



**ADMINISTRATOR COMPREHENSIVE SUMMATIVE SCORING DOCUMENT**  
**AWSP LEADERSHIP FRAMEWORK**

Administrator Name: \_\_\_\_\_

Program: \_\_\_\_\_ School Year: \_\_\_\_\_

Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_

	Unsatisfactory	Basic	Proficient	Distinguished
	1	2	3	4
<b>Criterion 1: Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff</b>				
1.1 Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching				
1.2 Engages in essential conversations for ongoing improvement				
1.3 Facilitates collaborative processes leading toward continuous improvement				
1.4 Creates opportunities for shared leadership				
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>	<b>Criterion Score</b> 			

	1	2	3	4
<b>Criterion 2: Ensuring School Safety</b>				
2.1 Provides for physical safety				
2.2 Provides for social, emotional and intellectual safety				
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>	<b>Criterion Score</b> 			

Administrator: \_\_\_\_\_ Date: \_\_\_\_\_

		Unsatisfactory	Basic	Proficient	Distinguished
		1	2	3	4
<b>Criterion 3: Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements</b>					
3.1 Recognizes and seeks out multiple data sources					
3.2 Analyzes and interprets multiple data sources to inform school- level improvement efforts					
3.3 Implements data-driven plan for improved teaching and learning					
3.4 Assists staff to use data to guide, modify and improve classroom teaching and student learning					
3.5 Provides evidence of student growth that results from the school improvement planning process	<div style="border: 1px solid red; padding: 5px; display: inline-block;">                     This score will be transferred to the <i>Student Growth Impact Rating</i> chart on page 5.                 </div>				
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>		<b>Criterion Score</b>			


		1	2	3	4
<b>Criterion 4: Assisting instructional staff with alignment of curriculum, Instruction and assessment with state and local district learning goals</b>					
4.1 Assists staff in aligning curriculum to state and local district learning goals					
4.2 Assists staff in aligning best instructional practices to state and district learning goals					
4.3 Assists staff in aligning assessment practices to best instructional practices					
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>		<b>Criterion Score</b>			



Administrator: \_\_\_\_\_ Date: \_\_\_\_\_

	Unsatisfactory	Basic	Proficient	Distinguished
<b>Criterion 5: Monitoring, assisting and evaluating effective instruction and assessment practices</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5.1 Monitors instruction and assessment practices				
5.2 Assists staff in developing required student growth plan and identifying valid, reliable sources of evidence of effectiveness				
5.3 Assists staff in implementing effective instruction and assessment practices				
5.4 Evaluates staff in effective instruction and assessment practices				
5.5 Provides evidence of student growth of selected teachers				
<div style="border: 1px solid red; padding: 5px; display: inline-block;">                     This score will be transferred to the <i>Student Growth Impact Rating</i> chart on page 5.                 </div>				
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>	<b>Criterion Score</b>			

	1	2	3	4
<b>Criterion 6: Managing both staff and fiscal resources to support student achievement and legal responsibilities</b>				
6.1 Managing human resources (assignment, hiring)				
6.2 Managing human resources (ongoing professional development)				
6.3 Managing fiscal resources				
6.4 Fulfilling legal responsibilities				
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>	<b>Criterion Score</b>			

Administrator: \_\_\_\_\_ Date: \_\_\_\_\_

	Unsatisfactory	Basic	Proficient	Distinguished
<b>Criterion 7: Partnering with the school community to promote student learning</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
7.1 Communicates with community to promote learning				
7.2 Partners with families and school community				
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>	<b>Criterion Score</b> 			

	1	2	3	4
<b>Criterion 8: Demonstrating commitment to closing the achievement gap</b>				
8.1 Identifies barriers to achievement and knows how to close resulting gaps				
8.2 Demonstrates a commitment to close the achievement gap				
8.3 Provides evidence of growth in student learning	<div style="border: 1px solid red; padding: 5px; display: inline-block;">                     This score will be transferred to the <i>Student Growth Impact Rating</i> chart on page 5.  </div>			
<b>Using the NWESD 189-determined method, enter the criterion score to the right.</b>	<b>Criterion Score</b> 			

### Scoring

Leadership Criteria				Overall Criterion Scores (1, 2, 3, or 4)
Criterion 1: Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff				
Criterion 2: Ensuring School Safety				
Criterion 3: Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements				
Criterion 4: Assisting instructional staff with alignment of curriculum, Instruction and assessment with state and local district learning goals				
Criterion 5: Monitoring, Assisting and evaluating effective instruction and assessment practices				
Criterion 6: Monitoring, Assisting and evaluating effective instruction and assessment practices				
Criterion 7: Partnering with the school community to promote student learning				
Criterion 8: Demonstrating commitment to closing the achievement gap				
<b>Summative Leadership Criteria Score</b>				
Preliminary Summative Rating (State determined scoring bands)	Unsatisfactory	Basic	Proficient	Distinguished
	<input type="checkbox"/> 8 - 14	<input type="checkbox"/> 15 - 21	<input type="checkbox"/> 22 - 28	<input type="checkbox"/> 29 - 32

### Student Growth Rubric Rating

Each Student Growth Element (3.5, 5.5, & 8.3) must be rated.

**Any student growth score of “1” will result in an inquiry.**

Student Growth Impact Rating (Enter scores from 3.5, 5.5, and 8.3)	
Student Growth Elements	Score Based on Rubric (1, 2, 3, or 4)
Criterion 3.5	
Criterion 5.5	
Criterion 8.3	
<b>Total</b>	

Student Growth Impact Rating Scale		
Low	Average	High
<input type="checkbox"/> 3 - 5	<input type="checkbox"/> 6 - 9	<input type="checkbox"/> 10 - 12

Student Growth Inquiry Needed?	
A “Low” overall student growth score or any student growth element score of “1” will result in an inquiry. (WAC 392-191A-100)	
<input type="checkbox"/> Yes	<input type="checkbox"/> No

### Final Summative Rating

It is my judgment that during the evaluation period covered in this report, the administrator’s overall performance has been:

Preliminary Summative Rating	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Basic	<input type="checkbox"/> Proficient	<input type="checkbox"/> Distinguished
Student Growth Rating	<input type="checkbox"/> Low	<input type="checkbox"/> Average	<input type="checkbox"/> High	

**NOTE:** A *Distinguished* preliminary summative rating with a **LOW** student growth score will result in a final summative rating of *Proficient*. This is the only time a summative evaluation rating will change.

Final Summative Evaluation Rating	<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Basic	<input type="checkbox"/> Proficient	<input type="checkbox"/> Distinguished
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**Evaluator Comments:**

Both signatures required. Signing of this instrument acknowledges participation in but not necessarily concurrence with the evaluation. (Attach administrator comments if desired.)

**Evaluator Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_