

TIMELINES FOR SCHOOL LEADER EVALUATIONS



Beginning of Year - October 1

- » **School leader** completes a self-reflection using the West Virginia Professional Leader Standards and Rubrics.

Beginning of Year - November 1

- » **School leader** mutually establishes goals with the **Evaluator**. School-wide data is reviewed to establish a Student Learning Goal. A Leadership Goal shall be derived from the self-reflection.

At First Semester

- » **Evaluator** may meet mid-year with **School leader** to discuss progress toward achieving annual goals. This optional discussion will focus on the status of goal attainment and adjustments to action plans to achieve goals by end of the year.

During Second Semester

- » **School leader** surveys stakeholders regarding the overall effectiveness of the school. This perceptual data will be shared with the **Evaluator** at the summative evaluation conference.

During Second Semester

- » **School leader** organizes the collected data, evidence, and artifacts related to the annual goals and the results from the stakeholder surveys in preparation for the summative evaluation conference.

May 1 - July 1

- » **Evaluator** convenes the summative evaluation conference and shares the performance rating.



Standard 1 - Interpersonal and Collaborative Skills

The principal demonstrates effective and professional interpersonal and collaborative skills.

Standard 2 - Clear and Focused Learning Mission

The principal facilitates the development of the strategic plan including a clear vision, mission, and goals.

Standard 3 - Rigorous Curriculum, Engaging Instruction and Balanced Assessments

The principal provides instructional leadership to establish and support a student-centered learning environment.

Standard 4 - Positive Learning Climate and Cohesive Culture

The principal builds and sustains a safe and positive climate and cohesive culture.

Standard 5 - Professional Growth and Retention of Quality Staff

The principal identifies, supports and participates in professional development.

Standard 6 - Support Systems for Student Success

The principal creates and supports practices that address students' physical, social/ emotional, and academic needs.

Standard 7 - Operations to Promote Learning

The principal demonstrates a proactive approach in effectively managing the resources and operations of the school.

Standard 8 - Family and Community Connections

The principal demonstrates a proactive approach in effectively managing the resources and operations of the school.

Standard 9 - Continuous Improvement

The principal ensures continuous improvement through the implementation and monitoring of the strategic plan.

Standard 10 - Student Learning

The work of the principal results in measurable progress of student learning of state approved curricula.

Standard 11 - Professional Conduct

The principal models professional, moral, and ethical behaviors.
