

# Implementing Principal Evaluation Systems

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# ***An Effective Principal in Every School***

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Research-based, valid, and reliable principal evaluation systems

- useful information and support
- various contexts
- improves leadership, teaching, & student results

# *Implementation Challenge*

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“...we’ve got the plan...  
we’ve got the  
paperwork...we just don’t  
follow through...”

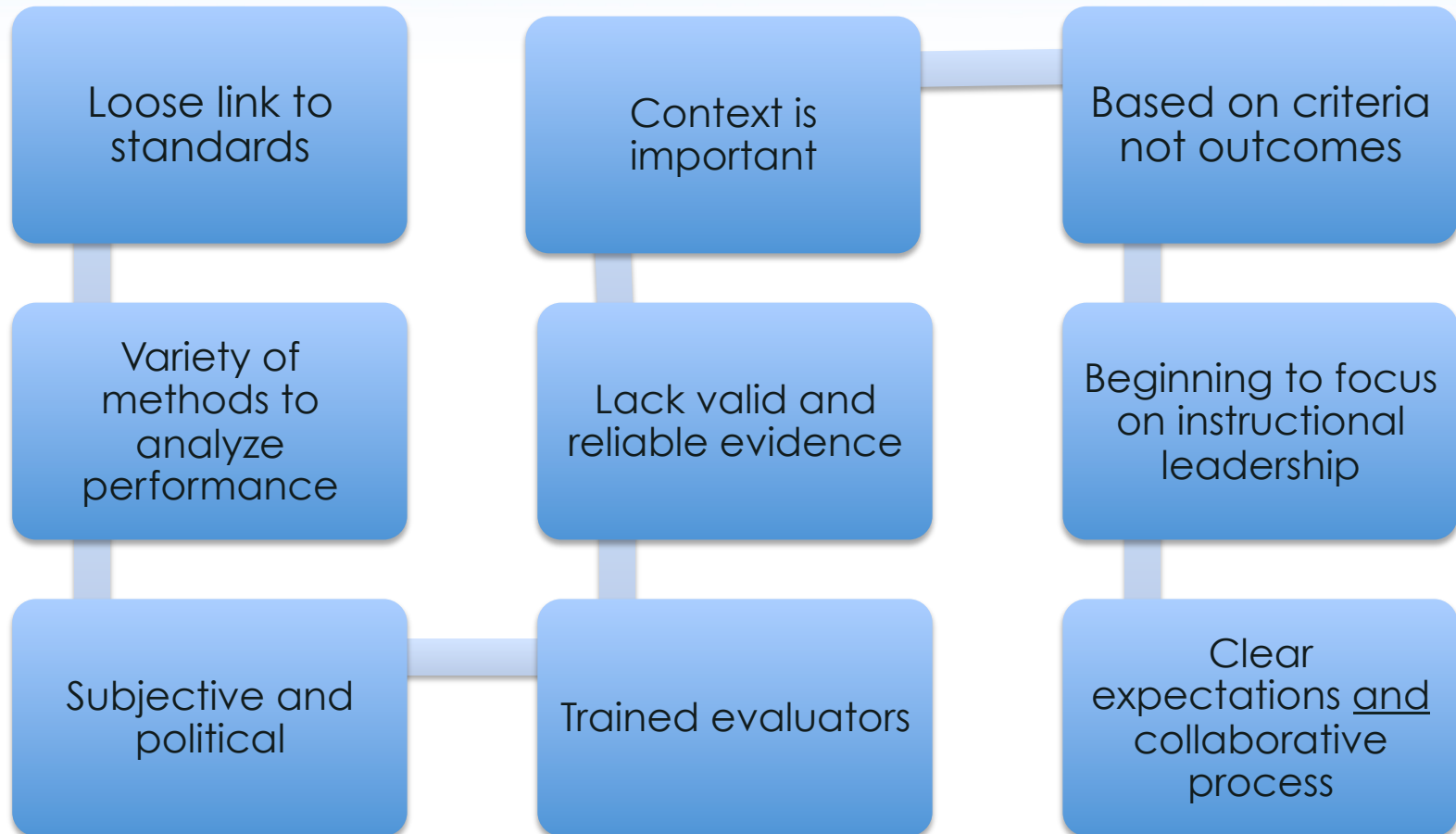
(District Superintendent)

“It’s sometimes a choice  
between rolling out something  
quickly that’s almost surely  
going to be flawed ... or  
going about it gradually, and  
maybe never getting a full  
implementation.”

(Russ Whitehurst)

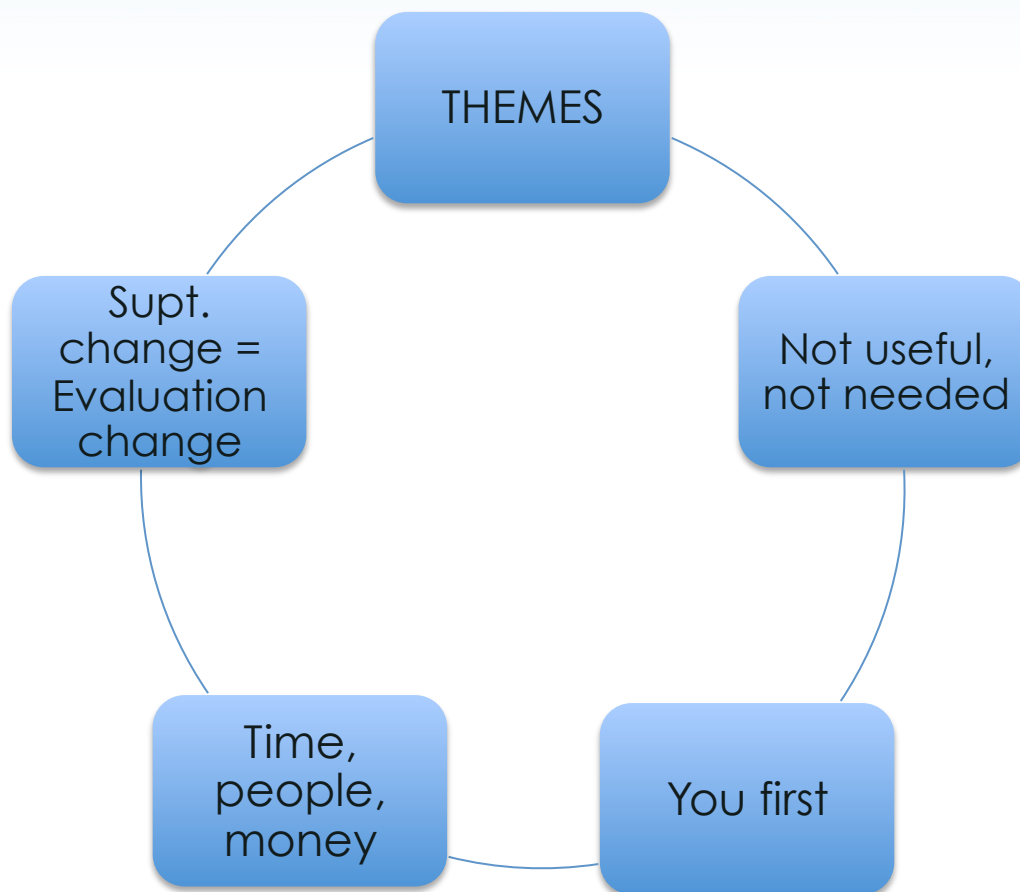
# *Research on Implementation*

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# *Challenges to Implementation - Practitioners*

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# *Key Features – WHY Evaluate*

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1. Clear Purpose

2. Student Achievement Mission

3. Professional Growth

4. District Policy  
(Federal Requirement)

## *Key Features – WHAT to Evaluate*

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5. Clear Expectations

6. Leadership Research and Standards

7. Principal Participation

## *Key Features – HOW to Evaluate*

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8. Multiple Forms of Data

9. Technically Sound Information

10. Ongoing Processes



## *Key Features – How cont.*

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11. Adaptable Procedures

12. Trained Evaluators (and Principals)

13. System Review and Accountability

## ***Successful Implementation Happens When:***

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**The principal evaluation system is sound  
and personally fits the district –**

Purposeful and Clear

Feasible

Information-based

Technically sound and legally defensible

## *Resources*

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Comprehensive Principal Evaluation Systems  
*through research, description, examples, and tools*

[http://www.schoolsmovingup.net/  
effectiveprincipals](http://www.schoolsmovingup.net/effectiveprincipals)

*For further information, questions, suggestions  
or comments...*

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