

**COMPARISON OF STATE EFFECTIVENESS REQUIREMENTS TO MODEL SYSTEM**

Principal Effectiveness	MINIMUM REQUIREMENTS	MODEL RECOMMENDATIONS
<b>Purpose</b>	<ul style="list-style-type: none"> <li>* Guide professional growth; and</li> <li>* Provide clear, timely, and useful feedback which identifies needs and guides professional development.</li> </ul>	<ul style="list-style-type: none"> <li>* Guide professional growth; and</li> <li>* Provide clear, timely, and useful feedback which identifies needs and guides professional development.</li> </ul>
<b>Professional Performance Standards</b>	<ul style="list-style-type: none"> <li>*SD Framework for Effective Principals</li> <li>*<b>Principal</b> Evaluations based upon the SD Framework for Effective Principals</li> </ul>	<ul style="list-style-type: none"> <li>*SD Framework for Effective Principals</li> <li>*Evaluations based upon minimum of 8 components including at least one from each domain</li> </ul>
<b>Professional Practice Rating</b>	[Professional Practice Rating removed from Administrative Rule 24:58 as of August 2017]	<ul style="list-style-type: none"> <li>*Standards-based rubrics for performance evaluation</li> <li>*Point values and weights to determine domain level performance</li> <li>*Four overall professional practice ratings</li> </ul>
<b>Evaluation of Student Growth</b>	[Evaluation of Student Growth removed from Administrative Rule 24:58 as of August 2017]	Growth rating: <ul style="list-style-type: none"> <li>*Percentage of evaluated teachers attaining expected or high student growth ratings</li> <li>*School's SPI, academic progress goal, or combo of SPI and AMO weighted as 25% of total school growth rating</li> <li>*SLO growth (75%) + AMO/SPI Growth (25%) = Growth Rating</li> </ul>
<b>Summative Effectiveness Rating</b>	[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"> <li>*Below Expectations</li> <li>*Meets Expectations</li> <li>*Exceeds Expectations</li> </ul>
<b>Evaluation Timeline</b>	<b>First Four Years of Employment</b> *Once per year  <b>Five + Years of Employment</b> *Once every other year	<b>First Four Years of Employment</b> *Two to five formative reviews /collaborations per year with a final summative evaluation  <b>Five + Years of Employment</b> *One to four formative reviews/ Collaborations with a final summative evaluation
<b>Plans of Assistance</b>	[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