



Principal, Superintendent, & Board Roles

**Presented By:
VT School Boards Association**



Board Role in Teacher Evaluation

- ✍ **Understand purpose and best practices**
- ✍ **Provide policy direction and oversight**
- ✍ **Support process with resources, training, and time**
- ✍ **Follow negotiated agreements**



Principal Role in Teacher and Staff Evaluation

- ✍ Provide assurance to superintendent & board about teacher/staff performance**
- ✍ Inform about evaluation process**
- ✍ Request resources (time, training, prof. dev. funds)**



Principal Role in Teacher and Staff Evaluation

- ✍ Link evaluation to school quality work (Action Plan, IPDP...)**
- ✍ Assure faculty/staff understand purpose and process**



Principal Role in Teacher and Staff Evaluation

- ✍ **Implement and perform evaluation activities**
- ✍ **Increase professional knowledge and skills**



Superintendent Role in Evaluating Principals

- ✍ **Use state and national performance standards**
- ✍ **Provide continuous feedback and annual review**
- ✍ **Follow policy and contractual procedure**





Superintendent Role in Evaluating Principals

- ✍ **Ensure linkage to Action Plan, goals, accreditation**
- ✍ **Use 360' feedback, job descriptions, portfolios, self-evaluation**



Superintendent Role in Evaluating Principals

-  **Involve board through policy, feedback, results, and assurances**
-  **Recommend/suspend employees**