



Principal and Building Leader Summative Performance Profile 3.0

School Year:

Administrator:

Building:

Position:

Years of SA Evaluation:

Evaluator:

Mentor/Coach, if applicable:

Date of Final Evaluation Conference:

Final Evaluation Rating Label:

Domain 1 – Results Profile

- A. Growth targets on State academic measures
- B. Growth targets on other valid local academic measures including normed or criterion-referenced assessments and/or assessment rubrics, based on Student Learning Objectives (SLOs) or other locally employed analytics
- C. Growth targets on valid, research supported behavioral measures associated with academic achievement
- D. Growth targets on valid, research supported psycho, social, and/or emotional measures associated with academic achievement

Domain 1 - Student Growth

(0 = Not Met; 1 = Partially Met; 2 = Met; 3 = Exceeded; NU = Not Used) (Rating Range is district determined)

| Factor Used | Date | Rating Score for Student Growth | Total Number of Factors Used | Final Growth Score |
|------------------------------------|---------|---------------------------------|------------------------------|--------------------|
| A - State Assessment Data | | 2 | | |
| B - Local Assessment Data | | 2 | | |
| C - Behavioral Data | | NU | | |
| D - Psycho, Social, Emotional Data | | NU | | |
| Total Student Growth Score | 6.15.25 | 4 | 2 | 2 |

(Total Student Growth Score divided by the Number of Factors Used equals Final Growth Score)

Domain 2 – 5 Characteristics

Administrators and Evaluators use this Rating Profile to document the Initial Self-Assessment, Mid-Year, Final Self-Assessment, and Final Evaluation Ratings.

| Code | Characteristic | Initial Self-Assessment Rating (Date) | Mid-Year Review Rating (Date) | Final Self-Assessment Rating (Date) | Final Evaluation Rating (Date) |
|-------|---|---------------------------------------|-------------------------------|-------------------------------------|--------------------------------|
| 2.A.1 | Mission and Vision | 1 | 2 | 2 | 2 |
| 2.A.2 | Goals and Expectations | 2 | 2 | 2 | 2 |
| 2.B.1 | Values, Beliefs, Principles, & Diversity | 2 | 3 | 3 | 3 |
| 2.B.2 | Language, Traditions, Celebrations & Stories | 1 | 2 | 2 | 2 |
| 2.C.1 | Informed and Current | 2 | 2 | 3 | 3 |
| 2.C.2 | Strategic and Systemic | 1 | 2 | 2 | 3 |
| 2.C.3 | Fair, Legal, Honest, and Ethical | 1 | 1 | 2 | 2 |
| 2.C.4 | Adaptive and Resilient | 2 | 2 | 2 | 2 |
| 3.A.1 | Guaranteed and Viable Curriculum | 2 | 2 | 3 | 3 |
| 3.A.2 | Evidence Based and Differentiated Instruction | | | | |
| 3.A.3 | Standards Based Assessment and Feedback | | | | |
| 3.B.1 | Laws, Policies, and Regulations | | | | |
| 3.B.2 | Processes and Procedures | | | | |

| Code | Characteristic | Initial Self-Assessment Rating (Date) | Mid-Year Review Rating (Date) | Final Self-Assessment Rating (Date) | Final Evaluation Rating (Date) |
|-------------|---|--|--------------------------------------|--|---------------------------------------|
| 3.B.3 | Resource Allocation and Management | | | | |
| 4.A.1 | Relationships | | | | |
| 4.A.2 | Inclusion | | | | |
| 4.A.3 | Communication | | | | |
| 4.B.1 | Collaborative Inquiry | | | | |
| 4.B.2 | Systematic Use of Multiple Data Sources | | | | |
| 4.B.3 | Data Systems | | | | |
| 5.A.1 | Professional Learning | | | | |
| 5.A.2 | Leadership Development | | | | |
| 5.A.3 | Performance Evaluation | | | | |
| 5.A.4 | Productivity | | | | |
| 5.B.1 | Personal Use of Technology | | | | |
| 5.B.2 | Learning and Teaching with Technology | | | | |
| 5.B.3 | Leadership for Technology | | | | |
| | Total Score | 14 | 18 | 21 | 22 |

Domain 2-5 Performance Tasks Results

(Total Score divided by Total Characteristics Rated equals Score)

| Evaluation Assessment | Date | Total Score | Total Characteristics | Score |
|-------------------------|---------|-------------|-----------------------|-------|
| Initial Self-Assessment | 9.15.24 | 14 | 9 | 1.6 |
| Mid-Year Review | 1.15.25 | 18 | 9 | 2 |
| Final Self-Assessment | 6.1.25 | 21 | 9 | 2.3 |
| Final Evaluation | 6.15.25 | 22 | 9 | 2.4 |

Final Rating Profile Results

(Rating Score multiplied by Weighted Percentage equals Final Rating Score)

(Add Domain 1 Final Rating Score with Domain 2-5 Final Rating Score to get the Overall Final Weighted Rating Score and use the **District determined ranges to find the Final Rating Label.**)

| Domain | Rating Score | Weighted Percentage | Final Rating Score |
|-------------------------------------|--------------|---------------------|--------------------|
| Domain 1 - Student Growth | 2 | .20 | .4 |
| Domain 2-5 Performance | 2.4 | .80 | 1.92 |
| Overall Final Weighted Rating Score | | 100 | 2.32 |
| Overall Final Evaluation Label | | | Effective |

Example: Evaluation Rating Categories: 0 - 1.19 = Needing Support; 1.2 - 2.19 = Developing; 2.2 - 3 = Effective



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Final Evaluation Label:

Initial Self-Assessment Feedback and Training Needed:

Mid-Year Feedback:

Year-End Feedback:

I have reviewed this evaluation with the administrator:

Yes or No

Evaluator's Signature:

Date:

The presence of the employee's signature shall indicate that the employee has reviewed the evaluation form. Signature does not necessarily imply agreement with evaluation. Employee's Statement is attached:

Yes or No or NA

District Leader Signature:

Date: