

**South Dakota School Superintendents Assoc.**

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Date: April 12, 2017

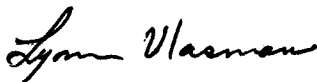
To: South Dakota State Board of Education  
From: Executive Board – South Dakota School Superintendent's Association  
Re: Position Statement from SDSSA Board of Directors  
Concerning Teacher Accountability and Principal Effectiveness

The Executive Board of the South Dakota School Superintendent's Association supports the current Department of Education "Teacher Accountability" rules. However, the Executive Board believes that the "Principal Effectiveness" model is counterproductive to allowing the principals the time and resources they need to carry out the "Teacher Accountability" Model. We share the following rationale:

- The Principal Effectiveness model should continue to be the "recommended" model and offer training for those schools interested in continuing or implementing that model.
- Districts must still comply with the current rules for evaluating principals on the current schedule – i.e., beginning in the 2016-2017 school year, each public school district shall evaluate the performance of each principal and assistant principal at least once per year for the principal's or assistant principal's first four years of employment with the district and at least every other year thereafter.
- Districts need the latitude to address the growth and competency of their principals without the lengthy paperwork, which doubles the workload on the building principals.
- Principals need the latitude to work to complete the Teacher Accountability model – and be able to use the information to create discussions – and possible improvement plans – without also being burdened by the heavy paperwork process for compliance with the "Principal Effectiveness" model.
- Finally, the long-process of the "Principal Effectiveness Model", may have the *unintended consequence of granting the principals a level of tenure*, as they could argue that they are no longer serving at the annual "will of the board", but rather can defend their jobs by accusing superintendents of not following all of the protocol demanded in the "Principal Effectiveness Model".

As we follow the more relaxed rules from the Federal Department of Education, the executive board requests consideration for relaxing the specifics that are involved with the "Principal Effectiveness Model."

On behalf of the SDSSA Exec. Board,



Mr. Lynn Vlasman, SDSSA President

Cc: Dr. Melody Schopp, Secretary of Education