

What is Good Evaluation?

Governing Boards have a responsibility for supporting school leaders, and one way is to ensure good evaluations. Below is a list of qualities of good evaluations:

1. Good evaluations are fair.

- a. Leaders know BEFORE the school year begins how they will be evaluated and are given a preview of the instrument.
- b. Evaluations are determined based on both qualitative and quantitative data obtained from a variety of sources (observations, reports, surveys, etc.)
- c. Evaluation forms use straightforward language and clearly express levels of competency (simple rating scale)
- d. Evaluation results are communicated with the school leader:
 - i. In a timely manner
 - ii. In an honest and direct manner
 - iii. In person

2. Good evaluations measure key elements that determine successful educational leadership such as:

- a. Parent Involvement and Community Partnerships
- b. Student-Centered Learning Climate
- c. Professional Development and Human Resource Management
- d. Instructional Leadership: Improving Teaching and Learning
- e. School Management and Daily Operations
- f. Financial Management
- g. Plant Management
- h. Communication and Interpersonal Skills

3. Good evaluations support school leader performance

- a. Areas of strength used to motivate and validate
- b. Areas of weakness used to develop professional development goals and plans

4. Good evaluations improve communication between the school leader and the board

5. Good evaluation helps the board better understand the school leader's job

6. Good evaluation is a year-round activity, not an end-of-the-year "gotcha" or letter of praise