

OSPI has released changes for the evaluation of administrators who utilize the TPEP process and our district has been in the process of implementing these changes. As a district, we recognize that this is a school year unlike any other and want to ensure that the evaluation process is as streamlined as possible. We fully recognize the inherent challenges of effective instructional leadership while still maintaining our shared focus of providing support for continued growth. The following are changes for the 2021-2022 school year:

Comprehensive (Full - first year or by assignment):

- Use the traditional Comprehensive process OR determine at least two criteria to be formally scored using evidence provided during the 2021–22 school year.
- Remaining criterion, included non-selected student growth, to be scored “Basic” as default score unless, for Year 2 or 3 educators, there is a criterion score from a previous Comprehensive evaluation that can be assigned. Districts are encouraged to note the use of “default scores due to the circumstances of the COVID-19 pandemic” where applicable.
- If adequate evidence that clearly indicates Proficient practice is provided for default criteria, evaluator may override the Basic score.

\*Note: Principals with two or more years of successful performance in another Washington state district or another state who are in their first year of serving as an administrator in a new district can use the traditional Comprehensive process OR use process identified in the three bullets above.

Modified Comprehensive Evaluation: (Principals in years two or beyond with supervisor agreement or those who have completed their 5 yr. Cycle of focused evaluations and are schedule for comprehensive this year):

- Two criteria will be formally scored using evidence provided during the 2021–22 school year. Remaining six criteria to be scored by assigning score received in most recent Comprehensive evaluation.
- Determination of the two criteria may be made according to the current process for choosing criterion for Focused evaluation, which must include approval by the principal’s evaluator, per WAC 392- 191A-120 and 392-191A-210.
- Principal can be moved to the regular Comprehensive cycle (all 8 criteria) if notified in writing by December 15.
- Administrators on the modified comprehensive evaluation will choose their student growth goal from criterion 3, 5, or 8.

Focused Evaluation: Proceed with regular focused evaluation process.

Student Growth

Rubrics for student growth can be found at [OSPI Student Growth](#)

Additional Resources:

[TPEP Guidance FAQs for 2021-2022](#) Published 11/1/2021

[OSPI Bulletin 082-21](#) Published 10/29/21