Your SY 2021-22 School Leader Effectiveness Evaluations: Year at a Glance

In City Schools, we recognize our responsibility to provide the students of Baltimore City with the world-class education that will empower them to hone their gifts and give them the skills they need to pursue the future that calls them. The development and support of those who work with our students is a critical component to meeting this responsibility. Authentic, meaningful evaluations of performance are one critical component to meeting this responsibility and should drive discussions and actions to develop and support those who work with our students.

Please review Board Policy GCO and its accompanying regulations for more information about employee evaluations in City Schools.

As we move into our second full school year impacted by COVID-19, there is vast work ahead to confront the challenges and hardship brought on by the pandemic. From the professional development goals set in a school leader’s Individual Development Plan to the feedback they receive aligned with their Leadership Framework, steps in the evaluation cycle can be one part of a school leader’s personalized learning and support during this school year.

The SY 2020-21 School Leader Effectiveness Evaluation: Components and Weights

The components within the SY 2021-22 School Leader Effectiveness Evaluation continue to support school leader development and authentic conversations about performance. Where performance data is not available, other components will be reweighted. For example, because there is insufficient data to calculate the School Performance Measure for this year, the remaining components will be reweighted.

Please review the reweighting scenarios one-pager on our Performance Evaluation webpage for more details.
### Looking Ahead: Steps in the SY 2021-22 School Leader Effectiveness Evaluation

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<th>Date*</th>
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<th>What to Expect</th>
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| **October 29th** | Initial Planning Conference and Individual Development Plan (IDP) | • You will: Come with your IDP;  
• Review your goals, performance information, and student data;  
• Discuss an action plan and supports for a successful year; &  
• Review your Leadership Framework Rubric, related artifacts for this school year, and the Core Value weights for your annual evaluation (Assistant Principal & Principal Residents). |
| **January 10th** | Submit Student Learning Objective (SLO) Target | • Your supervisor will provide information on what is expected and there will be SLO resources available for you; and  
• There will be opportunities for collaboration and targeted suggestions for support and development. |
| **January 28th** | SLO Approval                   | • Prior to this date, you will receive feedback from your evaluator about your SLO and possible changes.                                                                                                      |
| **February 28th** | PSASA 2nd Conference     | • You will review progress towards your IDP goal;  
• You will discuss performance aligned with your Leadership Framework Rubric; and  
• You will review your SLO and any supports / instructional leadership strategies needed. |
| **April 25th** | 360 Feedback Survey (VAL-ED)  
*Principal evaluations only* | • Principals, principal supervisors, and instructional staff will complete the 360 Feedback Survey using the survey tool, Vanderbilt Assessment of Leadership in Education (VAL-ED).  
• Staff responses on the VAL-ED survey will be included in principal annual evaluations. |
| **June 6th** | Submit SLO student data for scoring verification  | • You will have the opportunity to review your students’ progress and reflect on instructional leadership practice.                                                                                         |
| **June 24th** | End of Year Leadership Framework | • You and your supervisor will review feedback and ratings based on the key actions of your Leadership Framework Rubric.                                                                                   |
| **June 24th** | SLO will be scored based on student data | • You will see your SLO Final Score and any additional comments in Blackboard.                                                                                                                                   |
| **July 31st** | Annual Evaluation          | • By this date, you and your supervisor will have discussed progress towards your goals and performance on the various components of your annual evaluation.  
• You will have the opportunity to review performance data gathered across the year and discuss next steps and supports for the next school year. |

*School Leaders who do not complete the SLO process in the appropriate electronic system will receive a score of “25” (out of 100 possible points) on the SLO component of their SY 2021-22 evaluation.*