

Principal Performance Standards & Evaluation Public Comments

Exhibit 1

Date Submitted: July 12, 2017

Jennifer Lowery, Tea Area Superintendent of Schools

I am in my sixth year as superintendent of the Tea Area School District. I have diligently followed the guidelines for Principal Effectiveness because they were the rules. It is my understanding that the current goal of the new administration is deregulation. Local control can be a component of principal effectiveness. The concern with the current model is that the model, which all models must be aligned to, unintentionally provides a level of tenure to principals. This tenure concept is created through the loop holes an evaluator must jump through identifying professional practice rating (24:58:01:01) and student growth (24:58:01:01 (8)) using aligned tools identified by the Department of Education within the Principals Effectiveness Guide. An evaluator may have rubrics indicating proficient professional practice and proficient growth (24:58:01:01 (10)), but the administrator is not working within the guidelines of the superintendent or school board; therefore, a proficient administrator may deserve to get fired. With the goal of deregulations at the forefront, please consider editing 24:58:01:01 (9) to only state: "State minimum evaluation requirements, " the model for evaluating principal or assistant principal performance which, for each principal or assistant principal: (a) Is used to guide professional growth; and (b) Provides clear, timely, and useful feedback which identifies needs and guides professional development. This recommendation would require modification to: 24:58:01:01 (5); 24:58:01:01 (6); 24:58:01:01 (8); 24:58:01:01 (10); 24:58:03:01 - current recommended edits are appreciated; 24:58:03:03; 24:58:03:04; 24:58:03:05; 24:58:03:06; and 24:58:03:07. This has been recommended to the Department of Education on June 5. I appreciated the webinar and feedback. I do not think the changes from the webinar were substantial and continue to provide the above recommendations. Respectfully Submitted, Dr. Jennifer N Lowery Tea Area Superintendent of Schools