

EVALUATION OF PRINCIPALS

Principals shall be evaluated once each semester by the Superintendent/CEO during the first three years of employment. Thereafter, the Principal's performance will be reviewed annually. When a Principal is also serving as the Superintendent/CEO, the evaluations shall be conducted by the Board.

The criteria by which a Principal shall be evaluated is based on the South Dakota Framework for Effective Principals. The principal will be evaluated in each of the following 6 Domains

Domain 1- Vision and Goals-

- To promote student success, principals guide the development and implementation of a shared vision, mission and goals for the school
 - Component 1-1
 - Develops and implements goals, objectives and strategies to achieve the shared vision for school and student success.

Domain 2- Instructional Leadership

- To promote student success, principals engage with teachers, research and data to promote a school culture and instructional program that fosters student learning and staff professional growth.
 - Component 2-2
 - Leads and supports staff in acquiring planning and implementing research-based instructional strategies and technologies that advance the school's vision and goals and meet the diverse needs of all students.
 - Component 2-3
 - Distributes leadership and creates communities of practice within the school to improve teaching and learning.

Domain 3- School Operations and Resources

- To promote student success, principals efficiently and productively manage operations and resources such as human capital, time and funding.
 - Component 3-3
 - Recruits, selects, places, supervises, coaches and evaluates staff to ensure high quality instruction and student success.

Domain 4-School, Student and Staff Safety

- To promote student success, principals create a physically, emotionally, cognitively, and culturally safe learning environment for students and staff
 - Component 4-2
 - Establishes and communicates clear and consistent expectations of staff and student conduct.

Domain 5- School and Community Relationships

- To promote student success, principals foster relationships by collaborating, seeking input and communicating with all school and community stakeholders.
 - Component 5-3
 - Establishes and supports a school culture, climate and environment that treats all individuals with dignity, fairness, and respect.
 - Component 5-4
 - Exhibits high visibility and active involvement within the school and community.

Domain 6-Ethical and Cultural Leadership

- To promote student success, principals provide ethical, cultural and skilled leadership.
 - Component 6-2
 - Models values, beliefs , and attitudes that inspire others to higher levels of performance.

Adopted: December 10, 2018