

August 24, 2023

**AMEND BOARD REPORT 15-0722-EX2**  
**APPROVE A NEW PRINCIPAL PERFORMANCE EVALUATION FORM**  
**FOR USE BY LOCAL SCHOOL COUNCILS**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Board adopt a new Principal Performance Evaluation Form for use by Local School Councils (attached) beginning with the ~~2015-2016~~ 2023-2024 school year. Use of the previous evaluation form adopted by the Board under Board Report ~~02-0925-EX04~~ 15-0722-EX2 shall end with the annual evaluations completed by Local School Councils for the ~~2014-2015~~ 2022-2023 school year and the cumulative evaluations completed by Local School Councils during the ~~2015-2016~~ 2023-2024 school year.

This August 2023 amendment is necessary to replace the key behaviors, indicators, and competency weights with current indicators, component weights, and language aligned to the new school leader performance evaluation rubric.

**DESCRIPTION:** The criteria and measures contained in the attached new principal performance evaluation form are in alignment with the criteria and measures currently in use by the Chief Executive Officer and designees' to evaluate principals as specified in Board Report 13-0123-EX5. The attached form identifies ~~five key competencies~~ four key domains and twenty-eight key behaviors in the Principal Professional Practice portion of the form and the use of school quality rating metrics in the Student Growth and Other Measures portion of the form.

The Chief Executive Officer or designee is authorized to annually make non-substantive updates to the attached form to ensure the form's accuracy and completeness. Such non-substantive updates may include, but are not limited to, revisions to specify new or modified examples of any of the key behaviors enumerated in the Principal Professional Practice portion of the form and also to update any acronym or name referenced on the form to reflect name changes and ensure the form specifies current terminology.

The attached form is in alignment with the factors specified in Section 5/34-2.3 of the Illinois School Code for a Local School Council's evaluation of their principal, namely:

- I. Student academic improvement, as defined by the school improvement plan;
- II. Student absenteeism rates at the school;
- III. Instructional leadership;
- IV. The effective implementation of programs, policies, or strategies to improve student academic achievement;
- V. School management; and
- VI. Any other factors deemed relevant by the local school council, including, without limitation, the principal's communication skills and ability to create and maintain a student-centered learning environment, to develop opportunities for professional development, and to encourage parental involvement and community partnerships to achieve school improvement.

Section 5/34-2.3 of the Illinois School Code requires the Board to adopt the principal performance evaluation form to be used by a Local School Council in the annual evaluation of their principal.

A Local School Council will not issue an annual evaluation to a new principal using the attached form based on less than five school months of performance.

**Approved for Consideration:**

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**Approved as to Legal Form:**

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