



south dakota
DEPARTMENT OF EDUCATION
Learning. Leadership. Service.

Principal Evaluation

Accreditation Requirements

ARSD 24:58:03:01

Principal Evaluation Timelines

- ▶ Beginning in the 2016-2017 school year...
 - ▶ Each school district shall evaluate the performance of each **principal and assistant principal at least once per year** for the principal's or assistant principal's **first four years** of employment with the district and **at least every other year thereafter**.

ARSD 24:58:03:02

State Minimum Evaluation Requirements

- ▶ Beginning in the 2016-2017 school year...
 - ▶ Each school district must, at a minimum, **use all state minimum evaluation requirements** when evaluating principals and assistant principals in the district.



Principal Effectiveness: State-Recommended Model

Building on previous work, South Dakota's Commission on Teaching and Learning has developed principal standards and a model system for evaluating principals. In August 2017, the Board of Education passed revised rules to focus on Professional Practices.

- + [Requirements](#)
- + [Frontline Education](#)
- + [Additional Resources](#)
- + [Using an Alternative System \(Crosswalk\)](#)
- + [Professional Development Opportunities for Principals](#)

Useful Links [PRINCIPAL EFFECTIVENESS](#)

It contains all the information I will share with you and more.



<p>DOMAIN 1: Vision and Goals</p> <p><i>Principals and assistant principals shall demonstrate the ability to guide the development and implementation of a shared vision, mission and, goals for the school.</i></p> <p>1.1 Shared Vision for School and Student Success. 1.2 Reviewing and Monitoring for School Improvement</p>	<p>DOMAIN 2: Instructional Leadership</p> <p><i>Principals and assistant principals shall demonstrate the ability to communicate with staff and review research and data to promote a school culture and instructional program that foster student learning and professional growth for staff.</i></p> <p>2.1 Effective use of data to support instruction 2.2 Involvement in Curriculum, Instruction, and Assessment 2.3 Distributive Leadership 2.4 Monitoring and Evaluating Standards and Content 2.5 Continuous Improvement</p>
<p>DOMAIN 3: School Operations and Resources</p> <p><i>Principals and assistant principals shall demonstrate the ability to efficiently and productively manage school operations and resources.</i></p> <p>3.1 Operational Procedures 3.2 Shared Leadership 3.3 High Quality Teachers 3.4 Challenges and Opportunities</p>	<p>DOMAIN 4: School, Student and Staff Safety</p> <p><i>Principals and assistant principals shall demonstrate the ability to foster a physically, emotionally, and cognitively safe learning environment for students, staff, and community.</i></p> <p>4.1 Safe Environment 4.2 Clear and Consistent Expectations 4.3 Student Behavior Management 4.4 Conflict Resolution</p>
<p>DOMAIN 5: School and Community Relationships</p> <p><i>Principals and assistant principals shall demonstrate the ability to foster relationships by collaborating with parents, staff, and community members.</i></p> <p>5.1 Culture of Family/Community Collaboration and Involvement 5.2 Two-way Communication with Internal and External Audiences 5.3 Culture of Dignity, Fairness and Respect 5.4 Active Involvement with the Community</p>	<p>DOMAIN 6: Ethical and Cultural Leadership</p> <p><i>Principals and assistant principals shall demonstrate the ability to provide ethical, cultural, and skilled leadership.</i></p> <p>6.1 Sensitivity to Diversity and Cultural Differences 6.2 Modeling Values, Beliefs, and Attitudes 6.3 South Dakota Code of Ethics</p>

South Dakota Framework for Effective Principals

▶ 6 Domains

South Dakota Framework for Effective Principals

Domain 1

Domain 2

Domain 3

Domain 4

Domain 5

Domain 6

Vision & Goals

Instructional Leadership

School Operations & Resources

School, Student, & Staff Safety

School & Community Relationships

Ethical & Cultural Leadership

Principal Effectiveness

COMPARISON OF STATE EFFECTIVENESS REQUIREMENTS TO MODEL SYSTEM		
Principal Effectiveness	MINIMUM REQUIREMENTS	MODEL RECOMMENDATIONS
Purpose	<ul style="list-style-type: none">* Guide professional growth; and* Provide clear, timely, and useful feedback which identifies needs and guides professional development.	<ul style="list-style-type: none">* Guide professional growth; and* Provide clear, timely, and useful feedback which identifies needs and guides professional development.
Professional Performance Standards	<ul style="list-style-type: none">*SD Framework for Effective Principals*Principal Evaluations based upon the SD Framework for Effective Principals	<ul style="list-style-type: none">*SD Framework for Effective Principals*Evaluations based upon minimum of 8 components including at least one from each domain

The rest of this document is found on the Principal Effectiveness site under Additional Resources then Principal Effectiveness Resources:

<https://doe.sd.gov/Effectiveness/documents/MinReq.pdf>

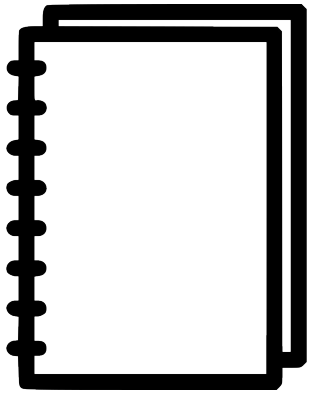
Online Reporting Tool

Districts will be asked to upload the following to the Online Accreditation Reporting Tool:

• **A completed Principal Evaluation Pre-Accreditation Narrative**

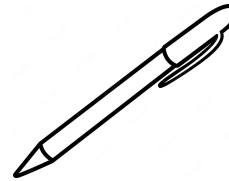
1. How is your district using the South Dakota Framework for Effective Principals to evaluate your principals?
2. Which SD Framework for Effective Principals components did your district choose?
3. How does your district assess the components? What evidence will your district accept to measure performance relative to performance components?
4. How does your district use the evaluation process to provide principals with clear, timely, and useful performance feedback?
5. How does your district use performance evaluation results as a basis to guide professional growth for all principals?
6. How often are principals evaluated?
7. What process does your district use to evaluate principals?

Additional Required Uploads from District



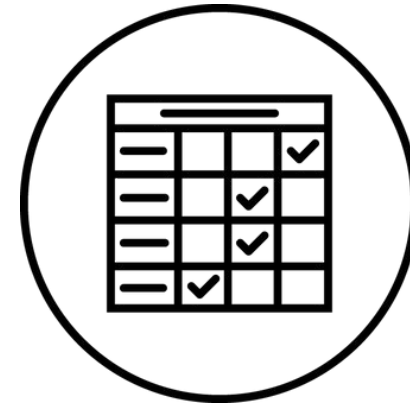
Evaluation Policy

- District's Evaluation Policy from negotiated agreement and/or handbook which includes how often the district evaluates principals



Evidence

- Documentation that shows evaluations are taking place



Evaluation Tool

- Evaluation tool for future evaluations

As part of the review, administration and teacher interviews may be scheduled between the pre-review evidence upload date and the review date.

Frontline Employee Evaluation Management

- ▶ Supports the evaluation process by
 - defining evaluation roles
 - encouraging dialogue
 - housing evaluation rubrics and forms
 - providing an electronic platform to gather and store evidence
- ▶ Frontline is configured to match the state recommended Teacher Effectiveness Model and the recommended Evaluation and Professional Growth Process. **All South Dakota public school districts have the option to receive state-paid licenses to use Frontline.**
- ▶ Access to Frontline Education must be initiated at the local district level. To gain access, email the Frontline Education support team at **pgsupport@frontlineed.com**
- ▶ **Maria Flores**, Senior Client Success Manager, of Frontline provides amazing support to all SD public schools. She is willing to help you in a timely manner with any problem or question you have concerning the Frontline tool.



Contact Information

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