

Purpose

To identify the philosophy and process followed to evaluate school system administrators

Definitions**Policy Statement**

In order to meet the needs of all students in the Allegany County Public Schools, it is important to have a system for evaluating the effectiveness of educational leaders. The performance evaluation of educational leaders is an effective way to help all professionals grow and improve the overall quality of education delivered to students.

The performance evaluation of educational leaders throughout the system, however, has professional implications for the individual, organizational implications for the school system, and educational implications for students. An effective evaluation system can identify standards of leadership, satisfy the need for accountability, promote employee performance, guide professional growth, enhance the self-esteem of administrators, provide a permanent record of professional accomplishments, recognize outstanding contributions to the school system, and provide a foundation for administrative decisions about personnel.

Moreover, an effective evaluation system acknowledges the developmental nature of leadership by allowing less experienced professionals an opportunity to develop, while permitting all system-wide leaders an opportunity to engage in self-analysis, self-evaluation, goal setting and professional development in an environment of mutual respect and collaboration.

Since formal leadership in schools and school systems is a complex, multi-faceted task, the philosophy we endorse, the evaluation criteria we have adopted, and the evaluation process we follow requires school and school system leaders to exercise judgment about the appropriate application of rigorous leadership standards in an educational setting.

We believe that the professional performance of school system leaders is measurable and that educational leadership involves a decision-making process that focuses on central issues related to learning, teaching, and school improvement. An effective evaluation system for educational leaders is constructive in nature and contains performance criteria focusing on a singular purpose and goal: the linkage between educational leadership and productive schools, in terms of outcomes for students.

Legal Reference			
Policy History	Adopted	Reviewed	Revised – June 14, 2005, 1 st Reading July 12, 2005, 2 nd Reading