



SHERRI HERBST

Director of State and Academic Programs

1201 Main Street, Suite 300, Columbia, SC 29201

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**ANNOUNCEMENT TO CHARTER SCHOOLS AUTHORIZED BY
THE CHARTER INSTITUTE AT ERSKINE
Board Instrument for School Leader / Principal Evaluation**

Through the charter application, MOU, and or the supervisory relationship with the sponsor, charter schools must establish how they evaluate employees including the School Leader or Principal. Charter sponsors have discretion over how much of this flexibility they pass along to schools they sponsor.

Charter schools may choose to use the State principal evaluation model (PADEPP) or another model of their choosing to evaluate the School Leader or Principal as long as their evaluation model is in line with their charter application and agreements with their sponsor.

Each Charter School is unique, and The Charter Institute at Erskine has developed a Framework to measure the effectiveness of each Charter School. The Charter Institute recommends that each Charter School Board of Directors (BOD) review this Framework, decide to which specific elements of the framework the BOD will hold the School Leader or Principal accountable, and decide how to measure the effectiveness of the School Leader or Principal in meeting the BOD expectations for those elements. The State of South Carolina is one of the first in the Country to implement a researched based tool for assisting, developing, and evaluating principal performance (PADEPP). The research-based tool is a great tool to couple with the first of its kind Institute framework, the Institute Charter School Student Success Profile (SSP) when BODs consider tools for evaluating School Leaders / Principals.

Tools to consider when developing your Board Instrument for School Leader / Principal Evaluation:

[South Carolina PADEPP template](#)

[Institute Student Success Profile](#)

Next Steps by November 25, 2019

Requirements will be posted in Let's Work Smart.

Each Institute Charter School should provide the Charter Institute at Erskine with the following by November 25, 2019:

1. A copy of the instrument used to measure the effectiveness of the School leader or Principal
2. A description of how the instrument is administered and used for School Leader or Principal professional development
3. Identification of standards and criteria of the instrument
4. If/how the instrument aligns with South Carolina PADEPP and/or SSP standards
5. Description of how reliability of the instrument was estimated/evaluated