A STUDY OF THE EVALUATION PROCESS OF LUTHERAN HIGH SCHOOL ADMINISTRATORS AND THEIR PERCEPTIONS REGARDING THE EVALUATION PROCESS

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ABSTRACT

This qualitative study focused on administrative evaluations in Lutheran high schools that belong to the Association of Lutheran Secondary Schools. While many studies have been completed regarding teacher evaluations, there are few studies focused on the evaluation of principals. This research focused on the frequency, tools, processes and administrator’s perceptions of their evaluations. It also explored the use of standards focused on the concept of Lutheran level 5 leaders, a synthesis of Jim Collin’s level 5 leader, Biblical principles and Robert Greenleaf’s servant leadership.

The study showed 62% of Lutheran high school administrators were evaluated in the 2008-2009 school year. Each evaluation included some measure of Lutheran level 5 leadership. A study of administrative perceptions on why evaluations occur found evaluations were for accountability and professional growth. Documents collected showed a consistent use of checklists handed out to various constituents in a 360 degree model.