



Superintendent and District Leader Evaluation Summative Rating Worksheet

Administrator:

Building:

Position:

Years in Position:

Evaluator:

Evaluation Period:

Date of Evaluation Conference:

Domain 1 – Results Profile

Superintendent and District Leader Evaluation Summative Rating Worksheet

A. Growth targets on mandatory academic measures (both annual and interim assessments)

Overall Rating*

___ IE ___ ME ___ E ___ HE

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

Overall Rating

___ IE ___ ME ___ E ___ HE

C. Growth targets on valid, research supported behavioral measures associated with academic achievement

Overall Rating

___ IE ___ ME ___ E ___ HE

D. Growth targets on valid, research supported psycho, social, and/or emotional measures associated with academic achievement

Overall Rating

___ IE ___ ME ___ E ___ HE

FINAL Rating for Domain 1

(Total score divided by the number of Factors used.)

Score _____

Domain 2 – 5 Characteristics

Superintendent and District Leader Evaluation Summative Rating Worksheet

- | | | | | | | | | | |
|--------|---|-----|----|-----|----|-----|---|-----|-----|
| 2.A.1 | Mission and Vision | ___ | IE | ___ | ME | ___ | E | ___ | HE* |
| 2.A.2 | Goals and Expectations | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 2.B.1 | Values, Beliefs, Principles, and Diversity | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 2.B.2 | Language, Traditions, Celebrations, and Stories | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 2.C.1 | Informed and Current | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 2.C.2 | Strategic and Systemic | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 2.C.3 | Fair, Leal, Honest, and Ethical | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 2.C.4 | Adaptive and Resilient | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| | | | | | | | | | |
| 3.A.1 | Guaranteed and Viable Curriculum | ___ | IE | ___ | ME | ___ | E | ___ | HE* |
| 3.A.2 | Evidence Based and Differentiated Instruction | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.A.3 | Standards Based Assessment and Feedback | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.A.4 | Technology to Expand Learning Opportunity | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.B.1 | Laws, Policies, and Regulations | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.B.2 | Processes and Procedures | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.B.3 | Resource Allocation and Management | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.B.4 | Personnel Policies and Practices | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 3.B.5 | Non-Instructional Technology | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| | | | | | | | | | |
| 4.A.1 | Board Relations | ___ | IE | ___ | ME | ___ | E | ___ | HE* |
| 4.A.2 | Leadership Team Relations | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 4.A.3 | Internal and External Stakeholder Relations | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 4.A.4 | Communications and Media Relations | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 4.B.1 | Collaborative Inquiry Process | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 4.B.2 | Systematic Use of Multiple Data Sources | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 4.B.3 | Data Systems | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| 4.B.4 | Aligned Improvement, Monitoring and Reporting | ___ | IE | ___ | ME | ___ | E | ___ | HE |
| | | | | | | | | | |
| 5.A.1. | Professional Learning | ___ | IE | ___ | ME | ___ | E | ___ | HE* |
| 5.A.2 | Leadership Development | ___ | IE | ___ | ME | ___ | E | ___ | HE |



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5.A.3 Performance Evaluation ___ IE ___ ME ___ E ___ HE
5.A.4 Productivity ___ IE ___ ME ___ E ___ HE
5.B.1 Contextual and Political Awareness ___ IE ___ ME ___ E ___ HE
5.B.2 Education and Advocacy ___ IE ___ ME ___ E ___ HE

FINAL Rating for Domains 2-5

(Total score divided by the number of Characteristics used)

Total Score _____

Number of Characteristics _____

Final Rating for Domain 2-5 _____

FINAL Rating for Domain 1 (40% x Final Score)

Score _____

FINAL Rating for Domain 2-5 (60% x Final Score)

Score _____

Overall Effectiveness Rating (Domain 1 + Domain 2 = 100%)

Score _____

Final Effectiveness Label

Example: (0 - 1.4 = Ineffective; 1.5 - 2.4 = Minimally Effective; 2.5 - 3.4 = Effective; 3.5 - 4.0 = Highly Effective)

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Additional Comments:

Evaluator Signature: _____

Date: _____

I have reviewed this evaluation with the administrator and goals are attached:

Yes or No

Administrator 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.

Statement by Employee is Attached:

Yes or No