Evaluating Heads of School

Montessori Leadership and the Control-of-Error
Assessment vs. & Evaluation
Head of School Evaluation Cycle

- Ongoing process throughout the year.
- Setting compensation is connected, but not the same.
Who contributes?

- Self
- Board/owner
- Staff
- Parents
- Children
Surveys
Control of Error
Standards

- Mission, Vision, Values
- Ethics and Professional Norms
- Equity and Cultural Responsiveness
- Curriculum, Instruction and assessment
- Community of Care and Support for Students
- Professional Capacity of School Personnel
- Professional Community of Teachers and Staff
- Meaningful Engagement of Families and Community
- Operations and Management
- School Improvement
Indicators

- Student Development
- School Climate
- Staff and Family Retention
- Financials
Standards and Indicators

- Mission, Vision, Values
- Ethics and Professional Norms
- Equity and Cultural Responsiveness
- Curriculum, Instruction and Assessment
- Community of Care and Support for Students
- Professional Capacity of School Personnel
- Professional Community of Teachers and Staff
- Meaningful Engagement of Families and Community
- Operations and Management
- School Improvement
Control of Error – Child Development
Control of Error - Climate

- Physical Environment
- Teaching and Learning
- Morale
- Relationships
- Parent Engagement and Support
- Safety*
- Emotional Environment*
- Administrative Support*
Control of Error - Retention

Students

Staff
Control of Error - Budget

SUSTAINABILITY

INVESTMENT, GROWTH, RISK, ECONOMY, ETC.

IT’S A PLAN – FOLLOW IT
Questions &
Take-aways
Resources


• Climate Survey - https://www.state.nj.us/education/students/safety/behavior/njscs/

• Head Search and Evaluation Services – www.metroconsultingservices.com 301-273-4318