 YEAR RENEWEL
- NEEDS IMPROVEMENT – NON-RENEWEL OR CONDITIONAL RENEWEL
• Working with Herr Vincek to align district stance on proficiency and the APC scoring rubric

• Adding “Superintendent” responsibilities to the APC evolution

• Adjusting stakeholder percentages

• Revising APC evaluation standards to be consistent with ASD principal evaluation standards