A Differentiated Evaluation Model for Building Administrators (BAs)

RI Association of School Principals (RIASP)
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2018-19 BA Certificates in Use

- 4 or more yrs. BA Exp.: 73% (n = 417)
- 3 or fewer yrs. BA Exp.: 27% (n = 158)
- 4 or more yrs. Edu. Exp.: 45% (n = 135)
- 3 or fewer yrs. Edu. Exp.: 5% (n = 23)

Total: n = 575
Overview

Superintendents may now evaluate experienced building administrators (BAs) through a differentiated, multi-year cycle.

The system includes “informal” and “formal” years of activities that are designed to personalize BA’s evaluation experiences.

Goals, including SLO(s)/SOO and PGGs can span multiple years and include benchmarks.
Overview Continued

BAs can now use an SOO in place of one SLO as part of the Student Learning Component (30%)

An SOO for a BA is focused on the specific systems, structures, and programs that BAs provide to their schools that lead to a direct impact on student learning.
Considerations for Implementation

Superintendents will determine which BAs are eligible:

- New BAs and experienced BAs new to a district should be formally evaluated for at least two consecutive years before meeting local eligibility criteria for the multi-year cycle.

- District leaders should develop eligibility criteria for BAs that align with local contract language and policies.
Considerations for Implementation

**Superintendents will determine which BAs are eligible:**

- If a BA earns a rating of *Developing* or *Ineffective* in a formal evaluation year, they are ineligible for an informal evaluation year; in addition they will need a PIP the following year.

- Superintendents maintain the right to formally evaluate BAs annually.
**Differentiated Process Over Two Years**

**Informal Year – Year 1**
- Self-assessment (optional)
- *SLOs/SOO*
- *PGG*
- BOY Conference
- At least one site visit
- MOY Conference (optional)
- *Professional Responsibilities*
- EOY Conference

**Formal Year – Year 2**
- Self-assessment (optional)
- **SLOs/SOO**
- **PGG**
- BOY Conference
- Three site visits
- MOY Conference
- Professional Responsibilities
- EOY Conference + FER

*Not scored in an informal year, but should be used to provide feedback for the formal year*

**New goal, or same as previous year with new benchmarks and scored**
Differentiated Process Over Three Years

**Informal Year – Year 1**
- Self-assessment (optional)
- *SLOs/SOO
- *PGG
- BOY Conference
- At least one site visit
- MOY Conference (optional)
- *Professional Responsibilities
- EOY Conference

*Not scored in informal years, but should be used to provide feedback for the formal year*

**Informal Year – Year 2**
- Self-assessment (optional)
- *SLOs/SOO
- *PGG
- BOY Conference
- At least one site visit
- MOY Conference (optional)
- *Professional Responsibilities
- EOY Conference

**Formal – Year 3**
- Self-assessment (optional)
- **SLOs/SOO
- **PGG
- BOY Conference
- At least one site visit
- MOY Conference (optional)
- *Professional Responsibilities
- EOY Conference + FER

**New goal, or same as previous years with new benchmarks and scored**
Activity

Using the one-pager provided as an additional resource, please discuss the following questions with your team/partner principal:

1. What opportunities are offered through the new multi-year evaluation cycle?

2. Would the multi-year cycle change the way you approach setting your PGG? Setting your SLOs/SOO? Explain.

3. What concerns do you have about this differentiated cycle?

4. What questions do you still have?
Resources

RIDE website:  http://www.ride.ri.gov/
Evaluation email:  EdEval@ride.ri.gov

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