

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.
