

2020 APPR for Principals

Input Model for the Student Performance Category

One sample for consideration

Each principal shall set four (4) annual goals related to their work to support and enhance student performance (academic, social/emotional, civil responsibility, school climate/safety, etc.). These goals shall be consistent with district goals and initiatives and shall be building specific (building wide, grade level or program level). Goals shall be based on pertinent analysis of data which can include, but not be limited to: student test results, needs assessments (e.g., SED approved surveys regarding school climate; student, parent, or staff input related to teaching, learning, or school environment; analysis of staff educational and/or skills needs), or school review and/or accountability measures and documents.

Each goal shall have five (5) measurable sections related to a principal’s practice that are related to the leadership standards within ISLLC 2008.

One point shall be awarded for verifiable evidence of completion of each of the five (5) sections of each goal. A score of 0 to 20 shall be determined by adding the total points earned for all four (4) goals. This total number of points shall be converted to a HEDI rating for the Student Performance Category according to the required distribution within regulations (see below).

The verifiable components for each goal, worth one (1) point each for evidence of completion of the activity, shall be:

1. Evidence of data analysis for determination of the goal (ISLLC Standards 1, 4)
2. Evidence that applicable actions were identified for a specified period (ISLLC Standard 1)
3. Evidence that the goal was appropriately shared as an integral part of the principal’s leadership vision (ISLLC Standards 1, 2)
4. Evidence that the identified actions were implemented (ISLLC Standards 1, 2)
5. Evidence of data analysis regarding the impact of the goal and related activities (ISLLC Standards 1, 2, 4)

Student Achievement HEDI Rating Bands:

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| **TOTAL SCORE** | **RATING** |
| 18-20  | Highly Effective |
| 15-17  | Effective |
| 13-14 | Developing |
| 0-12  | Ineffective |