

Principal Evaluation

Why Principal Evaluation?

Capturing the complexity of the principal's practice and the required competencies for student and teacher success is no easy feat. And yet, principals need clear and consistent feedback as often as teachers and in an equally fair and valuable process, not to mention the spike in recent mandates to implement principal evaluation that includes measures of student academic growth. Most importantly, the principal sets the tone, culture and vision in a school. A reflective principal's practice will reverberate to the teacher level, especially when teacher feedback is accounted for in the principal evaluation process. As a result, principals can view feedback as as informative for improvement of their practice and their school while simultaneously signaling to teachers that professional growth is the primary focus of an evaluation system.

CEI Support for Principal Evaluation:

CEI has spent ten years refining a framework for principal evaluation that focuses on growth and meets state regulations and federal best practice standards. Thirty public schools have adapted and implemented the CEI evaluation framework. Our framework is based on the following tenet: Evaluation should be useful and transparent. CEI diligently works with schools to ensure that their evaluation system is considered equitable and rigorous by stakeholders within their school communities. The result of these intensive planning, development and engagement processes will be a customized evaluation framework that meets the specific needs and mission of a school.

Specific CEI supports include:

- One-on-one workshops with key school leaders and teacher representatives to refine or develop your system of observing and evaluating principal practice
- Analysis of how principal evaluation connects with opportunities for growth or PD
- Implementation of a 360 degree survey that allows teachers and supervisors to complete principal assessment and includes a principal self-assessment
- Training for observers so that evaluation activities are conducted by trained professionals or use of a trained CEI observer to conduct observations and evaluation activities if desired
- Collection of data and final calculations by trained CEI Data Engineers to ensure accuracy
- Analysis of assessment program to determine best measures of student growth
- Communications (brochures, animations) to help school community understand the process
- Customized implementation timelines and facilitation of evaluation cycle
- Principal coaching to interpret, reflect on, and create an action plan based on the results

About Me:

Mae Fong is a Site-based Specialist, Instructional Rounds Facilitator, and Principal Evaluation Specialist at CEI. Her passion is principal coaching.