

Principal Evaluation System Development

The NH DOE is working in collaboration with the New Hampshire Association of School Principals to provide SIG school leaders with a framework for an effective leader evaluation system, based on the Interstate School Leaders Licensure Consortium (ISLLC) standards. Discussions and training will continue to be lead by the New Hampshire Association of School Principals.

The NH DOE also strongly recommends that the transformation principal participate in the Teachscape Program to become certified in the Charlotte Danielson Evaluation System. Certification in the Danielson Model will provide evidence of the transformational principal’s knowledge of what teachers need to know and be able do as well as the ability to accurately observe and record evidence. These skills apply to teacher evaluation in general and this recommendation is not necessarily intended to require use of the Danielson Evaluation Model.

Criteria for Determination of Teacher Involvement and Professional Development Activities

Teacher and leader evaluation systems are to be designed with teacher and leader involvement. The following chart will gather evidence of teacher and leader involvement and professional development activities. All teacher activities should be in place by January 18, 2012.

System Design and Professional Development Activities	Yes	NO
Has a school based-evaluation committee representative of stakeholders been formed?	Yes	
Has a school-based timeline for evaluation system design been developed?	Timeline for roll out to faculty has been completed	
Has a decision-making method been adopted for use to gain stakeholder agreement on aspects of the evaluation system design? (Such as fist to five)	Yes-fist to five	
Has a timeline for professional development activities been agreed upon?	Yes for initial rollout.	
Has a process been developed for the delivery of professional development which includes a feedback loop to the school SIG team?		In process
Is there a process for teacher union involvement and feedback to the school SIG team?	Union representatives are on school based evaluation committee	
The district plans to participate in the New Hampshire Association of School Principals discussions and training for leadership effectiveness and evaluation system	yes	

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Provide Evidence of Principal Leadership Activities

Date	Activity
9/09-6/10	SIG Principals meet weekly and coordinate efforts and activities
11/2-5/11	Principal attended New and Aspiring Leaders conference at Harvard University

Provide Evidence of Operational Flexibility

Date	Activity
10/11-6/12	Professional Development on Danielson Model for Evaluation and Pilot
9/11-6/12	Release time for staff to train for this initiative

NH DOE Review:

Date Waiver Received:

Review Team Members:

Upon examination of the evidence provided, the SEA review team has determined that:

- sufficient progress toward the development and implementation of an evaluation system in accordance SIG guidance and waiver extension requirements has been made
Date Waiver in effect: _____ Date Waiver Expires: _____
- effort to meet the requirements of the development of an evaluation system in accordance SIG guidance is not sufficient. A hearing will be scheduled. (date)

Comments: