

ARTICLE 24:58

PRINCIPAL PERFORMANCE STANDARDS AND EVALUATION

Chapter

- 24:58:01 Definitions.
- 24:58:02 Framework for effective principals.
- 24:58:03 Principal evaluation process.

CHAPTER 24:58:01

DEFINITIONS

Section

- 24:58:01:01. Definitions.

24:58:01:01. Definitions. Unless otherwise defined in this section, terms defined in § 24:57:01:01 have the same meaning when used in this article. Other terms used in this article mean:

- (1) "~~Academic progress goal,~~" the goal referenced in chapter 24:55:05;
- (2) (1) "Assistant principal," for purposes of this article, an individual who:
 - (a) Is a school building level leader;
 - (b) ~~Holds~~ Has been issued a current South Dakota administrator ~~teaching~~ certificate ~~or stand-alone principal certificate as a principal~~;
 - (c) Is designated as an assistant principal in reports required by the department pursuant to SDCL 13-3-51; and
 - (d) Participates in the evaluation of teachers pursuant to article 24:57;
- (3) (2) "Evaluation," a process to assess objectively the performance of a principal;

~~(4)~~ (3) "Principal," for purposes of this article, an individual who:

(a) Is a school building level leader;

(b) Has completed an approved principal or administrator preparation program at an accredited institution;

(c) ~~Holds~~ Has been issued a current South Dakota administrator ~~teaching~~ certificate ~~with a principal endorsement or stand-alone certificate as a principal~~;

(d) Is not serving as a superintendent or assistant superintendent; ~~and~~

(e) Is designated as a principal in reports required by the department pursuant to SDCL 13-3-51; and

(f) Participates in the evaluation of teachers pursuant to article 24:57;

The requirements of subsections (b) and (c) do not apply if the individual is in the process of completing ~~a plan of intent pursuant to chapter 24:43:13~~ alternative certification pursuant to chapter 24:28:15;

~~(5)~~ (4) "Principal framework," the framework for effective principals referenced in chapter 24:58:02;

~~(6)~~ (5) "Professional practice rating," the rating assigned to a principal ~~or assistant principal~~ using at least one component from each of the six domains of the principal framework, or the rating assigned to an assistant principal using at least six components from at least four domains of the principal framework. Districts may define their own rating categories or adopt the state recommended rating categories;

~~(7)~~ (6) "School," an attendance center belonging to a school district which is accredited by the secretary for the purpose of instructing children of compulsory school age as provided in

SDCL 13-27-1 and to which the principal or assistant principal is assigned in reports required by the department pursuant to SDCL 13-3-51;

~~(8)~~ (7) "School growth rating," a rating based upon: a specific, measureable, agreed-upon, results-focused, and time-based (SMART) goal aligned to the district or school improvement plan. A district may define its own rating categories or adopt the state recommended rating categories;

(a) ~~The percentage of teachers under the principal's or assistant principal's supervision attaining expected or high student growth ratings on the teachers' evaluations pursuant to article 24:57 unless the department approves another method pursuant to chapter 24:58:03; and~~

~~(b) The school's SPI key indicator scores referenced in chapter 24:55:02, the school's academic progress goal referenced in chapter 24:55:05, or some combination thereof, with the items referenced in this subdivision being at least twenty five percent of the total school growth rating; or~~

~~(c) a combination of (a) and (b);~~

~~(9)~~ (8) "State minimum evaluation requirements," the model for evaluating principal or assistant principal performance which, for each principal or assistant principal:

(a) Assigns a professional practice rating;

(b) Assigns a school growth rating;

~~(c) Combines the professional practice rating and school growth rating into one summative effectiveness rating;~~

~~(d)~~(c) Is used to guide professional growth; and

~~(e)~~(d) Provides clear, timely, and useful feedback which identifies needs and guides professional development;

The ratings in subsections (a) and (b) may be combined into a summative effectiveness rating:

~~(10)~~ (9) "Summative effectiveness rating," the combination of a principal's or assistant principal's professional practice rating and school growth rating into one of the following categories: Below Expectations, Meets Expectations, or Exceeds Expectations.

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

CHAPTER 24:58:03

PRINCIPAL EVALUATION PROCESS

Section

- 24:58:03:01. Principal evaluation timelines.
- 24:58:03:02. State minimum evaluation requirements.
- 24:58:03:03. Alternative evaluation model.
- 24:58:03:04. Alternative evaluation application.
- 24:58:03:05. Application timelines.
- 24:58:03:06. Effect of application denial.
- 24:58:03:07. Evaluators.
- 24:58:03:08. Evaluations of principals or assistant principals holding multiple appointments.

24:58:03:01. Principal evaluation timelines. Beginning in the 2016-2017 school year, each 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.

Each school district shall adopt procedures for evaluating the performance of principals and assistant principals that:

- (1) Meet the requirements of this article; and
- (2) Serve as the basis for programs to increase professional growth and development of principals and assistant principals; ~~and~~

~~(3) Include a plan of assistance for any principal or assistant principal whose performance does not meet the requirements of this article.~~

Nothing in this article is intended to supersede the authority of a district or school to dismiss or non-renew a principal or assistant principal.

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

~~**24:58:03:04. Alternative student growth model.** Notwithstanding § 24:58:03:02, a school district may be excused from the requirements of § 24:58:01:01(8)(a) if the district proves to the department that the method of measuring school growth for all principals and assistant principals in the district reflects a rigorous yet realistic expectation of student growth and meets the requirements of § 24:58:01:01(8)(b).~~

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

24:58:03:05. Alternative evaluation application. If a district intends to use another model of professional practice ~~or student growth~~ as referenced in §§ 24:58:03:03 ~~and~~ 24:58:03:04, it must apply on forms provided by the department. The department may require additional documents and information necessary to enable the department to make the determinations referenced in those sections.

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

24:58:03:06. Application timelines. All materials specified in § 24:58:03:05 must be received by the department by January thirty-first before the school year in which the district intends to implement the alternative evaluation model. By April 1 of that year, the department shall review the application and all documentation and issue a decision on the application. If a district's model is approved by the department, the district must submit any subsequent revisions for review and approval pursuant to this chapter.

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

24:58:03:07. Effect of application denial. The department may deny the application if the district fails to submit all materials specified in § 24:58:03:05 by the deadline or if the department determines that the proposed model does not meet the requirements of § 24:58:03:03 ~~or 24:58:03:04~~. If the application is denied, the district shall comply with all state minimum evaluation requirements for the upcoming school year. Nothing in this chapter requires the department to provide a hearing on the district's application.

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

24:58:03:08. Evaluators. Principal and assistant principal evaluations shall be performed by the district superintendent or another supervisor of the principal or assistant principal assigned by the superintendent to perform the evaluation.

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.

24:58:03:09. Evaluations of principals or assistant principals holding multiple appointments. If an individual serves as a superintendent or assistant superintendent and also serves as a principal or assistant principal, then the individual may be evaluated as:

(1) A principal or assistant principal pursuant to this article, notwithstanding § 24:58:01:01(4)(d);

(2) A superintendent or assistant superintendent pursuant to district policy or procedure;

or

(3) Both (1) and (2).

Source: 41 SDR 109, effective January 12, 2015.

General Authority: SDCL 13-1-12.1, 13-3-69(7).

Law Implemented: SDCL 13-1-12.1, 13-3-47, 13-3-68, 13-3-69.