Williamston Community Schools

Central Office Administrator Evaluation Model

As of July 2024

Central Office Evaluation

Planning Worksheet

As of July 2024

Administrator: _____   Date: _____

Evaluator: _____

District and School Goals (20%):

Board Goal	School Evidence & Progress/Growth	Rubric
1. Provide High Quality, Individualized Educational Experiences for All Students		**Effective:** Meets or exceeds established annual school process and program improvement targets based on the school's improvement plan **Developing:** Shows improvement on identified school process and program improvement targets based on the school's improvement plan **Needing Support:** Improvement not made based on the school's improvement plan
2. Maintain a Fund Balance Sufficient to Sustain Cash Flows		**Effective:** Meets or exceeds established annual school process and program improvement targets based on the school's improvement plan

Without Borrowing from the State		**Developing:** Shows improvement on identified school process and program improvement targets based on the school's improvement plan **Needing Support:** Improvement not made based on the school's improvement plan
3. Sustain Communication with Students, Parents, Staff, and Community		**Effective:** Meets or exceeds established annual school process and program improvement targets based on the school's improvement plan **Developing:** Shows improvement on identified school process and program improvement targets based on the school's improvement plan **Needing Support:** Improvement not made based on the school's improvement plan
4. Improve District Infrastructure and the Safety and Security of all Schools and Facilities		**Effective:** Meets or exceeds established annual school process and program improvement targets based on the school's improvement plan **Developing:** Shows improvement on identified school process and program improvement targets based on the school's improvement plan **Needing Support:** Improvement not made based on the school's improvement plan
		Effective: Meets or exceeds established annual school process and program

5. Implement a Common, Evidence-Based Grading System		improvement targets based on the school's improvement plan **Developing:** Shows improvement on identified school process and program improvement targets based on the school's improvement plan **Needing Support:** Improvement not made based on the school's improvement plan

Student Growth (20%):

Student Growth Measure	Effective	Developing	Needing Support
Average (mode) Teacher Student Learning Objective (SLO) Rating* Goal = The average (mode) SLO rating is "effective" per the SLO Reflection Rubric *Each teacher will have one (1) required SLO but can optionally create a second*	The average (mode) teacher SLO rating is "Effective" per the SLO Reflection Rubric	The average (mode) teacher SLO rating is "Developing" per the SLO Reflection Rubric	The average (mode) teacher SLO rating is "Needing Support" per the SLO Reflection Rubric
Aggregate Student Growth Percentile (State Assessment) Goal = The aggregate mean Student Growth Percentile for combined Math and ELA is between a 20-40% average for the last three years of state assessment data as reported via the SGP Multi-Year Rating Report	Meets or exceeds the established goal of a 20-40% aggregate median SGP average per the SGP Multi-Year Rating Report	Does not meet the established goal of a 20-40% aggregate median SGP average per the SGP Multi-Year Rating Report but is above 10%	Does not meet the established goal of a 20-40% aggregate median SGP average per the SGP Multi-Year Rating Report and is below 10%

Signature (Administrator): _____ Date: _____

Signature (Superintendent): _____ Date: _____

Williamston Community Schools
Central Office Evaluation Worksheet
As of July 2024

Effective:	100 - 70
Developing:	69 - 50
Needing Support:	49 - 0

Administrator Name: _____

District and School Goals	Effective	Developing	Needing Support	Points
Board Goal 1: Provide High Quality, Individualized Educational Experiences for All Students	4	2.4	0	
Board Goal 2: Maintain Fiscal Stability	4	2.4	0	
Board Goal 3: Sustain Communication	4	2.4	0	
Board Goal 4: Improve Infrastructure and School Safety and Security	4	2.4	0	
Board Goal 5: Implement a Common, Evidence-Based Grading System	4	2.4	0	
District and School Goals Subtotal:	20	12	0	0
School ADvance Administrator Evaluation System	Effective	Developing	Needing Support	Points
Vision for Learning and Achievement Factors				
2.1: Mission and Vision Characteristics	2	1.2	0	
2.2: Goals and Expectations Characteristics	2	1.2	0	
Cultural Factors				
2.3: Values, Beliefs, Principles, and Diversity Characteristics	2	1.2	0	
2.4: Language, Traditions, Celebrations, and Stories Characteristics	2	1.2	0	
Leadership Behavior Factors				
2.5: Informed Characteristics	2	1.2	0	
2.6: Strategic and Systemic Characteristics	2	1.2	0	
2.7: Fair, Legal, Honest, and Ethical Characteristics	2	1.2	0	
2.8: Adaptive and Resilient Characteristics	2	1.2	0	
High Quality and Reliability Instructional Program Factors				
3.1: Guaranteed and Viable Curriculum Characteristics	2	1.2	0	
3.2: Research Based and Differentiated Instruction Characteristics	2	1.2	0	
3.3: Standards Based Assessment and Feedback Characteristics	2	1.2	0	
3.4: Technology to Expand Learning Opportunity Characteristics	2	1.2	0	
Safe, Effective, Efficient School Operations Factors				
3.5: Policies and Laws Characteristics	2	1.2	0	
3.6: Systems, Processes, and Programs Characteristics	2	1.2	0	
3.7: Fiscal and Material Resource Management Characteristics	2	1.2	0	
3.8: Human Resource Management Characteristics	2	1.2	0	
3.9: Non-instructional Technology Characteristics	2	1.2	0	
Community Building Factors				
4.1: Board Relations Characteristics	2	1.2	0	
4.2: Leadership Team Relations Characteristics	2	1.2	0	
4.3: Internal and External Stakeholder Relations Characteristics	2	1.2	0	
4.4: Communications and Media Relations Characteristics	2	1.2	0	
School and District Improvement Factors				
4.5: Collaborative Inquiry Characteristics	2	1.2	0	
4.5: Systemic Use of Multiple Data Source Characteristics	2	1.2	0	
4.6: Data Systems Characteristics	2	1.2	0	
4.7: Aligned Improvement, Monitoring, and Reporting Characteristics	2	1.2	0	
Human Capacity Factors				
5.1: Professional Learning Characteristics	2	1.2	0	
5.2: Leadership Development Characteristics	2	1.2	0	
5.3: Adaptation and Innovation Characteristics	2	1.2	0	
5.4: Performance Evaluation Characteristics	2	1.2	0	
Contextual and Political Factors				
5.5: Contextual and Political Awareness	1	0.6	0	
5.6: Education and Advocacy	1	0.6	0	
ADvance Rubric Subtotals:	60	36	0	0
Student Growth Measurements	Effective	Developing	Needing Support	Points
Average (mode) Teacher Student Learning Objective (SLO) Rating	10	6	0	
Aggregate Student Growth Percentile (State Assessment)	10	6	0	
Student Growth Subtotal	20	12	0	0
Total				0

Administrator Signature: _____

Superintendent Signature: _____

Date: _____