**Principal/Administrator Comprehensive Summative Scoring Document**

**AWSP Leadership Framework**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| |  |  |  |  | | --- | --- | --- | --- | | **Name:** |  | **Principal** | **Asst. Principal** | | **School:** |  | **School Year:** |  | | **Evaluator:** |  | **Date:** |  | | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| **Criterion 1: Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff** | **1** | **2** | **3** | **4** |
| * 1. Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching |  |  |  |  |
| * 1. Engages in essential conversations for ongoing improvement |  |  |  |  |
| * 1. Facilitates collaborative processes leading toward continuous improvement |  |  |  |  |
| * 1. Creates opportunities for shared leadership |  |  |  |  |
| **Using your district-determined method, enter the criterion score to the right.** | **Criterion**  **Score** | | |  |

| **Criterion 2: Ensuring School Safety** | **1** | **2** | **3** | **4** |
| --- | --- | --- | --- | --- |
| * 1. Provides for physical safety |  |  |  |  |
| * 1. Provides for social, emotional and intellectual safety |  |  |  |  |
| **Using your district-determined method, enter the criterion score to the right.** | **Criterion**  **Score** | | |  |

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| |  |  |  |  | | --- | --- | --- | --- | | **Name:** |  | **Date:** |  | | | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| **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** | | **1** | **2** | **3** | **4** |
| * 1. Recognizes and seeks out multiple data sources | |  |  |  |  |
| * 1. Analyzes and interprets multiple data sources to inform school- level improvement efforts | |  |  |  |  |
| * 1. Implements data-driven plan for improved teaching and learning | |  |  |  |  |
| * 1. Assists staff to use data to guide, modify and improve classroom teaching and student learning. | |  |  |  |  |
| * 1. **Provides evidence of student growth that results from the school improvement planning process.**   **These scores will be transferred to the *Student Growth Impact Rating* chart on Page 5.** |  |  |  |  |  |
| **Using your district-determined method, enter the criterion score to the right.** | | **Criterion**  **Score** | | |  |

| **Criterion 4: Assisting instructional staff with alignment of curriculum, Instruction and assessment with state and local district learning goals** | | **1** | **2** | **3** | **4** |
| --- | --- | --- | --- | --- | --- |
| 4.1 Alignment of curricula to state and local district learning goals | |  |  |  |  |
| 4.2 Alignment of best instructional practices to state and district learning goals | |  |  |  |  |
| 4.3 Alignment of assessment practices to best instructional practices | |  |  |  |  |
| **Using your district-determined method, enter the criterion score to the right.** | | **Criterion**  **Score** | | |  |
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| |  |  |  |  | | --- | --- | --- | --- | | **Name:** |  | **Date:** |  | | | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| **Criterion 5: Monitoring, Assisting and evaluating effective instruction and assessment practices** | | **1** | **2** | **3** | **4** |
| 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 Reliably and validly evaluates staff in effective instruction and assessment practices  **These scores will be transferred to the *Student Growth Impact Rating* chart on Page 5.** | |  |  |  |  |
| **5.5 Provides evidence of student growth of selected teachers.** |  |  |  |  |  |
| **Using your district-determined method, enter the criterion score to the right.** | | **Criterion**  **Score** | | |  |

| **Criterion 6: Managing both staff and fiscal resources to support student achievement and legal responsibilities** | **1** | **2** | **3** | **4** |
| --- | --- | --- | --- | --- |
| 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 |  |  |  |  |
| **Using your district-determined method, enter the criterion score to the right.** | **Criterion**  **Score** | | |  |

| **Criterion 7: Partnering with the school community to promote student learning** | | **1** | **2** | **3** | | **4** | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 7.1 Communicates with community to promote learning | |  |  |  | |  | |
| 7.2 Partners with families and school community | |  |  |  | |  | |
| **Using your district-determined method, enter the criterion score to the right.** | | **Criterion**  **Score** | | | |  | |

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| |  |  |  |  | | --- | --- | --- | --- | | **Name:** |  | **Date:** |  | | | | **Unsatisfactory** | | **Basic** | | **Proficient** | | **Distinguished** | |
| **Criterion 8: Demonstrating commitment to closing the achievement gap** | | | **1** | | **2** | | **3** | | **4** | |
| 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** | **These scores will be transferred to the *Student Growth Impact Rating* chart on Page 5.** | |  | |  | |  | |  | |
| **Using your district-determined method, enter the criterion score to the right.** | | | **Criterion**  **Score** | | | | | |  | |

**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 | | | |  |
| **Summative Leadership Criteria Score** | | | |  |
| **Preliminary Summative Rating (State determined scoring bands)** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| 8 - 14 | 15 – 21 | 22 – 28 | 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 Impact Rating Scale** | | | |
| **Student Growth Elements** | **Score Based on Rubric**  **(1, 2, 3, or 4)** |  | **Low** | **Average** | | **High** |
| 3 - 5 | 6 – 9 | | 10 – 12 |
| Criterion 3.5 |  |  |
| Criterion 5.5 |  |  | **Student Growth Inquiry Needed?** | | | |
| Criterion 8.3 |  |  | **A “Low” overall student growth score or any student growth element score of “1” will result in an inquiry. (WAC 392-191A-100)** | | | |
| **Total** |  |  | Yes | | No | |

**Final Summative Rating**It is my judgment that during the evaluation period covered in this report, the administrator’s/principal’s overall performance has been:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Preliminary Summative Rating** | Unsatisfactory | Basic | Proficient | Distinguished |
| **Student Growth Rating** | Low | Average | 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** | Unsatisfactory | Basic | Proficient | 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 principal comments if desired.)

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| --- | --- | --- | --- |
| **Evaluator Signature:** |  | **Date:** |  |
| **Employee Signature:** |  | **Date:** |  |