Measuring the Effectiveness of Wisconsin Principals: 
A Study of Wisconsin Framework for Principal Leadership 
Ratings 
UW Milwaukee Summary Report

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Issue

In 2011, Wisconsin passed Act 166, which required the state Department of Public Instruction (DPI) to develop an Educator Effectiveness (EE) system and school districts to implement principal and teacher evaluation systems based on the state EE System. As part of the EE process, districts are required to provide ongoing, formal feedback to principals about their practice using a standard process and leadership rubric. DPI developed the Wisconsin Framework for Principal Leadership (WFPL) to inform this process. It is not clear however, to what extent these ratings accurately measure principal effectiveness.

Study

The study presents the Wisconsin Framework for Principal Leadership (WFPL) ratings of 322 Wisconsin principals from the 2016-17 school year. Ratings were then compared to the results of teacher surveys from 162 of these schools. This was done to determine how consistent WFPL ratings were to teacher perceptions of principal effectiveness across and number of areas.

Findings

- There was little variability in principal effectiveness ratings, with most principals rated as Proficient.
- Domain and component ratings of the WFPL were found to be related to each other as expected, suggesting that, together, they can be used to measure the overall effectiveness of principals.
- Teachers in schools where their principal was rated as more effective according to the WFPL, also rated their principal as a more effective leader, had more trust in their principal, felt that their principal was more qualified to provide them feedback on their
instructional practice, and felt that the feedback they provided was better and more accurate.

Conclusions

- These findings provide evidence that Wisconsin Educator Effectiveness administrator ratings reflect important aspects of principal effectiveness and leadership.
- DPI has created a process for measuring school leadership that accurately captures the experiences of educators in schools.

The full report, and other EE reports, can be found on our website at www.uwm.edu/sreed

For more information about this study or about the state-wide evaluation of Wisconsin Educator Effectiveness, please contact Curtis Jones at jones554@uwm.edu