

SOUTH DAKOTA

PRINCIPAL
EFFECTIVENESS
PILOT

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East Dakota Educational Cooperative
July 2013

An Introduction to the 2013-14 Principal Effectiveness Pilot Project

Content Overview

Explaining the 2013-14 Principal Effectiveness Pilot

- Background: How we got here
- Pilot Purposes: Why pilots are needed
- Pilot Principles: What pilots will do
- Pilot Participation: Opportunities and support

Background: Pilot Stakeholders

Committed to establishing quality principal evaluations and growth systems

Acknowledgements

The 2013-14 Principal Effectiveness Pilot Project builds upon contributions made by state entities, education organizations, school districts, educators and other stakeholders.

- South Dakota Department of Education
- Principal Evaluation Work Group
- South Dakota Commission on Teaching and Learning
- University of South Dakota

Read more about the Principal Effectiveness Pilot at <http://www.doe.sd.gov/oatq/pep.aspx>

Background: Principal Evaluation Timeline

- 2012 ESEA Waiver passed
- 2012 Principal Evaluation Work Group
- 2013 Commission on Teaching and Learning (principal subcommittee)
- 2013-14 Principal Effectiveness Pilot
- 2014-15 Statewide Implementation

Purposes of the Pilot

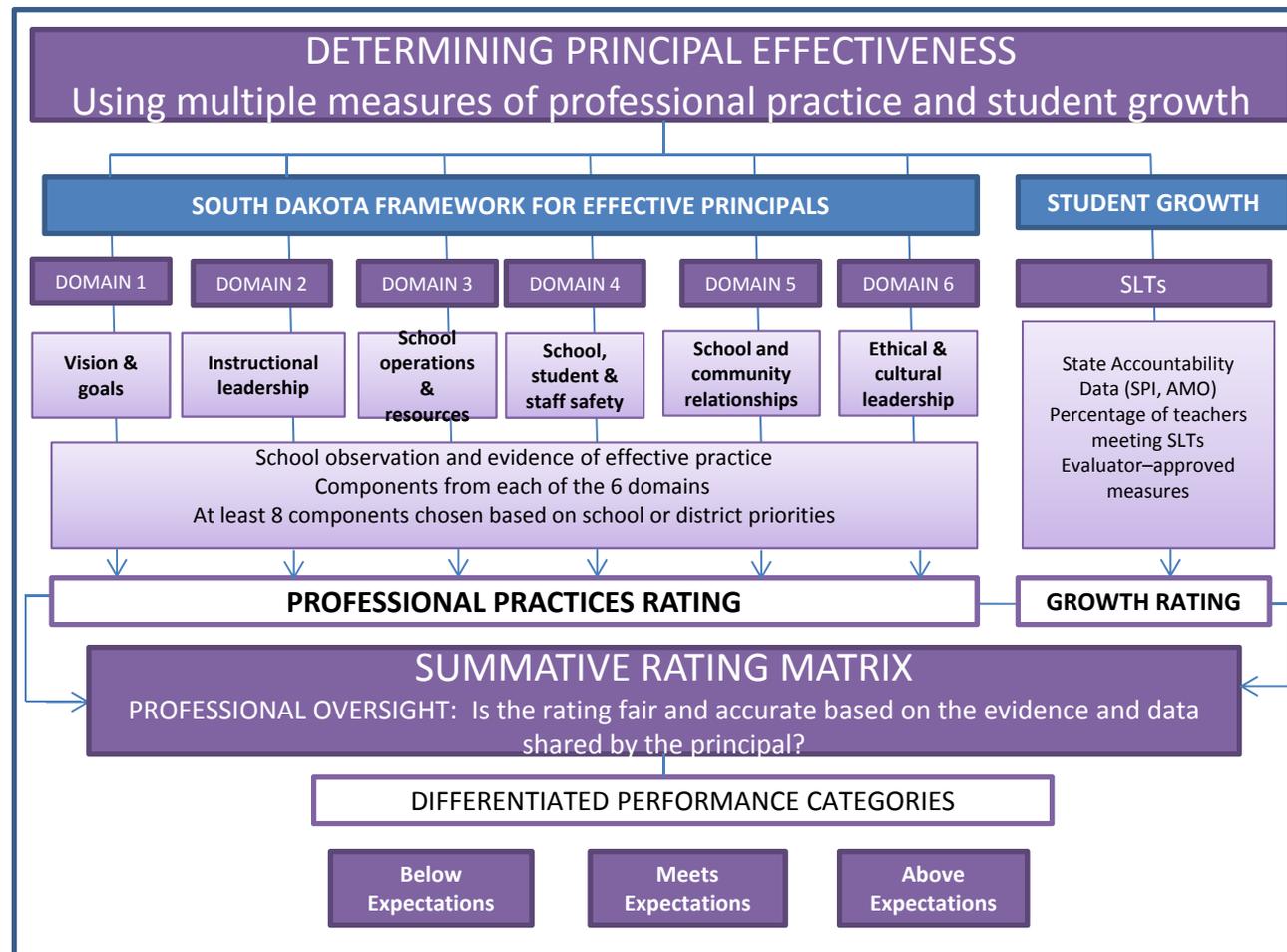
Schools participating in the 2013-14 Principal Effectiveness Pilot will provide valuable expertise and leadership to further shape the state's educator evaluation policy.

- Assess: Quality and relevance of professional practice standards.
- Assess: Relevance of recommended student growth measures.
- Assess: Administrative procedures, training and support systems.
- Identify: Best practices, challenges and opportunities
- Inform: Changes prior to statewide implementation

The Five Pilot Principles

- Principle 1: Standards-Based evaluations of professional practice
implement evaluation systems based on standards of professional practice
- Principle 2: Evaluation of principal impact on student growth
lead teachers in the establishment and accomplishment of Student Learning Targets (SLTs) and establish and meet school-wide improvement goals (SPI or AMOs)
- Principle 3: Summative principal effectiveness ratings
differentiate performance into one of three categories: Below Expectations, Meets Expectations and Exceeds Expectations
- Principle 4: Consistent evaluation cycle
participate in yearly evaluations
- Principle 5: Evaluator and principal training
receive training on conducting principal evaluations that include measures of professional practice and student growth.

Pilot Effectiveness Model



2013-14 Pilot Participation

12 districts selected

District Level Participants

25% of staff under a principal's supervision establish SLTs

School Level Participants

All staff under principal's supervision establish SLTs

Find a full list of participating districts at <http://www.doe.sd.gov/oatq/pep.aspx>

USD Research Participation

USD researchers Dr. Mark Baron and Dr. Fred Aderhold will work with staff from the 12 Pilot Districts to formally document the pilot experience.

- October 2013: Achievement data benchmarks (in conjunction with Teacher pilot, if applicable).
- October-December 2013: Participant Survey
- April-May 2014: Participant Interviews/Focus Groups to be conducted onsite and in conjunction with Teacher Effectiveness Pilot Interviews/Focus Groups.
- Late Spring/Summer 2014: Collection of summative principal effectiveness ratings and post-test student achievement data.

Two Pilot Training Events

Title	Determining Principal Effectiveness	Evaluating Student Growth
Content	Principal Effectiveness Model and Performance Standards	Development of Student Learning Targets (SLTs)
Audience	Principals and individuals who will be evaluating principals	Teachers, principals
Dates	July 17 (afternoon)-18	July 30-31/ August 1-2
Location	Pierre Best Western Ramkota	July dates @Pierre Ramkota/ August dates @ Sioux Falls Downtown Holiday Inn

School Level Coaching

Direct support for pilot participants

Coaching for pilot participants: Pilot participants will receive two days of state-paid, in-district coaching. A participant's coaching visits will be scheduled through East Dakota Educational Cooperative.

- Days: Up to two days for pilot participants.
- Focus: Principals and individuals evaluating principals
- Content: In-district training or coaching can be tailored to fit the needs of the individual.

Contact Information

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