

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. 15H
- PARENTS (20%), RILKE STAFF (20%), APC MEMBERS (30%), HERR VINCEK (30%)
- SUBCOMMITTEE IS RESPONSIBLE TO AGGREGATE SURVEY RESPONSES (JAN. 15TH – FEB. 15TH)
- FEB. APC MEETING
- APC VOTES ON CONTRACT RENEWEL
- WITHIN TWO WEEKS, APC CHAIR AND PERFORMANCE CHAIR PROVIDES WRITTEN FEEDBACK TO THE PRINCIPAL
- PROVIDES PRINCIPAL WITH 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

EVALUATION IMPROVEMENT

- 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