



## TEACHER AND PRINCIPAL EVALUATION POLICY

The intent of the teacher and principal evaluation policy is to both evaluate and build leadership capacity. It is the responsibility of the Supervisor to the teachers and principal to promote an environment where leaders of the school become valuable members of Summit Academy and the community that are focused on learning, networking, and problem solving.

### Evaluation Goal

1. Coach and give powerful feedback
2. Develop and deliver high quality learning
3. Facilitate group learning processes
4. Facilitate student confidence by continuous and challenging learning
5. Perform evaluations at mid-year and as necessary throughout the school year

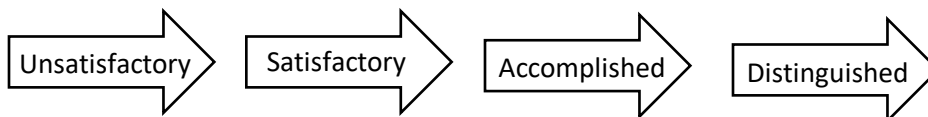
### Evaluation Protocol

1. Ensure role clarity and leadership expectation
2. Describe day-to-day practices
3. Describe tasks that lead to deep and substantive improvements
4. Define expectations and accountability

### Evaluation Performance Measures

1. Establish a vision and mission focused on shared goals and high expectations
2. Provide instructional leadership for high student academic performance
3. Manage human resources for quality instruction and professional growth
4. Build professional and ethical relationships through collaboration and effective communication
5. Strategically manage resources for systemic performance accountability

### Performance Levels



Where performance lies in the “unsatisfactory” or “satisfactory” level, the Supervisor will incorporate an action plan that is agreeable between all parties to ensure performance expectations are met / exceeded.

1. Collaboration between Supervisor and teacher / principal for action plan to improve performance
2. Incorporate outside resources if necessary, i.e., continued education, counseling, seminars
3. Supervisor and teacher / principal to agree upon a timetable for improved performance measures
4. Reconvene as appropriate during the school year to make sure performance protocols and measures are relevant and continually expanded to meet the needs of the student body