

ADW Principal Evaluation Timeline 2020-2021
 Link to this document: <https://bit.ly/principalevalposter>

Eval. Timeline	Initial Principal Development Stage	Renewal Principal Stage	Professional Growth Principal Stage	Specific Development Principal Stage
WHO:	<ul style="list-style-type: none"> Principals with less than two years' experience as an ADW principal 	<ul style="list-style-type: none"> Principals with more than two years' principal experience in the ADW who have demonstrated effectiveness (every 3rd year) Principals with new pastor (within 2 years) 	<ul style="list-style-type: none"> Principals with more than two years' leadership experience who have demonstrated effectiveness 	<ul style="list-style-type: none"> Principal in need of support
PURPOSE:	<ul style="list-style-type: none"> To ensure the standards for effective leadership are understood, accepted, and demonstrated To provide support in implementing standards To provide accountability for decision to continue employment 	<ul style="list-style-type: none"> To ensure the Standards for effective leadership are understood, accepted, and demonstrated. To provide support in implementing standards 	<ul style="list-style-type: none"> To enhance professional growth To improve student achievement To provide feedback on professional issues To focus on school improvement initiatives 	<ul style="list-style-type: none"> To give a principal the opportunity to seek assistance in any standard To provide a more structured process for an experienced principal who may benefit from more support To provide due process for disciplinary action up to and including termination.
FORMS:	<ul style="list-style-type: none"> Principal Self-Evaluation Form (Pastor Completes) Mid-Year Evaluation (Pastor Completes) End-of-Year Principal Evaluation 	<ul style="list-style-type: none"> Principal Self-Evaluation Form (Pastor Complete) End-of-Year Principal Evaluation 	<ul style="list-style-type: none"> Principal Developed Goals Form End-of-Year Self-Evaluation of Principal Developed Goals Form (Pastor Completes) End-of-Year Evaluation of Principal Developed Goals Form 	<ul style="list-style-type: none"> Principal Self-Evaluation Form (Pastor Completes) Principal Professional Performance Improvement Plan
Eval. Timeline	Initial Principal Development Stage	Renewal Principal Stage	Professional Growth Principal Stage	Specific Development Principal Stage
Sept/Oct	<ul style="list-style-type: none"> Review of Tool by Associate Superintendent or "designee" at New Principal Orientation Associate Superintendent or "designee" meets with principal, pastor and principal coach to review evaluation tool 	<ul style="list-style-type: none"> Associate Superintendent or "designee" meets with principal and pastor to review evaluation tool 	<ul style="list-style-type: none"> Associate Superintendent or "designee" meets with principal and pastor to review evaluation tool Principal reflects on self-evaluation (from last evaluation period) and completes <i>Principal Developed Goals Form</i> Pastor meets with principal to review self-evaluation from previous year and review <i>Principal Developed Goals Form</i> for current evaluation year Pastor approves goal 	<p><u>1st/2nd Month:</u></p> <ul style="list-style-type: none"> Associate Superintendent or "designee" meets with principal and pastor to review evaluation tool Principal completes <i>Principal Self-Evaluation Form</i> Pastor and Associate Superintendent or "designee" prepare <i>Principal Professional Performance Improvement Plan</i> for principal Pastor, Associate Superintendent or "designee", and/or Principal Coach meet with Principal to review the <i>Principal Professional Performance Improvement Plan</i> Principal Coach meets with Principal to review <i>Principal Professional Performance Improvement Plan</i>
Nov/Dec	<ul style="list-style-type: none"> Associate Superintendent or "designee" meets with principal, pastor and principal coach to review evaluation tool 			<p><u>3rd/4th Month:</u></p> <ul style="list-style-type: none"> Associate Superintendent or "designee" meet with Principal Coach and Principal to review the <i>Principal Professional Performance Improvement Plan</i> Principal Coach meet with Principal to review the <i>Principal Professional Performance Improvement Plan</i>
January	<ul style="list-style-type: none"> Pastor completes a mid-year evaluation Pastor meets with principal to review <i>Principal Mid-Year Evaluation Form</i> (completed by Pastor) 		<ul style="list-style-type: none"> Pastor and Principal met to review progress toward goal 	<p><u>5th Month:</u></p> <ul style="list-style-type: none"> Pastor and Principal Coach meet with principal to review the <i>Principal Professional Performance Improvement Plan</i>
Feb/Mar	<ul style="list-style-type: none"> Principal completes <i>Principal Self-Evaluation Form</i> and meets with Pastor to review Pastor and Associate Superintendent or "designee" collaborate on <i>End-of-Year Principal Evaluation Form</i> 	<ul style="list-style-type: none"> Principal completes <i>Principal Self-Evaluation Form</i> 	<ul style="list-style-type: none"> Principal completes <i>End-of-Year Self-Evaluation of Developed Goals Form</i> 	<p><u>6th/7th Month:</u></p> <ul style="list-style-type: none"> Principal Coach meets with Principal to review <i>Principal Professional Performance Improvement Plan</i> Associate Superintendent or "designee" meets with Principal Coach and Principal to review the <i>Principal Professional Performance Improvement Plan</i>
April/May	<ul style="list-style-type: none"> Pastor and Associate Superintendent or "designee" meet with principal to review <i>End-of-Year Principal Evaluation Form</i> 	<ul style="list-style-type: none"> Pastor and Associate Superintendent or "designee" collaborate on <i>End-of-Year Principal Evaluation Form</i> 	<ul style="list-style-type: none"> Pastor completes <i>End-of-Year Evaluation of Principal Developed Goals Form</i> 	<p><u>8th Month:</u></p> <ul style="list-style-type: none"> Pastor, Associate Superintendent or "designee" and Principal Coach meet with Principal to review the <i>Principal Professional Performance Improvement Plan</i> Principal completes <i>Principal Self-Evaluation Form</i>
June/July	<ul style="list-style-type: none"> *ALL forms for the current evaluation year must be completed in Frontline by June 30th 	<ul style="list-style-type: none"> Pastor and Associate Superintendent or "designee" meet with principal to review <i>End-of-Year Principal Evaluation Form</i> *ALL forms for the current evaluation year must be completed in Frontline by June 30th 	<ul style="list-style-type: none"> Principal and Pastor meet to review completion of goal. *ALL forms for the current evaluation year must be completed in Frontline by June 30th 	<p><u>9th/10th Month:</u></p> <ul style="list-style-type: none"> Pastor and Associate Superintendent or "designee" prepares <i>End-of-Year Principal Evaluation Form</i> Pastor, Superintendent, Associate Superintendent or "designee" and Principal Coach meet with Principal to review <i>End-of-Year Principal Evaluation Form</i> *ALL forms for the current evaluation year must be completed in Frontline by June 30th

Help Resources:
PGSupport@FrontlineED.com
 (866)-504-8222

<https://www.frontlineeducation.com/pg-login>