

Wenatchee School District Principal Evaluation

Summative Report

Employee Name:

Criteria 1: Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff.

Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
1.1 Continuous Improvement					
1.2 Trusting and collaborative environment					
1.3 Mission and vision focused on learning and teaching.					
1.4 Promoting data driven decision making					
* Overall Rating	4-6	7-10	11-14	15-16	

*If an unsatisfactory rating is earned for any indicator, the overall rating for the criteria can be no higher than "Basic."

Criteria 2: Providing for School Safety

Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
2.1 Building and classroom discipline					
2.2 Maintains a safe physical plant					
2.3 Crisis action plan					
2.4 Prevention and training					
*Overall Rating	**4-6	7-10	11-14	15-16	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

**If the overall rating for Criteria 2 is unsatisfactory, the principal will receive a summative rating of Unsatisfactory.

Criteria 3: Leads development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements.

Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
3.1 Collaboratively develops an action plan based on data					
3.2 Monitors implementation and effectiveness of CIPP plan					
3.3 Ensures alignment of CIPP plan					
3.4 Supports implementation of the CIPP plan					
• Overall Rating	4-6	7-10	11-14	15-16	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

Criteria 4: Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local district learning goals.

Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
4.1 Familiar with state and district standards					
4.2 Assists staff in the writing and use of formative and					

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summative assessments					
4.3 Is familiar with and promotes district adopted instructional practices					
4.4 Supports staff collaboration that focuses on effective instruction, use of data, and common planning					
4.5 Supports staff through professional development focused on state and district learning goals					
* Overall Rating	5-8	9-12	13-17	18-20	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

Criteria 5: Monitoring, assisting and evaluating effective instruction and assessment practices.

Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
5.1 Promotes and monitors use of adopted curriculum					
5.2 Uses a variety of measures and methods for observation					
5.3 Uses a variety of data to monitor and improve instructional practice					
5.4 Uses the district evaluation process to provide staff with assistance and feedback to improve instruction					
• Overall Rating	4-6	7-10	11-14	15-16	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

Criteria 6: Managing both staff and fiscal resources to support student achievement and legal responsibilities.

Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
6.1a Effectively manages human resources: recruiting and hiring					
6.1b Effectively manages human resources: evaluation process and timelines	**				
6.2 Effectively manages school resources and budget					
6.3 Legal and ethical practice					
* Overall Rating	4-6	7-10	11-14	15-16	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

**If an unsatisfactory rating is earned for indicator 6.1b, the principal will receive a summative rating of unsatisfactory.

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Criteria 7: Partnering with the school community to promote student learning					
Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
7.1 Frequent and effective communication with parents and community					
7.2 Builds positive and collaborative collegial relationships					
7.3 Promotes positive and collaborative staff relationships					
7.4 Understands community dynamics and considers stakeholder input when making decisions					
7.5 Promotes parent and community involvement					
*Overall Rating	5-8	9-12	13-17	18-20	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

Criteria 8: Demonstrates a commitment to closing the achievement gap					
Indicators	Unsatisfactory	Basic	Proficient	Distinguished	
8.1 Uses data to align resources and programs in closing the achievement gap					
8.2 Understands factors that contribute to the achievement gap					
8.3 Student Growth Data					
*Overall Rating	3-4	5-7	8-10	11-12	

*If an unsatisfactory rating is earned for any indicator, the total rating for the criteria can be no higher than "Basic."

Criterion	1	2	3	4	5	6	7	8	Total
Score									

Total Summative Rating :

Unsatisfactory	Basic	Proficient	Distinguished
0-12	13-20	21-28	29-32

1. 3 or more unsatisfactory overall criterion ratings = an unsatisfactory summative rating.
2. A building administrator can only remain at the "basic" rating for 2 consecutive years. If an administrator is rated as "basic" for 3 consecutive years, he/she will receive a **summative** rating of "unsatisfactory" in the third year.

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