

## HCS EVALUATION PROCESS - ADMINISTRATORS

- I. The administrator evaluation is based on professional growth goals developed to support student learning and teacher effectiveness.

Administrators must develop three (3) to five (5) GRASP goals a year. They are reviewed at semester time and a summative evaluation is completed at the end of the school year.

- II. GRASP GOALS – Must be based on the following seven (7) standards:

- 1) Instructional Leadership
- 2) School Climate
- 3) Human Resources Leadership
- 4) Organizational Management
- 5) Communications and Community Relations
- 6) Professionalism
- 7) Student Achievement

- III. DEFINITION – “GRASP” GOAL

G: Goal

R: Rationale for goal

A: Accountability/Assessments to be used to support the success of a goal.  
(Student growth data for the school and the district will be the focus of all GRASP Goals starting in 2015/2016 to meet evaluation expectations.)

S: Specific Strategies that will be used to accomplish the goal.

P: Plan of implementation of strategies to accomplish the goal.