

# 4

# Evaluate

## **Create a comprehensive evaluation system for deans.**

Ohio's statewide evaluation systems for evaluating building leaders, teachers, and school counselors are standards-based models designed to foster professional growth in knowledge, skills, and practice. Deans are the only school leaders with a locally developed evaluation system. Through the PROUD grant, the dean evaluation process is being improved to include student growth data and will be modeled after the other state evaluation systems to provide formative feedback and directly link to TPS mentoring and support systems.

## **Year 1 Key Programs and Activities**

### **New Performance Evaluation for Deans**

The grant team met with deans, principals, and district administrators to design a new dean evaluation modeled after the Ohio Principal and Counselor evaluation systems. Professional Growth Plans are a new part of the dean evaluation, and deans in Opportunity Zone (OZ) schools piloted the growth plan during the 2020-21 school year. In addition, TPS created a Dean Performance Evaluation Rubric that defines performance standards and identifies indicators for different levels of performance. The Dean Evaluation Form has also been updated to align with the new rubric. Deans have received training on the new evaluation system. Beginning in the 2021-22 school year, all deans will complete a Professional Growth Plan and be evaluated under the new system.

### **Performance Evaluation Software**

Through the purchase of evaluation software, the district is migrating to digital forms for all employee evaluations. The new system will streamline evaluation processes by eliminating the need to print evaluation forms and sending automated system reminders. TPS can also use this system to aggregate and disaggregate evaluation data to identify professional development needs.

## **Strategy 4 Highlights**



**100% of deans**  
created a professional  
growth plan for  
2021-22 school year



**Defined 5 Dean**  
performance  
standards



**Digitized 15**  
evaluation forms