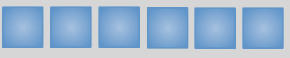





Comprehensive Evaluation – Marzano – Certificated Principal or Assistant Principal


- A principal's criterion scores are established using both the district's selected leadership framework and Washington State student growth rubrics.
- The Summative Criteria Score is the sum of the eight criterion scores and is determined by the OSPI-approved scoring band.
- The Student Growth Impact Rating is generated by combining the three student growth rubric components from criteria 3, 5, and 8, and is determined by the OSPI-approved scoring band.
- Principals with a "Distinguished" Summative Criteria Score and a "Low" Student Growth Impact Rating cannot be rated higher than "Proficient."
- A "Low" Student Growth Impact Rating triggers a student growth inquiry regardless of the Summative Criteria Score.


Criterion 1: Culture

 = Criterion 1 score


Criterion 2: School Safety

 = Criterion 2 score


Criterion 3: Data

 = Criterion 3 score

Criterion 4: Curriculum

 = Criterion 4 score


Criterion 5: Instruction

 = Criterion 5 score


Criterion 6: Resources

 = Criterion 6 score

Criterion 7: Communities

 = Criterion 7 score






Criterion 8: Closing the Gap

 = Criterion 8 score

Marzano Rubric Components
 (each scored 1-4)

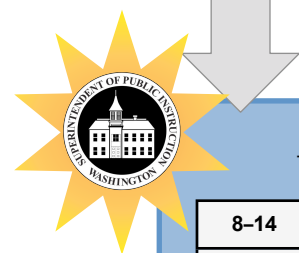
 Student Growth Component

 Leadership Practice Component

Evidence

-  Observable evidence
-  Evidence outside of a school observation
-  Authentic artifacts of leading
-  Student growth outcomes
-  Evidence of professional practice

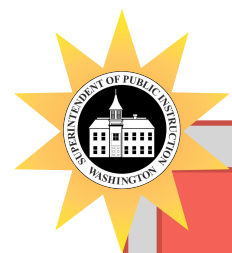
Each criterion gets a final score that must be reported as U, B, P, or D (U=1 B=2 P=3 D=4)



Final Summative Score
 The sum of all eight criterion scores

8-14	15-21	22-28	29-32
U	B	P	D*


* A teacher with a summative rating of "D", and a "Low" Student Growth Impact Rating will receive a summative rating of "P".



Student Growth Impact Rating
 The sum of all student growth components from Criterion 3, 5, and 8.

3-5	6-9	10-12
Low*	Average	High

* A score of "1" in any of the student growth components results in a "Low" Student Growth Impact Rating.

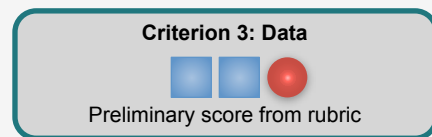


Focused Evaluation – Marzano – Certificated Principal or Assistant Principal

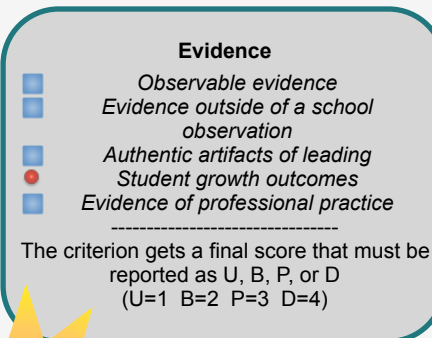
- The focused evaluation is meant for proficient and distinguished educators and its purpose is to support professional growth.
- One of the eight criteria must be assessed in every year that a comprehensive is not required.
- The final criterion score will be considered the final summative score.
- “Due to the importance of instructional leadership and assuring rater agreement among evaluators, particularly those evaluating teacher performance, school districts are encouraged to conduct comprehensive summative evaluations of principal performance on an annual basis.” RCW 28A.405.100

Choose...

Criterion 3, 5, or 8



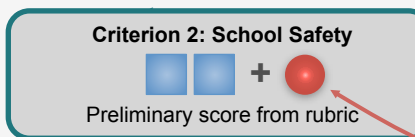
+



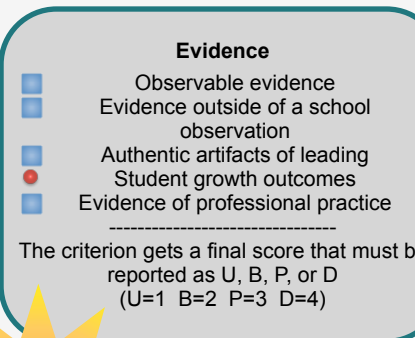
**Final Criterion Score =
Final Summative Score
U, B, P, or D**

Or...

Criterion 1, 2, 4, 6, or 7



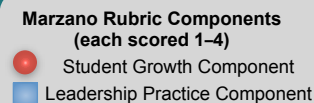
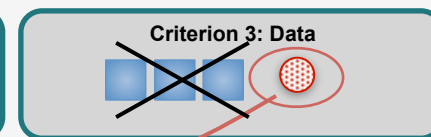
+



**Final Criterion Score =
Final Summative Score
U, B, P, or D**

+

3.4, 5.2 or 8.3 SG



- The focused evaluation will include the student growth rubrics of the selected criterion. If criterion 3, 5, or 8 is selected, evaluators will use the accompanying student growth rubrics.
- If criterion 1, 2, 4, 6, or 7 is selected, evaluators will use 3.4, 5.2 or 8.3 student growth rubrics.
- While there is no student growth impact rating, a rating of “1” on the student growth rubric row triggers a student growth inquiry.