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| FinalESDlogo2 | ***1601 R Avenue***Anacortes, WA 98221 *Telephone: 360-299-4000* *FAX: 360-299-4070* |

**Principal Evaluation Professional Learning Community**

**Work Group — Session #6**

**May 15, 2014**

**Essential Questions for the year:**

* How do we deepen our knowledge of the purpose and substance of Washington State’s revised evaluation criteria for principals in order to guide decisions which have the promise to improve student learning?
* How do we use the AWSP framework model to provide us with a way to operationalize (via language, evidence, and artifacts) the revised four-tiered evaluation system to improve teaching and learning?
* How do we create and use a professional development plan to build principal readiness for a new district evaluation model?
* How do we establish and implement systems and structures that continue to improve collaboration and communication about this project within our district(s)?

**Learning Targets Session #6**

**Participants will:**

* Deepen their understanding of the leadership criteria and the AWSP frameworks.
* Consider supervision, feedback and conference best practices
* Deepen their understanding of the summative evaluation process
* Deepen our learning and reflection from sharing case studies from our districts’ principal evaluation processes

**Success Criteria**

**Participants will:**

* Continue with understanding of the Principal Evaluation student growth criteria to create a plan for system coherence in their districts.
* Have a plan to conduct summative conferences for each principal
* Consider the new AWSP Resource Guide as a professional development tool in their districts
* Consider how to plan and implement the Principal evaluation for the 2014-15 school year

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| **Content** | **Process** | **Materials** | **Who** | **Time** |
| **Opening, Norms, Essential Questions, Review the PLC format and the Day’s Agenda****Purpose:**To set the expectations for the day To share implementation plans, celebrations and challenges**Purpose:**Practice writing summative evaluations**Purpose:** Deepen their understanding of how to use the new AWSP resource guide | **Theory of Action:** If we operationally define and apply common criteria for teacher and principal performance within an instructional framework, then there will be an increased systemic coherence which will result in higher levels of performance and learning from principals, teachers, and students.**Welcome** * Review Norms

**What’s the work of the day?** **What does it mean to operate as a Professional learning community as we create systems for principal evaluation in our districts?** **Where are you in your district with the Principal evaluation Implementation?*** Talk in small groups: Celebrations and challenges
* Reflection and sharing

**Workshop 1 Principal Summative Evaluations** * Share sample summative evaluation forms
* Review of 3 step process for writing effective performance assessments

Guided Practice: Samples on handoutIndependent practice: Select one principal, one criteria and one element.Draft an evaluative statement about the principal’s work. Cite the evidence you will use and base it on data. Conclude with s summary statement. **Workshop 2: Reviewing the new AWSP Guide—The AWSP Leadership Framework Users Guide** **Overview of the guide and how to use****Page 3 structure; page 7 PGP page 12 data**1. **Divide into groups**

**Criteria 1: Culture page 17-19****Criteria 2: Data pages 25-27****Criteria 5: Instruction pages 33-35****Criteria 8: Closing the Gap pages 45-47****Themes: Pages 56****Student leaders; pages 59-66****Appendix: survey pages 67-76; other****Groups review their section; highlight the key points and decide how this could be used back in your district** | PPTPPT3 Steps to Writing effective performance assessmentsRubricAWSP Users Guide | PamallPam | 12:0012:05-12:2012:20-12:5012:50-1:50 |
| **BREAK** |  | 5 minues |  | 2-2:15 |
| **PURPOSE**To learn from each other and share ideasSharpen our skills of asking reflective questions to help our principals improve their performance | **Workshop 3 Case Study Protocol**Critical Friends protocol-- two groupsLake StevensSnohomishOak HarborMarysville | protocol |  | 2:10 (30 minutes each district)  |
|  | **Closing and reflection**  | Reflection handout | Pam | 3:10-3:30 |