Summative Principal Evaluation

Employee: _____ **Date of Conference:** _____

School(s): _____ **Evaluator:** _____

Please note: All Components are Required

Final Summative Rating of Professional Practice

U: Unsatisfactory **B:** Basic **P:** Proficient **E:** Exemplary

	Domain 1: Focus on Student Achievement	**U**	**B**	**P**	**E**
1A	Clear and measurable goals are established *(Required)*	☐	☐	☐	☐
1B	Data analyzed interpreted and used regularly *(Required)*	☐	☐	☐	☐
1C	School and classroom level programs and practices are implemented *(Required)*	☐	☐	☐	☐
	Overall Rating for Domain 1	☐	☐	☐	☐
	Domain2: Continuous Improvement of Instruction	**U**	**B**	**P**	**E**
2A	Provides common expectations for instruction and PD *(Required)*	☐	☐	☐	☐
2B	Staff provided with clear evaluations of their strengths and weaknesses *(Required)*	☐	☐	☐	☐
	Overall Rating for Domain 2	☐	☐	☐	☐
	Domain 3: Professionalism and Collaboration	**U**	**B**	**P**	**E**
3A	Staff have opportunities to observe and discuss effective teaching *(Required)*	☐	☐	☐	☐
3B	Teachers have formal ways to provide input and participate in the decision making process regarding school initiatives *(Required)*	☐	☐	☐	☐
3C	Teacher teams and collaborative groups regularly interact to address common issues *(Required)*	☐	☐	☐	☐
3D	Fosters the success of all students by communicating effectively with all stakeholders *(Required)*	☐	☐	☐	☐
	Overall Rating for Domain 3	☐	☐	☐	☐
	Domain 4: School Climate	**U**	**B**	**P**	**E**
4A	Recognized as the leader of the school and continually improves professional practice *(Required)*	☐	☐	☐	☐
4B	Has trust of the faculty and staff that actions are guided by what is best for all student populations *(Required)*	☐	☐	☐	☐
4C	School environment is safe and orderly *(Required)*	☐	☐	☐	☐
4D	Manages the fiscal, operational, and technological resources necessary *(Required)*	☐	☐	☐	☐
4E	Acknowledges the success of the school and individuals within the school *(Required)*	☐	☐	☐	☐
	Overall Rating for Domain 4	☐	☐	☐	☐
	Final Summative Rating of Professional Practice	**U**	**B**	**P**	**E**
	Final Summative Rating	☐	☐	☐	☐

Principal Comments/Goals:

If there is a disagreement, comments by employee are encouraged. (Attach separate pages as necessary)

Signatures: Employee's signature acknowledges receipt of the evaluation.

Employee Signature		Date:		☐ Concur with evaluation	☐ Disagree with evaluation
Evaluator Signature		Date:		☐ I recommend continued employment for the next evaluation cycle	☐ I do not recommend continued employment of this principal

Principal Evaluation & Level of Support Determination

The evaluator should use all evidence collected, which will include: documentation from formal observations, informal observations, conferencing, and any additional evidence the school principal has presented or the evaluator deems necessary. The evaluator should gather as much evidence as possible before making any conclusions.

The evaluator will follow the process below to complete the scoring table and determine the level of support that the principal will require:

1) **Gather and assess evidence (artifacts and observations) for each component.** At the end of the observation cycle, the assigned evaluator will assess all the evidence available for a given school teacher to determine component ratings in each of the required fourteen components. The evaluator must use professional judgment to make responsible decisions using as many data points as possible gathered during the year.

2) **Use component ratings to establish domain ratings.** To roll-up component ratings into four domain ratings, evaluators will use the following operating principles:
   - ***a. Exemplary*:** A principal should receive a domain rating of *Exemplary* if the principal has received *Exemplary* ratings in at least half of the components of the domain, with the remaining components rated no lower than *Proficient*.
   - ***b. Proficient:*** A principal should receive a domain rating of *Proficient* if the principal received no more than one component rated *Basic*, with the remaining components rated *Proficient* or *Exemplary*.
   - ***c. Basic:*** A principal should receive a domain rating of *Basic* if the principal received no *Unsatisfactory* component rating and two or more *Basic* component rating.
   - ***d. Unsatisfactory:*** A principal should receive a domain rating of *Unsatisfactory* if any one component is rated *Unsatisfactory*.

3) Use domain ratings to establish overall rating. To roll-up domain ratings into one overall rating, evaluators will use the following operating principles:
   - ***a. Exemplary*** - Exemplary rating in two or more of the domains, with the remaining domains rated as Proficient.
   - ***b. Proficient*** - No more than one domain rated Basic, with the remaining domains rated at Proficient or Exemplary.
   - ***c. Basic*** - Two or more domains rated Basic, with the remaining domains rated as Proficient or Exemplary.
   - ***d. Unsatisfactory*** - Any domain rated Unsatisfactory.

4) **Use ratings to establish level of support.** Using all component ratings to establish the level of support required, evaluators will use the following operating principles:
   - ***a. Plan of Professional Growth:*** A principal may be placed on a Plan of Professional Growth if no required components is rated *Unsatisfactory* and two or more required components are rated *Basic*.
   - ***b. Plan of Improvement:*** A principal will be placed on a Plan of Improvement if any required components is rated *Unsatisfactory*.