



PRINCIPAL EVALUATION MODEL COMPONENTS/PRODUCTS

Policy Components:

- Definition of principal effectiveness based on *Nebraska Teacher and Principal Performance Framework*.
- Evaluation of principal practice based on eight Effective Practices in the *Nebraska Framework*.
- Nebraska Effective Practices aligned to nationally-recognized leadership frameworks.

Products:

- Model Board Policy/Administrative Regulation
- Summative rubrics for the Effective Practices
- Alignment document
- Summative evaluation document
- Users guide for the principal evaluation model

Data Collection Components:

- Assessment of the principal's impact on student learning and contribution to school performance based on one or more action plans developed jointly by principal and his/her evaluator.
- Use of multiple measures of student and school performance including stakeholder perceptions.

Products:

- Guidelines for developing action plans; sample action plan format
- Guidelines for using multiple measures of student and school performance
- Guidelines for using stakeholder perception data

Professional Development Components:

- Self-assessment (reflection) procedure
- Annual professional goals
- Annual individual professional development plan

Products:

- Guidelines for self-assessment using summative rubrics
 - Guidelines, sample forms for setting annual professional goals
 - Guidelines, sample professional development plans
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Summative Evaluation Components:

- Ratings for eight Effective Practices
- Rating for effectiveness in implementing action plans impacting student learning and school performance
- Rating for effectiveness in meeting professional development goals.
- Rating for local district evaluation factors (optional)
- Overall rating based on evaluator's judgment of principal performance.

Products:

- Rubrics for Effective Practices, action plans implementation, professional development goals/plan, overall performance
- Guidelines for option local factors component

Response to Evaluation Components:

- Plans for improvement/remediation (as needed)
- Link to next professional development cycle

Products:

- Plans for improvement/remediation documents
- Guidelines for linking evaluation to next professional development cycle.