

Principal Evaluation Summative Report

Principal: _____ Academic Year _____

School: _____

Standard 1: Visionary Leadership		Not Meeting Expectation		Approaching Expectation		Meets Expectation
<p>Description: The Principal as the Visionary Leader develops and implements a vision for the school to guide the learning of all students.</p>						
<p><i>Competency 1: Develops a clear, measureable and shared vision</i></p>						
<p><i>Competency 2: Communicates the vision to stakeholders</i></p>						
<p><i>Competency 3: Collects, analyzes and interprets data to evaluate results for continuous school improvement</i></p>						
<p>Standard 1 Comments:</p>						

Standard 2: Instructional Leadership		Not Meeting Expectation		Approaching Expectation		Meets Expectation
<p>Description: The Principal as the Instructional Leader ensures a guaranteed and viable curriculum, guarantees effective instructional practice, coordinates the use of effective assessments and promotes professional learning.</p>						
<p><i>Competency 4: Engages and supports staff to vertically and horizontally align curriculum to state/district standards</i></p>						
<p><i>Competency 5: Supports staff use of a variety of research-based practices appropriate to the intended content</i></p>						
<p><i>Competency 6: Observes classroom instruction and provides meaningful and timely feedback on teacher practice and student response</i></p>						
<p><i>Competency 7: Supports teacher use of formative, summative and other assessments</i></p>						
<p><i>Competency 8: Analyzes multiple sources of student, school and district-level data to improve student learning</i></p>						
<p><i>Competency 9: Develops a culture of continuous professional learning</i></p>						
<p>Standard 2 Comments:</p>						

Standard 3: Managerial Leadership		Not Meeting Expectation		Approaching Expectation		Meets Expectation
Description: The Principal as the Managerial Leader implements operational systems, oversees personnel and ensures the equitable and strategic use of resources.						
<i>Competency 10: Provides oversight of the school facility and grounds</i> <i>Competency 11: Establishes routines, procedures and schedules to maximize learning time</i> <i>Competency 12: Recruits, selects and inducts effective personnel</i> <i>Competency 13: Communicates expectations, guidelines and procedures</i> <i>Competency 14: Provides intervention and support for improvement</i> <i>Competency 15: Maintains personnel records and reports</i> <i>Competency 16: Manages fiscal resources to support school goals and priorities</i> <i>Competency 17: Manages non-fiscal resources to support school goals and priorities</i>						
Standard 3 Comments:						

Standard 4: Relational Leadership		Not Meeting Expectation		Approaching Expectation		Meets Expectation
Description: The Principal as the Relational Leader interacts professionally with students, staff, family and community.						
<i>Competency 18: Promotes a learning environment that addresses needs of all students</i> <i>Competency 19: Advocates for the welfare of all students</i> <i>Competency 20: Establishes positive relationships with students</i> <i>Competency 21: Builds positive relationships with staff</i> <i>Competency 22: Ensures a culture of support and respect among staff</i> <i>Competency 23: Develops teacher leaders</i> <i>Competency 24: Builds positive relationships with families</i> <i>Competency 25: Establishes positive relationships with other community stakeholders</i>						
Standard 4 Comments:						

Standard 5: Innovative Leadership		Not Meeting Expectation		Approaching Expectation		Meets Expectation
Description:						
The Principal as the Innovative Leader continues personal professional growth, actively engages in reflective practice and applies new knowledge and understanding to drive appropriate change.						
<i>Competency 26: Collects knowledge, skills and best practices for improving teaching and learning</i>						
<i>Competency 27: Engages in a professional network as a means for growth</i>						
<i>Competency 28: Demonstrates self-awareness and a commitment to ongoing growth and development</i>						
<i>Competency 29: Seeks feedback to improve performance</i>						
<i>Competency 30: Maintains a focus on high priorities</i>						
<i>Competency 31: Develops and acts on well-reasoned beliefs based on new knowledge and understanding</i>						
<i>Competency 32: Constructively manages and adapts to change</i>						
Standard 5 Comments:						

Student Growth Rating	
Rating	Evidence *
Exceptional	
Adequate	
Making Progress	
Lack of Progress	

*School principal and evaluator discuss and provide evidence for the status of building-level student growth to determine which statement above is most accurate.

Performance Rating			
Years in Position	Ineffective Rating	Developing Rating	Effective Rating
0-2	Meets Expectations in Two or less of Domains at the Emerging Level Or Lack of Progress in Student Growth	Meets Expectations in Three or less of Domains at the Emerging Level Or Student Growth is Making Progress	Meets Expectations in all Five Domains at the Emerging Level And Adequate or Exceptional Student Growth
3 or More	Meets Expectations in Two or less of Domains at the Developing Level Or Lack of Progress in Student Growth	Meets Expectations in Three or less of Domains at the Developing Level Or Student Growth is Making Progress	Meets Expectations in Four of Five Domains at the Developing Level And Adequate or Exceptional Student Growth
Exemplary Rating: <i>(The evaluator provides a rationale and evidence why the principal is rated exemplary)</i>			

_____ is rated as _____ for the _____ school year
Principal's Name Performance Rating Academic Year

Principal's Signature Date

Evaluator's Signature Date