

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
Professional Practice Rating	[Professional Practice Rating removed from Administrative Rule 24:58 as of August 2017]	<ul style="list-style-type: none"> *Standards-based rubrics for performance evaluation *Point values and weights to determine domain level performance *Four overall professional practice ratings
Evaluation of Student Growth	[Evaluation of Student Growth removed from Administrative Rule 24:58 as of August 2017]	Growth rating: <ul style="list-style-type: none"> *Percentage of evaluated teachers attaining expected or high student growth ratings *School's SPI, academic progress goal, or combo of SPI and AMO weighted as 25% of total school growth rating *SLO growth (75%) + AMO/SPI Growth (25%) = Growth Rating
Summative Effectiveness Rating	[Summative Effectiveness Rating removed from Administrative Rule 24:58 as of August 2017]	Use of summative rating matrix to combine professional practice rating and student growth rating into one of the following categories: <ul style="list-style-type: none"> *Below Expectations *Meets Expectations *Exceeds Expectations
Evaluation Timeline	First Four Years of Employment *Once per year Five + Years of Employment *Once every other year	First Four Years of Employment *Two to five formative reviews /collaborations per year with a final summative evaluation Five + Years of Employment *One to four formative reviews/ Collaborations with a final summative evaluation
Plans of Assistance	[Plan of Assistance language removed from Administrative Rule 24:58 as of August 2017]	Must include a plan of assistance for principal/assistant principal whose performance does not meet the minimum requirements as set forth by the district's policies/procedures