


The Evaluation of Minnesota's School Principals
EMSP project sponsored by MESPA, MASSP, MASA, and BOSA

- ✓ Policymakers
- ✓ Principles
- ✓ Platform
- ✓ Process
- ✓ Procedures
- ✓ Participants
- ✓ imPlementation



Policymaker Requirements

Must be consistent with statute.

- ✓ M.S. 123 B.147 Subd. 3, paragraph (b)
- ✓ M.S. 123B.143, Subd. 1, clause (3)

M.S 123B.143, Subd. 1, clause (3)

What does it say?

The superintendent of a district shall perform the following:

- (3) annually evaluate each school principal assigned responsibility for supervising a school building within the district, consistent with section 123B.147, subdivision 3, paragraph (b);

Legislation M.S. 123 B.147
Subd. 3

What does it say?

- Principal shall provide
 - ✓ administrative,
 - ✓ supervisory,
 - ✓ Instructional leadership services.
- According to policies, rules & regulations of the school board.
- For planning, management, operations & evaluation of the education program of building(s) assigned.

Legislation M.S. 123 B.147
Subd. 3

District must develop and implement

- ✓ Performance-based
- ✓ Annual

Goals:

- ✓ Enhance Leadership Skills
- ✓ Support & Improve
- ✓ Teaching Practices
- ✓ School Performance
- ✓ Student Achievement

Legislation M.S. 123 B.147
Subd. 3

Evaluation must be designed to...

- ✓ Improve teaching & learning by
- ✓ Supporting principal
 - In shaping professional environment
 - Developing teacher
 - Quality
 - Performance
 - Effectiveness

Legislation M.S. 123 B.147
Subd. 3

Principal annual evaluation must...

(1) Support and improve a principal's

- ✓ instructional leadership,
- ✓ organizational, management, and professional development, as well as
- ✓ strengthen the principal's capacity in the areas of instruction, supervision, evaluation, and teacher development;

(2) include formative and summative evaluations;

Legislation M.S. 123 B.147
Subd. 3

Principal annual evaluation must....

(3) be consistent with

- ✓ the job description,
- ✓ a district's long-term plans and goals, and
- ✓ the principal's own professional multiyear growth plans and goals.

..... all of which must support the principal's leadership behaviors and practices,

rigorous curriculum, school performance,
and high-quality instruction;

Legislation M.S. 123 B.147
Subd. 3

Principal annual evaluation must...

(4) include on-the-job observations and previous evaluations;

(5) allow surveys to help identify a principal's effectiveness, leadership skills and strengths and weaknesses in exercising leadership in pursuit of school success;

processes,

(6) use longitudinal data on student academic growth as an evaluation component and incorporate district achievement goals and

Legislation M.S. 123 B.147
Subd. 3

Principal annual evaluation must...

- (7) be linked to professional development that emphasizes improved teaching and learning, curriculum and instruction, student learning, and a collaborative professional culture; and
- (8) implement a plan to improve the principal's performance; and
- (9) specify the procedure and consequence if the principal's performance is not improved.

Effective for the 2013-2014 school year & later

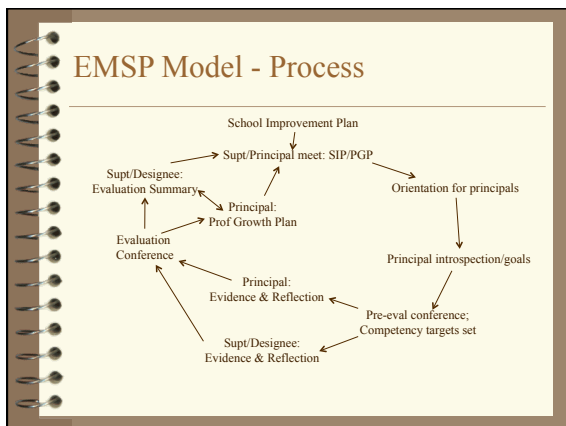
EMSP Model - Principles


- ✓ Based on Minnesota competencies
- ✓ Acknowledgement of principal's role
- ✓ Growth for all students
- ✓ Continuous improvement
- ✓ Research-based, measurable
- ✓ Personal and professional growth
- ✓ Alternative pathways
- ✓ Tied to school improvement
- ✓ Aligned with district goals

EMSP Model - Platform

- ✓ Strategic Leadership
- ✓ Instructional Leadership
- ✓ Managerial Leadership
- ✓ Cultural Leadership
- ✓ Communications Leadership
- ✓ School Community Leadership
- ✓ Ethical and Professional Leadership






- ### EMSP - Procedures
- ✓ Model timeline included
 - ✓ Rubrics and rating forms (Unsatisfactory, Developing, Proficient, Accomplished, Distinguished)
 - ✓ Professional Growth Plan – Continuous Improvement
 - ✓ Professional Growth Plan – Remediation
 - ✓ Evaluation Conference Summary
 - ✓ Tips for adapting the process to your district
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- ### EMSP Model – Participants*
- *MDE Working Group Members
- Minnesota Elementary School Principals' Association**
 - Amy Galatz, Principal of Deer River Elementary School
 - Sandy Nelson, Principal of Detroit Lakes Elementary School
 - Joe Rossow, Principal of Dowling Elementary School, Minneapolis*
 - P. Fred Storti, Executive Director for MESPA*
 - Minnesota Association of Secondary School Principals**
 - David Adney, Principal of Minnetonka High School*
 - Jeff Bertrang, Principal of GFW High School, Winthrop
 - Trish Perry, Principal of New London-Spicer Middle School*
 - Minnesota Association of School Administrators**
 - Paul Peterson, Principal of St. Peter High School (and Intern with BOSA)
 - Mary Mackbee, Principal of St. Paul Central High School (and Chair of BOSA)*
 - Joann Knuth, Executive Director for MASSP*
 - Minnesota Association of School Administrators**
 - David Krenz, Superintendent of Austin Public Schools*
 - Corey Lunn, Superintendent of Montgomery-Lonsdale Public Schools*
 - Christine Weymouth, Assistant Superintendent of Farmington Area Public Schools
 - Charles Kyte, Executive Director for MASA
 - Board of School Administrators**
 - Stan Mack, Executive Director for BOSA*
 - Project Facilitator**
 - Greg Vandal, Superintendent of Sauk Rapids-Rice Public Schools (retired)*

Principal Evaluation – imPlementation!

- ✓ Adopt EMSP wholesale
- ✓ Wait for MDE proposal to get some legs
- ✓ Modify existing systems w/EMSP and/or MDE
- ✓ Create your own system *tabula rasa*
- ✓ Whatever you do - July 1, 2013!



Principal Evaluation – Coda...

Questions?

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