

TITLE & LOGO

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Principals Evaluation Survey

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Q1

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1. Job Title

- Department Head
 - Coordinator
 - Director or Assistant Director
 - Other
- Other (please specify)

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Q2

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2. Years in system ?

- 3-5
- 5-10
- 10-20
- 20+

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PAGE 3

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Q3 Edit Question ▼ Add Question Logic Move Copy Delete

3. What educator plan are you on?

- Developing Educator
- Self-Directed Growth Plan
- Directed Growth Plan
- Improvement Plan
- Not Sure

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Q4 Edit Question ▼ Move Copy Delete

4. Does the professional practice rubric for the teachers/caseworkers you supervise capture well key elements of good pedagogy?

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

The four standards in the rubric capture accurately and comprehensively the key

elements of good pedagogy.

The rubric is clear, well organized and easy to comprehend.

The purpose is of the rubric is clear.

The rubric sets reasonable expectations for proficient pedagogy.

The rubric sets reasonable expectations for exemplary pedagogy.

The rubric is useful for self-assessment.

The rubric describes a variety of different and effective instructional methods, leaving room for individual creativity.

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Q5 Edit Question ▼ Move Copy Delete

5. Does the professional practice rubric for administrators capture well key elements of your leadership role?

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

The four standards in the rubric capture accurately and comprehensively the key elements of good leadership.

The rubric is clear, well organized and easy to comprehend.

The purpose is of the rubric is clear.

The rubric sets reasonable expectations for proficient leadership.

The rubric sets reasonable expectations for exemplary

leadership.

The rubric is useful for self-assessment.

Five radio buttons for rating the usefulness of the rubric for self-assessment.

The rubric describes a variety of different and effective instructional methods, leaving room for individual creativity.

Five radio buttons for rating the variety of instructional methods.

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Q6

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6. Faculty participated in five sessions of professional development in the fall. Please indicate the quality of the preparation and materials you received to support you in your role as a trainer. Begin with the quality of the preparation and materials for training the teachers/caseworkers you supervise on self-assessment and the four Standards of Professional Practice.

	Excellent	Very Good	Needs Improvement	Unsatisfactory
Self-assessment based on Standard 1: Curriculum Planning and Assessment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-assessment based on Standard 2: Teaching All Students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)				

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Q7

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7. Next, please indicate the quality of the preparation and materials you received for training the teachers/caseworkers you supervise on SMART goal and Educator Plan development.

	Exemplary	Proficient	Needs Improvement	Unsatisfactory
SMART professional practice goal development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SMART student learning goal development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)				

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Q8 Edit Question ▼ Move Copy Delete

8. When you are being evaluated, how confident are you that you understand what counts as evidence, what evidence you should provide, and how this evidence demonstrates your progress toward achieving your goals and your performance against the rubric?

	Very Confident	Somewhat Confident	Not Confident
I understand what evidence I must provide to demonstrate that I am meeting the expectations set in the professional practice rubric.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand what evidence my evaluator must provide in order to determine that I am meeting the expectations set in the professional practice rubric.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand what evidence I must provide in order to demonstrate that I am making progress towards the goals of my educator plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q9 Edit Question ▼ Move Copy Delete

9. When you are evaluating the teachers/caseworkers, how confident are you that you understand what counts as evidence, what evidence you should ask faculty provide, and how to use this evidence to demonstrate their progress toward achieving their goals and their performance against the rubric?

	Very Confident	Somewhat Confident	Not Confident
I understand what evidence teachers/caseworkers I supervise must provide in order to demonstrate they are meeting the expectations set in the professional practice rubric.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand what evidence I as an evaluator must provide in order to determine whether teachers/caseworkers I supervise are meeting the expectations set in the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

professional practice rubric.

I understand what evidence teachers/caseworkers that I supervise must provide in order to demonstrate that they are making progress towards the goals of their Educator Plan(s).

Other (please specify)

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Q10 Edit Question ▼ Move Copy Delete

10. As one being evaluated, how well have you been informed about the timelines and your responsibilities under this evaluation system

	Solid Understanding	Some Understanding	No Understanding	Did Not Receive Information
When I will be evaluated under the new system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Who will evaluate me under the new system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When the work is due to document progress towards attaining the goals of my Educator Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The format I should use to collect evidence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)				

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Q11 Edit Question ▼ Move Copy Delete

11. As the evaluator, how well have you been informed about the timelines and your responsibilities under this new evaluation system?

	Solid Understanding	Some Understanding	No Understanding	Did Not Receive Information
When I must evaluate faculty I supervise under the new system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whom I must evaluate under the new system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When the faculty I supervise should present evidence to me to document their progress towards attaining their professional practice and student learning goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When the faculty I supervise should present evidence to me to document they are meeting the expectations set in the professional practice rubric.

The format the faculty I supervise should use to collect evidence.

Other (please specify)

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Q12 Edit Question ▼ Move Copy Delete

12. SMART goals are meant to focus professional growth, encourage collaboration, and enhance student learning. Have they? From the perspective of an administrator being evaluated, indicate whether you agree with the following statement.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

My collaboration with my colleagues has improved as we worked together to develop and make progress towards attaining our SMART goals.

My collaboration with my supervisor has improved as he/she supported my colleagues and me as we worked together to develop and make progress towards attaining our SMART goals.

My colleagues and I have had adequate time to collaborate on our shared SMART goals.

My SMART goals were viable and attainable; I did not stretch myself too much.

I felt pressured to set my SMART goals too high.

My SMART goals were too easy to reach.

I have sufficient evidence that my students have made progress toward the student learning goals I developed.

My professional growth plan was clear and focused; I have made significant progress towards attaining my SMART goals.

I believe that the goals I

formed for student learning and professional growth have been helpful guides for me in my professional development this year.

Five radio buttons for a Likert scale response.

Other (please specify)

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Q13 Edit Question ▼ Move Copy Delete

13. SMART goals are meant to focus professional growth, encourage collaboration, and enhance student learning. Have they? From the perspective of an evaluator, indicate whether you agree with the following statements.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

The collaboration among the teachers/caseworkers I supervise has improved as they have worked together to develop and make progress toward attaining their SMART goals.

Five radio buttons for a Likert scale response.

The teachers/caseworkers I supervise have made progress towards the student learning goals they developed. The teachers/caseworkers I supervise had adequate time to collaborate on their shared SMART goals.

Five radio buttons for a Likert scale response.

The teachers/caseworkers I supervise set viable and attainable SMART goals that required them to stretch the right amount.

Five radio buttons for a Likert scale response.

The teachers/caseworkers I supervise set SMART goals that required them to stretch too much; they were not viable or attainable.

Five radio buttons for a Likert scale response.

The teachers/caseworkers I supervise have made sufficient progress towards the student learning goals they developed.

Five radio buttons for a Likert scale response.

The professional growth plans of the teachers/caseworkers I supervise were clear and focused; they have made sufficient progress towards attaining their SMART goals.

Five radio buttons for a Likert scale response.

I believe that the SMART goals the teachers/caseworkers I

Five radio buttons for a Likert scale response.

supervise formed for student learning and professional growth have been helpful guides for them in their professional development this year.

Other (please specify)

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Q14 Edit Question ▼ Move Copy Delete

14. With the introduction of the new evaluation instrument, we have replaced most announced, full class observations with short, frequent, unannounced observations. Indicate whether you agree with the following statements about how you have been observed by your evaluator.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

My evaluator has observed me more regularly than in the past.

I have had a follow-up conversation after each observation by my evaluator.

Conversations with my evaluator have been productive.

Written feedback from my evaluator has been concise and clear.

Written feedback from my evaluator has been an accurate representation of the main points of our conversation.

I trust my evaluator when he or she makes an unannounced observation.

Communication between my evaluator and me has improved.

Other (please specify)

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Q15 Edit Question ▼ Move Copy Delete

15. With the introduction of the new evaluation instrument, we have replaced most announced, full class observations with short, frequent, unannounced observations. Indicate whether you agree with the following statements about how you have been observed by your evaluator.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

I have observed teacher/caseworkers I supervise more regularly than in the past.

I have had a follow-up conversation after each observation of the teacher/caseworkers I supervise.

Conversations with teacher/caseworkers I supervise have been productive.

I have been able to provide concise and clear feedback to the teacher/caseworkers I supervise.

The teacher/caseworkers I supervise have become comfortable with unannounced observations, trust me when I observe them and confide in me when we converse after observations.

Communication between the teacher/caseworkers I supervise and me has improved.

Other (please specify)

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Q16 Edit Question ▼ Move Copy Delete

16. Indicate whether you agree with the following statements about the end of the year (EOY) assessment that you received from your supervisor.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

The assessment I received gave me a clear picture of my strengths as an administrator.

The assessment I received gave me a clear picture of areas where I need to improve as an administrator.

The assessment I received will help me to become an improved administrator.

I am concerned that the assessment I received contains inaccuracies about

my performance as an administrator.

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Q17 Edit Question ▼ Move Copy Delete

17. Indicate whether you agree with the following statements about the end of the year (EOY) assessment that you gave the faculty you supervise.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

The assessment format provided me with an opportunity to give a clear picture of the strengths of the teacher/caseworkers I supervise.

The assessment format provided me with an opportunity to give a clear picture of areas where the teachers/caseworkers I supervise need to improve as educators.

The assessments I gave will support the teacher/caseworkers I supervise to become improved educators.

I am concerned that the assessments I gave may contain inaccuracies about the performance of the teacher/caseworkers I supervise.

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Q18 Edit Question ▼ Move Copy Delete

18. How much time and energy do you devote to evaluation this year? Indicate whether you agree with the following statements about your experience as an evaluator.

Strongly Agree Somewhat Agree Neutral Somewhat Disagree Strongly Disagree

I was required to invest much more time, effort and energy in the evaluation process than I was required to in the past.

The time, effort and energy I have spent on the new evaluation process has made it more difficult for me to do other parts of my job.

Overall, I think implementing this new evaluation system has been worth the time, effort and energy spent.



Other (please specify)

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Q19

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*** 19. Please indicate what you have liked, found rewarding or disliked about the new evaluation system.**

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