

2012-13 School Leader IMPACT: BOY Performance Conversations with Principals

PURPOSE

This document provides key reminders for your Beginning-of-Year (BOY) performance conversations with your principals. Holding these conversations at the beginning of the school year will provide a time to reflect on last year's performance and agree on the necessary steps that each principal should take to achieve the student achievement goals set with the chancellor.

KEY OBJECTIVES

Specifically, the key objectives of each performance conversation are to:

- Review your principal's data from the End-of-Year IMPACT report from last year
- Discuss the principal's strengths and areas of growth and identify specific developmental strategies that will help the principal improve student achievement and leadership practices during this school year
- Clarify performance expectations based on the principal LF rubric and answer lingering questions, as needed

SUGGESTED ACTION STEPS

Preparation for the Conversation	<ul style="list-style-type: none"> • Gather the following materials for the conversation: <ul style="list-style-type: none"> – Your principal's 2011-12 EOY IMPACT report – Notes from each chancellor goal setting session – 2012-13 School Leader IMPACT guidebook, particularly the principal LF rubric – Other notes on the individual principal's performance • Review the materials above to refresh your memory about the individual principal's 2011-12 performance and 2012-13 goals • Ask the principal to review his/her EOY IMPACT report (which can be downloaded from the IMPACT database) and the chancellor goals, and reflect on his/her strengths and growth areas
During the Conversation	<ul style="list-style-type: none"> • Reflect on last year's performance by reviewing your principal's student achievement and leadership outcomes data • Revisit 2012-13 chancellor goals and discuss specific challenges or barriers that your principal anticipates in meeting the goals • Discuss your principal's two key strengths and growth areas based on the Leadership Framework, and probe for specific examples • Identify specific developmental strategies and action plan, which may include attending one or more of the DCPS-sponsored Leadership Development series
After the Conversation	<ul style="list-style-type: none"> • Ask your principal to validate the chancellor goals in the IMPACT database by November 9, 2012 • Check in on your principal's progress against the chancellor goals by reviewing the various performance indicators throughout the school year