

SUMMIT PUBLIC SCHOOLS PRINCIPAL EVALUATION SYSTEM

The information presented below will help you understand the Summit Public School's policies and procedures for evaluating principals and assistant principals.

Description of Principal Evaluation System

The Summit Board of Education encourages a positive working environment in which professional growth results from administrative participation in the evaluation process. Therefore, the Summit Public Schools has adopted the Marshall Evaluation Model for Principals. The Marshall Model identifies the needs, strengths, and improvement objectives of each principal and assistant principal. The evaluation process in the Summit Public Schools provides a continuous, constructive, and cooperative interaction between the superintendent, principals, and assistant principals. This serves as a basis for the performance review. All evaluations are based on the administrators overall performance, attainment of district and individual building goals, and student data.

Evaluation procedures recognized that the purpose of this evaluation system is to address the professional standards for school leaders and concentrate on the promotion of success for all students:

- . **a)** by creating a vision of learning that is shared and supported by the school community,
- . **b)** by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff development,
- . **c)** by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning

environment,

- . **d)** by collaborating with families, community members, and responding to the first community interest and needs,
- . **e)** by acting with integrity, fairness, and in an ethical manner,
- . **f)** by understanding, responding to, and influencing larger political, social, economic, legal, and cultural context.

Non-tenured principals and assistant principals are afforded intense mentoring, both by the state program and by colleagues in the Summit Public Schools. Tenured principals meet monthly with the superintendent in their buildings to provide information on the progress toward district objectives, student achievement, staff development, and their own professional growth and progress on their professional growth plans.