**APPENDIX B**

**Multidimensional principal performance rubric**

# Observation Form

**Principal:**

**School:**

**Date:**

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| **Performance Evaluation Scoring rubric:** | |
| **HIGHLY EFECTIVE (HE) = 4 points** | Overall performance and results exceed standards |
| **EFFECTIVE (E) = 3.49 points** | Overall performance and results meet standards |
| **DEVELOPING (D)= 2.49 points** | Overall performance and results need improvement in order to meet standards |
| **INEFFECTIVE (I)= 1.49 points** | Overall performance and results are well below standards |
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| **DOMAIN 1 – SHARED VISION OF LEARNING: An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.** |

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|  | | **HE** | **E** | **D** | **I** |  |
| Collaboratively develop and implement a shared vision and mission for learning (O) | |  |  |  |  |  |
| District & school’s vision and mission (O) | |  |  |  |  |  |
| Promote continuous and sustainable improvement (O) | |  |  |  |  |  |
| Reflective Practice & Decision making (O) | |  |  |  |  |  |
| **Supervisor’s Overall Evaluation/ Comments:** | **Detailed explanation for each “developing” or” “ineffective”**  **rating to include specific factual evidence / artifacts used to**  **support such rating** | | | | | |

**TOTAL SCORE: \_\_\_\_\_\_\_\_\_**

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| **Domain 2 – SCHOOL CULTURE AND INSTRUCTIONAL PROGRAM: An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.** |

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|  | | **HE** | **E** | **D** | **I** |
| Promotes and supports activities for staff improvement (O) | |  |  |  |  |
| Nurture and sustain a culture of collaboration, trust, learning and high expectations (O) | |  |  |  |  |
| Create a comprehensive, rigorous, and coherent curricular program (O) | |  |  |  |  |
| Create a personalized and motivating learning environment for students (O) | |  |  |  |  |
| Supervise instruction(O) | |  |  |  |  |
| Develop assessment and accountability systems to monitor student progress (O) | |  |  |  |  |
| Develop the instructional and leadership capacity of staff (O) | |  |  |  |  |
| Maximize time spent on quality instruction (O) | |  |  |  |  |
| Promote the use of effective and appropriate technologies to support teaching and learning (O) | |  |  |  |  |
| Monitor and evaluate the impact of the instructional program (O) | |  |  |  |  |
| **Supervisor’s Overall Evaluation/ Comments:** | **Detailed explanation for each “developing” or” “ineffective” rating to include specific factual evidence / artifacts used to support such rating** | | | | |

**TOTAL SCORE: \_\_\_\_\_\_\_\_\_**

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| **Domain 3 – Safe, Efficient, Effective Learning Environment *:* An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.** |

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|  | | **HE** | **E** | **D** | **I** |
| Monitor and evaluate the management and operational systems (O) | |  |  |  |  |
| Obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources (O) | |  |  |  |  |
| Promote and protect the welfare and safety of students and staff (O) | |  |  |  |  |
| Develop the capacity for distributed leadership (O) | |  |  |  |  |
| Ensure teacher and organizational time is focused to support quality instruction and student learning (O) | |  |  |  |  |
| **Supervisor’s Overall Evaluation/ Comments:** | **Detailed explanation for each “developing” or” “ineffective” rating to include specific factual evidence / artifacts used to support such rating** | | | | |

**TOTAL SCORE: \_\_\_\_\_\_\_\_\_**

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| **Domain 4 – COMMUNITY *(Determine Points)*: An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.** |

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|  | | **HE** | **E** | **D** | **I** |  |
| Collect and analyze data and information pertinent to the educational environment (O) | |  |  |  |  |  |
| Promote understanding, appreciation, and use of the community’s diverse cultural, social, and intellectual resources (N/O) | |  |  |  |  |  |
| Build and sustain positive relationships with families, caregivers, and community partners (N/O) | |  |  |  |  |  |
| **Supervisor’s Overall Evaluation/ Comments:** | **Detailed explanation for each “developing” or” “ineffective” rating to include specific factual evidence / artifacts used to support such rating** | | | | | |

**TOTAL SCORE: \_\_\_\_\_\_\_\_\_**

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| **Domain 5 – INTERGRITY, FAIRNESS, ETHICS*)*: An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.** |

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|  | | **HE** | **E** | **D** | **I** |
| Ensure a system of accountability for every student’s academic and social success(N/O) | |  |  |  |  |
| Consider and evaluate the potential moral and legal consequences for decision making (N/O) | |  |  |  |  |
| Upholds mandates in ways that preserve the integrity of the school’s learning and work and align with its ethical and moral beliefs (N/A – NO SCORE) | |  |  |  |  |
| Model principles of self-awareness, reflective practice, transparency, and ethical behavior (O) | |  |  |  |  |
| Safeguard the values of democracy, equity , and diversity (N/O) | |  |  |  |  |
| Promote social justice and insure that individual student needs inform all aspects of schooling (N/O) | |  |  |  |  |
| **Supervisor’s Overall Evaluation/ Comments:** | **Detailed explanation for each “developing” or” “ineffective” rating to include specific factual evidence / artifacts used to support such rating** | | | | |

**TOTAL SCORE: \_\_\_\_\_\_\_\_\_**

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| **DOMAIN 6 – POLITICAL, SOCIAL, ECONOMIC, LEGAL AND CULTURAL CONTEXT: An education leader promotes the success of every student by understanding, responding to and influencing the political, social, economic, legal and cultural context.** |

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|  | | **HE** | **E** | **D** | **I** |
| Advocate for children, families, and caregivers (N/O) | |  |  |  |  |
| Assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies (N/O) | |  |  |  |  |
| Act to influence local, district, state, and national decisions affecting student learning (N/O) | |  |  |  |  |
| **Supervisor’s Overall Evaluation/ Comments:** | **Detailed explanation for each “developing” or” “ineffective” rating to include specific factual evidence / artifacts used to support such rating** | | | | |
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**TOTAL SCORE: \_\_\_\_\_\_\_\_\_**

**Total Overall Score (divided by # domains): \_\_\_\_\_\_\_\_\_\_**

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Supervisor’s Signature/Date

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Principal’s Signature/Date

**Principal’s signature represents only receipt of the evaluation form and not agreement with its content or score**