ZTEP Evaluation Details for ZCS Administrators

	CATEGORY/WEIGHTS FOR SUMMATIVE EVALUATION	RUBRIC TO USE FOR EVALUATION and weight % of Domains	SLO GUIDELINES	OTHER NOTES (i.e. Observations, etc.)
Superintendent	Rubric-50% A-F Grade-30% (average of all district school grades) Admin SLOs-20%	IAPSS/ISBA rubric (all domains weight evenly)	2 measurable goals to improve student learning	Primary Evaluator will be School Board of Trustees for superintendent using procedures from IAPSS/ISBA.
Central Office Administrator	Rubric-50% A-F Grade-30% (average of all district school grades) Admin SLOs-20%	LTEP Central Office rubric	2 measurable goals to improve student learning	Primary Evaluator will be Superintendent
Principals and	Rubric-50% SWL (A-F Grade)-30% Admin SLOs-20%	LTEP Principal Effectiveness Rubric (all domains weight evenly)	2 measurable goals, set collaboratively with evaluator, school or district based, based on student data, can be growth or achievement, can be whole-school or subgroup populations	Primary Evaluator for principals will be superintendent,
Assistant Principals/High School Dean	Rubric-50% SWL (A-F Grade)-30% Admin SLOs-20%	LTEP Assistant Principal Effectiveness Rubric (all domains weight evenly)	2 measurable goals, set collaboratively with evaluator, school or district based, based on student data, can be growth or achievement, can be whole-school or subgroup populations	Primary Evaluator for assistant principals will be principals