

# Arkansas Superintendent Evaluation System Overview

## History

During the 87th General Assembly, the Arkansas State Legislature passed Act 222 of 2009, Arkansas Code Annotated 6-1-400 Et. Seq. that states:

The purpose of the School Leadership Coordinating Council is to serve as a central body to coordinate the leadership development system efforts across the state; assist the Department of Education, the Department of Higher Education, the Department of Workforce Education, the Arkansas Leadership Academy, and other leadership and school support efforts; and to aid in the development of model evaluation tools for use in the evaluation of school administrators.

In 2010 a Task Force was convened to develop a principals' evaluation system. The principals' evaluation system was piloted by ten school districts for two years in 2011-2012, 2012-2013. The system was renamed Leader Excellence and Development System (LEADS) in June 2013. LEADS was mandated by the State Board of Education through the promulgation of rules and regulations as a state-wide pilot for 2013-2014 with full implementation being in 2014-2015.

With LEADS in the implementation phase, a state-wide Superintendents' Evaluation System Task Force officially convened on October 28, 2013. The members of the Task Force represented all educational associations throughout Arkansas. To begin their work the Superintendents' Evaluation System Task Force established a vision and purpose:

## Vision

The Arkansas Superintendent Evaluation System stimulates consistent, transformative district leaders who foster a culture of continuous learning, support successful school leadership, inspire effective teaching practices, and produce college and career ready students.

## Purpose

The purpose of the Arkansas Superintendent Evaluation System is to:

- Provide a cohesive process that guides superintendents as they improve their effectiveness as district leaders who ensure the improvement of teaching and learning.
- Provide the board with an **effective, useful instrument** to conduct an annual evaluation.
- Assist the superintendent to **grow professionally**.
- Support an **instructional improvement and reflection** model.
- Incorporate **intervention tools** for districts to ensure high academic and fiscal practices through a superintendent's **accountability** system.
- Support **collaboration** between board and superintendent regarding superintendent/board/district growth.
- Create **alignment** between superintendent, leader, and teacher evaluation systems to develop **equity, credibility, and consistency** between systems.
- Prompt districts to develop **strategic plans for long-range goals** for the district.

## **Structure**

In the past, School Boards were required to evaluate superintendents, but many of the terms, timelines, and protocols for the evaluation were negotiated into superintendent's contracts of employment. As a result, there were inconsistencies in the manner in which districts address superintendents' evaluations throughout Arkansas.

To provide a consistent and clear picture of effective leadership for all Arkansas superintendents, the Superintendents' Evaluation System Task Force established a framework that is designed to align with the State-adopted Interstate School Leaders' Licensure Consortium (ISLLC) Standards. These standards were adopted by the National Policy Board for Educational Administration (NPBEA) and are used as the framework for leadership development throughout Arkansas. The Arkansas Superintendent Evaluation System is designed to incorporate the six major ISLLC standards supported by thirty-four functions. Descriptors defining levels of performance and supporting components have been added with credit given to the Superintendents' Evaluation System Task Force and the work of Dr. Connie Kamm from Kamm Solutions. In addition, with the ISLLC standards currently under revision, the 2014 version of the ISLLC standards and functions have been analyzed and incorporated into Arkansas Superintendents' Evaluation System.

Superintendent evaluation will be piloted beginning January 2015. The feedback from the superintendents in the pilot group will be incorporated to guide future system development.