



**Department of Human Resources & Teaching & Learning  
IMPROVEMENT PLAN  
2012-13**

**Department Goal:** To successfully implement an effective principal evaluation system by 2013-14 and an effective teacher evaluation system by 2014-15 that is in compliance with Minnesota statute.

**District Key Result:** All students demonstrating academic growth and success  
Efficient and effective operations

**Supporting Data** (evidence of need): The 2011 Legislature enacted laws that establish principal and teacher accountability. Principal accountability requirements apply beginning in the 2013-14 school year, and teacher accountability requirements apply beginning in the 2014-15 school year.

| <b>Measures:</b>               | <b>Targets:</b>   |
|--------------------------------|---|
| 1. Principal Evaluation System | 1. An evaluation system in compliance with MN statute will be in place for the 2013-14 school year. |
| 2. Teacher Evaluation System   | 2. An evaluation system in compliance with MN statute will be in place for the 2014-15 school year. |

| <b>Strategies</b>  | <b>Person(s) Responsible</b>  | <b>Timeline</b>          |
|--|-------------------------------|--------------------------|
| 1. Seek volunteers for principal evaluation subcommittee.  | Pam, Moreen                   | October 2012             |
| 2. Develop the revised principal evaluation system with subcommittee members.                                    | Pam, Moreen, Mark, Matt, Tony | December, January        |
| 3. Seek additional input from the K-12 principals to finalize the principal evaluation system.                   | Pam, Moreen                   | February 2013            |
| 4. Report the finalized principal evaluation system to the school board.   | Pam, Moreen                   | March 2013               |
| 5. Implement the new principal evaluation system.  | Pam                           | July 1, 2013             |
| 6. Establish a district teacher evaluation committee.  | Moreen, Pam                   | November 2012            |
| 7. Hold committee meetings to review legislation, review MDE pilot, and develop local teacher evaluation system. | Moreen, Pam                   | March 2013-February 2014 |
| 8. Report the finalized teacher evaluation system to the school board.   | Moreen, Pam                   | March 2014               |
| 9. Provide necessary training to staff as appropriate.   | Moreen, Pam                   | April 2014 and ongoing   |
| 10. Implement the revised teacher evaluation system.   | Pam, Moreen, Principals       | July 1, 2014             |

*To be completed in July:*

**Accomplished:**    \_\_\_ **Yes**    \_\_\_ **No**    \_\_\_ **In Progress**

**Actual Results:**

**Future Steps:**