

**Rhode Island Model  
Evaluation & Support System**



**Building Administrator**

# *A Differentiated Evaluation Model for Building Administrators (BAs)*

**RI Association of School Principals (RIASP)  
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**RIDE** Rhode Island  
Department  
of Education

Attract

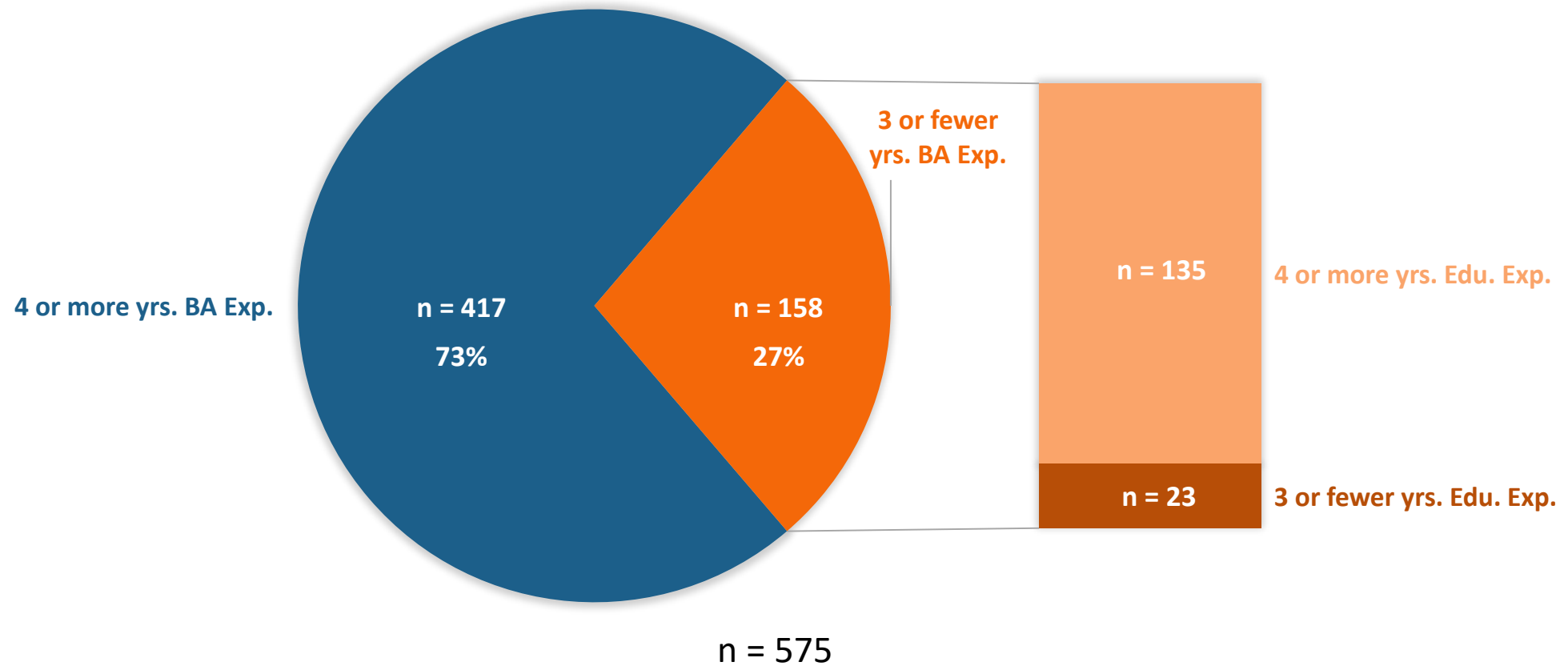
Prepare

Recruit  
& Hire

Support  
& Grow

Retain

# 2018-19 BA Certificates in Use



# Overview

Superintendents may now evaluate experienced building administrators (BAs) through a differentiated, multi-year cycle

The system includes “informal” and “formal” years of activities that are designed to personalize BA’s evaluation experiences

Goals, including SLO(s)/SOO and PGGs can span multiple years and include benchmarks

# Overview Continued

BAs can now use an SOO in place of one SLO as part of the Student Learning Component (30%)

An SOO for a BA is focused on the specific systems, structures, and programs that BAs provide to their schools that lead to a direct impact on student learning

# Considerations for Implementation

## **Superintendents will determine which BAs are eligible:**

- New BAs and experienced BAs new to a district should be formally evaluated for at least two consecutive years before meeting local eligibility criteria for the multi-year cycle
- District leaders should develop eligibility criteria for BAs that align with local contract language and policies

# Considerations for Implementation

## **Superintendents will determine which BAs are eligible:**

- If a BA earns a rating of *Developing* or *Ineffective* in a formal evaluation year, they are ineligible for an informal evaluation year; in addition they will need a PIP the following year
- Superintendents maintain the right to formally evaluate BAs annually

# Differentiated Process Over Two Years

## Informal Year – Year 1

Self-assessment (optional)  
\*SLOs/SOO  
\*PGG  
BOY Conference  
At least one site visit  
MOY Conference (optional)  
\*Professional Responsibilities  
EOY Conference

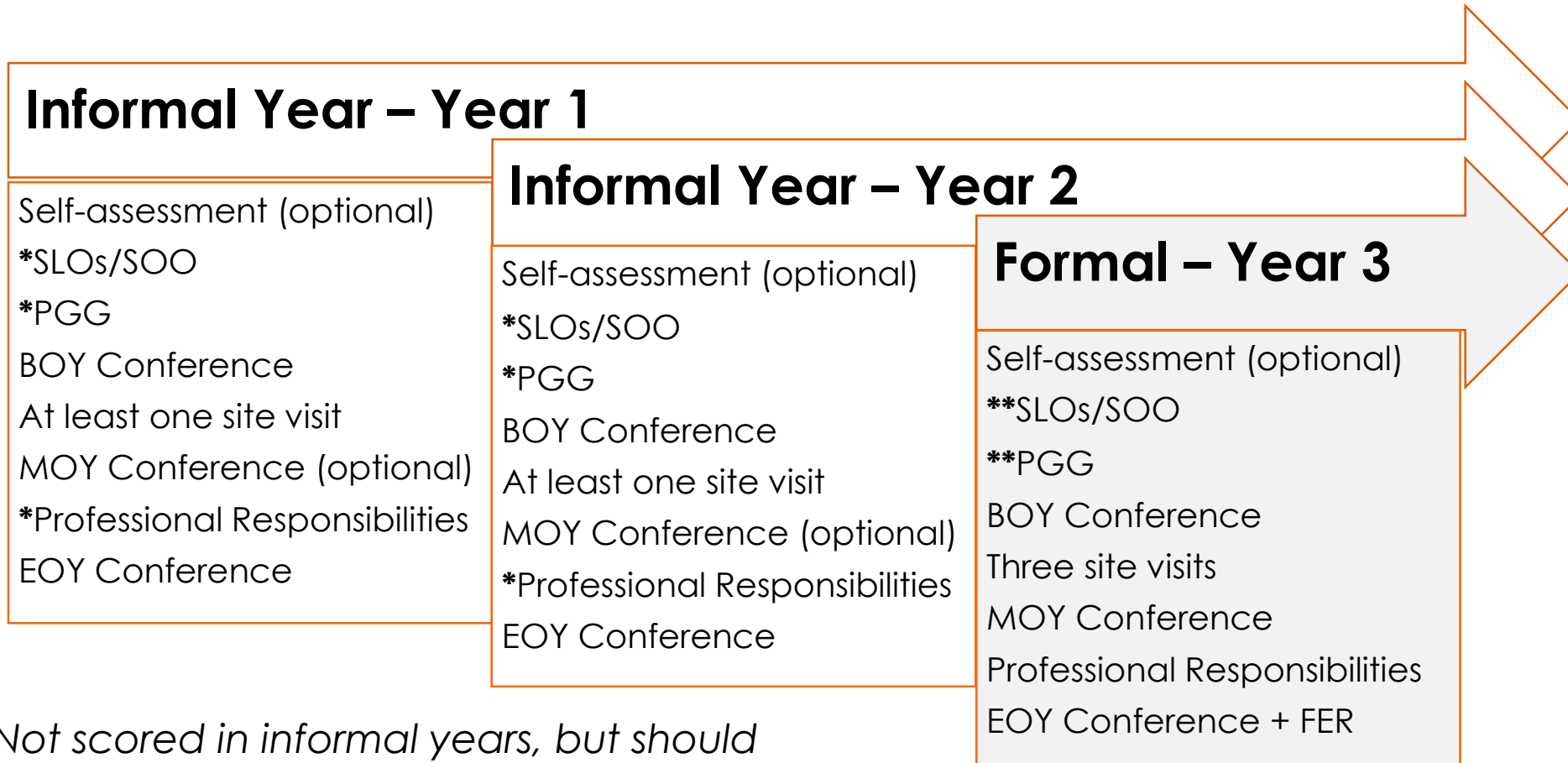
*\*Not scored in an informal year, but should be used to provide feedback for the formal year*

## Formal Year – Year 2

Self-assessment (optional)  
\*\*SLOs/SOO  
\*\*PGG  
BOY Conference  
Three site visits  
MOY Conference  
Professional Responsibilities  
EOY Conference + FER

*\*\*New goal, or same as previous year with new benchmarks and scored*

# Differentiated Process Over Three Years



*\*Not scored in informal years, but should be used to provide feedback for the formal year*

*\*\*New goal, or same as previous years with new benchmarks and scored*



# Activity

Using the one-pager provided as an additional resource, please discuss the following questions with your team/partner principal:

1. What opportunities are offered through the new multi-year evaluation cycle?
2. Would the multi-year cycle change the way you approach setting your PGG? Setting your SLOs/SOO? Explain.
3. What concerns do you have about this differentiated cycle?
4. What questions do you still have?

# Resources

RIDE website: <http://www.ride.ri.gov/>  
Evaluation email: [EdEval@ride.ri.gov](mailto:EdEval@ride.ri.gov)

[Steven.labounty-mcnair@ride.ri.gov](mailto:Steven.labounty-mcnair@ride.ri.gov) 222-8174  
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