

**Evaluator:** Donna W Jackson  
**Assessment Date:** 05/04/2017  
**Score:** Level III18.0

School Leadership	Rating	Specific Comments
<p>1. Instructional Leadership - <i>The leader fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to school improvement.</i></p> <p><b>Sample Performance Indicators</b>  <i>Examples may include, but are not limited to:</i></p>	Level III	You have encouraged and supported the focus for continued learning of all in the school community.
<p>2. School Climate - <i>The leader promotes the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.</i></p> <p><b>Sample Performance Indicators</b>  <i>Examples may include, but are not limited to:</i></p>	Level III	You have maintained a collegial environment and supported the staff through the change process with curriculum and staff.
Organizational Leadership	Rating	Specific Comments
<p>3. Planning and Assessment - <i>The leader effectively gathers, analyzes, and uses a variety of data to inform planning and decision-making consistent with established guidelines, policies, and procedures.</i></p> <p><b>Sample Performance Indicators</b>  <i>Examples may include, but are not limited to:</i></p>	Level IV	The leader is consistent with using assessment information in making recommendations that are in the best interest of the school. Your testing plan for the GMAS was beneficial in making sure all students were tested and your team did a great job of keeping the process streamlined.
<p>4. Organizational Management - <i>The leader fosters the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources.</i></p> <p><b>Sample Performance Indicators</b>  <i>Examples may include, but are not limited to:</i></p>	Level III	You have identified potential problems and solved them in a timely manner.
Human Resources Leadership	Rating	Specific Comments
<p>5. Human Resources Management - <i>The leader fosters effective human resources management through the selection, induction, support, and retention of quality instructional and support personnel.</i></p>	Level III	You have recognized and supported highly-effective teachers and provided them the opportunity for increased responsibility, i.e. teacher leaders.

**Sample Performance Indicators**

*Examples may include, but are not limited to:*

6. Teacher/Staff Evaluation - *The leader consistently and fairly evaluates school personnel in accordance with state and district guidelines and provides them with timely and constructive feedback focused on improved student learning.*

Level  
III

Glow: You document deficiencies and proficiencies and provide timely feedback to teachers when you visit the classrooms.

Grow: This year was challenging due to your injury for evaluating staff. I expect next year for you devise a plan to observe teachers weekly for visibility and provide meaningful feedback on instruction.

**Sample Performance Indicators**

*Examples may include, but are not limited to:*

Professionalism and Communication	Rating	Specific Comments
7. Professionalism - <i>The leader fosters the success of students by demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession.</i>	Level IV	You have provided leadership in sharing ideas and information with the staff.

**Sample Performance Indicators**

*Examples may include, but are not limited to:*

8. Communication and Community Relations - *The leader fosters the success of all students by communicating and collaborating effectively with stakeholders.*

Level  
III

You consistently speak and write in a professional manner to students, staff, and parents.

**Sample Performance Indicators**

*Examples may include, but are not limited to:*

I have read and received a copy of the above and understand that a copy will be placed into my official file.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date