

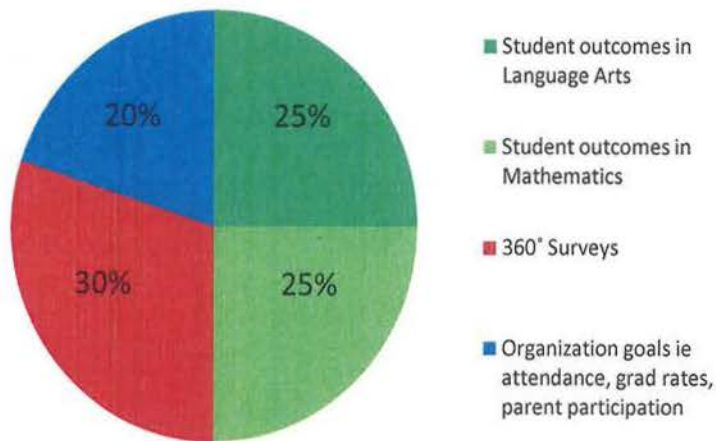
**OFFICE OF EDUCATIONAL ACCOUNTABILITY**  
**Summary of State Board of Education Agenda Items**  
**April 18-19, 2013**

**OFFICE OF EDUCATIONAL ACCOUNTABILITY**

33. Approval of the Mississippi Principal Evaluation System as the statewide principal performance appraisal system and requiring school districts to implement the system by July 1, 2013

Executive Summary: The Mississippi Principal Evaluation System is an assessment of principal performance. Unlike previous Mississippi administrative assessments that were based almost completely on subjective opinions, the Mississippi Principal Evaluation System (MPES) is 70% linked directly to student performance. The remaining 30% is computed from a 360° survey completed by teachers in the building and the immediate supervisor of the principal.

**Mississippi Principal Evaluation System**



The 70% student performance component is divided four ways:

- 25% Language Arts
- 25% Mathematics
- 10% 1<sup>st</sup> Organizational Goal
- 10% 2<sup>nd</sup> Organizational Goal

Superintendents and principals should examine current student performance as exhibited on statewide assessments. Based on the examination of current student performance, appropriate goals should be set and quantified.

Example:

Magnolia Middle School has 30% of their students scoring below proficient in language arts:

Minimal	Basic	Proficient	Advanced
10%	20%	60%	10%

The goal is to improve the number of students scoring proficient or above to at least 74% and quantified as follows:

75% ----- 4 (distinguished)  
74% ----- 3 (proficient)  
71-73% ----- 2 (emerging)  
70% and lower ----- 1 (unsatisfactory)

The same example could be used to show goals in mathematics.

Organizational goals are goals that the superintendent determines improves the school, are measureable, and can be quantified.

Example:

Graduation rate  
Teacher absenteeism  
Biology I or U.S History  
Quality Distribution Index  
Discipline

The remaining 30% of the formula is subjective based on a survey conducted with teachers and the superintendent. Questions on the survey are linked to nationally recognized and accepted school leader behaviors.

Example:

The principal in the school in which I teach conducts and participates in grade level or subject area meetings.

School districts are required to implement the Mississippi Principal Evaluation System by July 1, 2013 utilizing the forms developed by the Mississippi Department of Education.

Recommendation: Approval