

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

ADMINISTRATOR PERFORMANCE APPRAISAL – SUMMATIVE EVALUATION REPORT

NAME: _____ SOCIAL SECURITY NO.: _____

POSITION: _____ SCHOOL/DEPARTMENT: _____

EVALUATOR: _____ DATE OF REVIEW: _____

APPRAISAL PERIOD: DATE FROM _____ DATE TO _____

DIRECTIONS

The following statements describe the administrator who achieves success. Based on cumulative performance information, the evaluator estimates the administrator’s effectiveness in meeting each criterion. Rate each criterion using the scale below that most closely describes the administrator’s attainment of that criterion. For each domain, a comment area is provided for general statements and/or recommendations.

Rating scale	E Exceeds expectations	Performance exceeds expectations
	P Proficient	Performance meets expectations
	I Needs Improvement	Performance does not meet expectations
	N/A Not applicable	Performance is not expected

Directions: Use the above descriptions to rate each performance area. Determine the overall job performance by reviewing all ratings. Supporting comments must be given for a rating of (E) exceeds expectations or (I) needs improvement.

DOMAINS	RATING SCALE	PERFORMANCE CRITERIA (Refer to example criteria and/or use job description for each administrative position.)	COMMENTS
I. SCHOOL CLIMATE	_____ _____ _____ _____	1. Employs collaborative decision making processes, fosters and promotes collegiality and team building. 2. Communicates and supports expectations that are consistent with district objectives. 3. Deals consistently and equitably with all personnel. 4. Demonstrates high expectations and high regard for community, district, schools, staff, and students in an enabling, non-threatening way.	

DOMAINS	RATING SCALE	<p align="center">PERFORMANCE CRITERIA (Refer to example criteria and/or use job description for each administrative position.)</p>	<p align="center">COMMENTS</p>
<p align="center">II. SCHOOL DISTRICT IMPROVEMENT</p>	<p align="center"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p>	<ol style="list-style-type: none"> 1. Assesses and responds to needs related to one's job responsibilities. 2. Helps clarify and pursue a common vision for school improvement. 3. Contributes to the recommendation of sound policies directed toward improvement. 4. Focuses one's area of responsibility towards accomplishing the district's mission and goals. 5. Develops and/or maintains, and uses appropriate information systems and records required for attainment of district goals and overall improvement efforts. 	
<p align="center">III. INSTRUCTIONAL MANAGEMENT</p>	<p align="center"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p>	<ol style="list-style-type: none"> 1. Ensures that program operations are supportive of the instructional goals of the district. 2. Uses evidence of program outcomes for corrective action and improvement, as well as for recognition of success. 3. Familiarizes oneself with the district's curricula and instructional implementation strategies and articulates the specific ways in which one's area of responsibility supports instruction. 4. Provides appropriate time, resources, and materials to support staff in accomplishing educational goals. 	
<p align="center">IV. PERSONNEL MANAGEMENT</p>	<p align="center"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p>	<ol style="list-style-type: none"> 1. Demonstrates a clear understanding of the respective roles of the board, superintendent, and staff. 2. Prepares, reviews, and revises job descriptions in one's area of responsibility. 3. Coordinates or supports effectively the district's program of employee evaluation. 4. Complies with applicable personnel policies, statutes, and rules (e.g., EEO, Title IX, Fair Labor Standards Act). 	
<p align="center">V. ADMINISTRATION AND FISCAL/FACILITIES MANAGEMENT</p>	<p align="center"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p>	<ol style="list-style-type: none"> 1. Directs and manages district programs. 2. Obtains broad-based input for the identification, review, and analysis of resource, facility, and equipment needs. 3. Compiles reasonable budgets and cost estimates based upon documented program needs and demonstrates responsible fiscal control. 4. Implements the policies established by federal and state law, State Board of Education rule, and the local board policy in the area(s) supervised. 5. Reports to one's supervisor on the status of performance and out-comes related to one's responsibilities. 	

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VI. STUDENT MANAGEMENT	<p align="center"> _____ _____ _____ </p>	<ol style="list-style-type: none"> 1. Demonstrates support for the district’s student management policies and expected student behavior related to programs. 2. Encourages and promotes a district, school, and classroom management policy that ensures harmony. 	
VII. PROFESSIONAL GROWTH AND DEVELOPMENT	<p align="center"> _____ _____ _____ </p>	<ol style="list-style-type: none"> 1. Takes the initiative to develop needed professional skill appropriate to job assignments. 2. Demonstrates behavior that is professional, ethical, and responsible and serves as a role model for all district staff. 3. Disseminates ideas and information to other professionals; provides leadership in addressing the challenges facing the profession. 	
VIII. SCHOOL/ COMMUNITY	<p align="center"> _____ _____ </p>	<ol style="list-style-type: none"> 1. Demonstrates awareness of district community needs and initiates activities to meet those identified needs. 2. Assists in planning the district’s agenda and shares that agenda with the community; organizes and shares (with community) the philosophy, culture, and climate of the school district; implements and share (with community) the district’s goals, programs, and out-comes. 	

ADMINISTRATOR'S COMMENTS – May include statements as to disagreement with any of the criterion ratings.

Recommendation of Evaluator: _____ **Renewal and/or Extension of Contract**
 _____ **Non-renewal of Contract**
 _____ **Termination of Contract**
 _____ **Non-extension of Contract**

I have read and received a copy of this evaluation. This instrument has been reviewed by me.

Administrator's Signature

Date

Evaluator's Signature

Date