Principal Survey

Principal Evaluation System

1) **Please rate your level of agreement with the following statements about your district's principal evaluation system.**

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
1a. The principal evaluation rubrics/scoring guides clearly define what is expected of me as a principal.	☐	☐	☐	☐	☐
1b. The principal evaluation rubrics/scoring guides clearly describe what I need to know and do to earn each rating score.	☐	☐	☐	☐	☐
1c. The principal evaluation rubrics/scoring guides are appropriate for my position.	☐	☐	☐	☐	☐
1d. The principal evaluation rubrics/scoring guides provide a clear path for improving my practice.	☐	☐	☐	☐	☐
1e. I am evaluated on whether I provide feedback to teachers each year.	☐	☐	☐	☐	☐
1f. I have improved my practice as a result of the principal evaluation system.	☐	☐	☐	☐	☐

Student Growth in Principal Evaluation

2) **Please rate your level of agreement with the following statements about your district's plans for incorporating student growth in principal evaluation.**

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
2a. I believe that the student growth measures used in my evaluation reflect my contribution to student learning.	☐	☐	☐	☐	☐
2b. My impact on student growth is a significant part of my evaluation.	☐	☐	☐	☐	☐
2c. My district has defined what it means for student growth to be a significant contributing component in our principal evaluation system.	☐	☐	☐	☐	☐
2d. Our district approves student assessments that will be used in the principal evaluation system to measure student growth.	☐	☐	☐	☐	☐

3) **Student growth in my district's principal evaluation system is measured using the following. (Check all that apply.)**
   - ☐ Multiple measures
   - ☐ Formative data
   - ☐ Summative data
   - ☐ Multiple years of comparable student data
   - ☐ State assessments (for grades/contents with state assessment data)
   - ☐ Additional district and school determined common assessment(s)
   - ☐ Student growth across two points in time

Evaluator Feedback

4) **Did you receive feedback from your evaluator this school year?**
   - ☐ Yes
   - ☐ No

5) **Please rate your level of agreement with the following statements about the feedback you received from your evaluator.**

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
5a. The feedback I received from my evaluator helped me to become a more effective principal.	☐	☐	☐	☐	☐
5b. My evaluator's feedback included specific strategies that I could use to improve my practice.	☐	☐	☐	☐	☐
5c. I have used my evaluator's feedback to improve my practice.	☐	☐	☐	☐	☐
5d. The feedback I received from my evaluator was given in the spirit of continuous improvement.	☐	☐	☐	☐	☐

6) **In general, my evaluator provides feedback within:**
   - ☐ 1 working day
   - ☐ 2 working days
   - ☐ 3 to 4 working days
   - ☐ Not timely

Teacher Evaluation System

7) Please rate your level of agreement with the following statements about your district's teacher evaluation system.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
7a. The teacher evaluation rubrics/rating guides clearly describe what teachers should know and do to earn each rating score.	☐	☐	☐	☐	☐
7b. The teacher evaluation rubrics/rating guides available to me are appropriate to all of the positions that I evaluate.	☐	☐	☐	☐	☐
7c. The teacher evaluation rubrics/rating guides provide a clear path for improving teacher practice.	☐	☐	☐	☐	☐
7d. The teacher evaluation system provides me with the information I need to make well informed personnel decisions.	☐	☐	☐	☐	☐
7e. The teacher evaluation system provides me with the information I need to offer professional development opportunities that are linked to faculty needs	☐	☐	☐	☐	☐
7f. The results from the teacher evaluation system are used to inform our comprehensive school improvement plan.	☐	☐	☐	☐	☐
7g. The results from the teacher evaluation system are used to inform decisions on how to utilize highly effective educators.	☐	☐	☐	☐	☐
7h. The results from the teacher evaluation system are used to recognize or reward of effective teachers.	☐	☐	☐	☐	☐
7i. The results from the teacher evaluation system are used to inform decisions about providing targeted interventions and support (e.g. professional development, performance plans, etc.).	☐	☐	☐	☐	☐
7j. I provide feedback intended to promote a professional collaborative school culture.	☐	☐	☐	☐	☐
7k. The feedback I provide to teachers is linked to research based practices.	☐	☐	☐	☐	☐

8) Do you provide feedback at least once per year to each teacher?
- ☐ Yes
- ☐ No

9) **Please rate your level of agreement with the following questions about the training you received on your district's teacher evaluation system.**

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
9a. My district provides standardized training on the teacher evaluation system for all evaluators.	☐	☐	☐	☐	☐
9b. I have been assessed on my ability to reliably and accurately evaluate teachers.	☐	☐	☐	☐	☐

10) **Which of the following topics were included in your training on your district's teacher evaluation system?**
   ☐ Procedures for ensuring inter-rater reliability
   ☐ Providing effective feedback
   ☐ Assessing student data
   ☐ Analyzing artifacts
   ☐ Interpreting survey information
   ☐ Opportunities for evaluators to demonstrate and practice evaluation skills including observations and providing feedback

Student Growth in Teacher Evaluation

11) **Please rate your level of agreement with the following statements about your district's plans for incorporating student growth in teacher evaluation.**

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
11a. My district has defined what it means for student growth to be a significant contributing component in our teacher evaluation system.	☐	☐	☐	☐	☐
11b. In our district, accountability around growth measures is comparable across grade levels and content areas.	☐	☐	☐	☐	☐
11c. Our district approves student assessments that will be used in the teacher evaluation system to measure student growth for each grade level and content area.	☐	☐	☐	☐	☐

12) **Student growth in my district's teacher evaluation system is measured using the following. (Check all that apply.)**
   ☐ Multiple measures
   ☐ Formative data
   ☐ Summative data
   ☐ Multiple years of comparable student data
   ☐ State assessments (for grades/contents with state assessment data)
   ☐ Additional district and school determined common assessment(s)
   ☐ Student growth across two points in time

Teacher Mentoring Program

13) Please rate your level of agreement with the following statements about your district's mentoring program.

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
13a. I align mentor support to teacher needs identified in their evaluation.	☐	☐	☐	☐	☐
13b. I actively participate in identifying and assigning effective mentors.	☐	☐	☐	☐	☐
13c. My district has a comprehensive system for training effective mentors.	☐	☐	☐	☐	☐

Principal Background

14) What grade levels does your building serve? (Check all that apply.)

- ☐ Early Childhood
- ☐ Kindergarten
- ☐ 1st Grade
- ☐ 2nd Grade
- ☐ 3rd Grade
- ☐ 4th Grade
- ☐ 5th Grade

- ☐ 6th Grade
- ☐ 7th Grade
- ☐ 8th Grade
- ☐ 9th Grade
- ☐ 10th Grade
- ☐ 11th Grade
- ☐ 12th Grade

15) How many years (including this year) have you been a principal?

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7

- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11
- ☐ 12
- ☐ 13
- ☐ 14

- ☐ 15
- ☐ 16
- ☐ 17
- ☐ 18
- ☐ 19
- ☐ 20
- ☐ More than 20

Principal Mentoring Program

16) Do you have a district assigned mentor?

- ☐ Yes
- ☐ No

17) How often did you meet with your mentor this school year (either formally or informally)?

- ☐ Never
- ☐ Seldom
- ☐ Sometimes
- ☐ Regularly

18) **Please rate your level of agreement with the following statements about your district's principal mentoring program.**

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
18a. The mentoring process is non-evaluative.	☐	☐	☐	☐	☐
18b. The professional development and training I receive throughout the school year is tailored to my specific needs as identified in my evaluation.	☐	☐	☐	☐	☐
18c. The support I received from my mentor has helped me to improve my practice.	☐	☐	☐	☐	☐
18d. My mentor provided my with the resources I need to improve my practice.	☐	☐	☐	☐	☐
18e. My mentor provided me effective support.	☐	☐	☐	☐	☐

19) **Which of the following experiences were you offered as part of your mentoring experience? (Check all that apply.)**
   ☐ Frequent, targeted feedback
   ☐ Opportunities to observe expert leaders
   ☐ Assistance with developing strategies
   ☐ Collaborative look at student data
   ☐ Suggestion of resources
   ☐ Opportunities to self-reflect on your practice
   ☐ Setting of goals aimed at improving instruction
   ☐ Discussion of school personnel issues
   ☐ Discussion of legal issues
   ☐ Discussion of time management issues
   ☐ Discussion of school budget

Thank you!