

**APPENDIX B-5
PRINCIPAL SUMMATIVE PERFORMANCE REPORT**

Principal: _____ Date: _____ School: _____

Performance Standard 1: Instructional Leadership

Exemplary In addition to meeting the requirements for Accomplished...	Accomplished Is the expected level of performance.	Developing	Ineffective
The principal actively and consistently employs innovative and effective leadership strategies that maximize student academic growth and result in a shared vision of teaching and learning that reflects excellence.	The principal 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 student academic growth and school improvement.	The principal inconsistently fosters the success of all students by facilitating the development, communication, implementation, or evaluation of a shared vision of teaching and learning that leads to student academic growth and school improvement.	The principal rarely fosters the success of all students by facilitating the development, communication, implementation, or evaluation of a shared vision of teaching and learning that leads to student academic growth and school improvement.
<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.

Performance Standard 2: School Climate

Exemplary In addition to meeting the requirements for Accomplished...	Accomplished Is the expected level of performance.	Developing	Ineffective
The principal seeks out new opportunities or substantially improves existing programs to create an environment where students and stakeholders thrive and the rigor of academic expectations has significantly increased as evident through results.	The principal fosters the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.	The principal inconsistently promotes the success of all students by developing, advocating, or sustaining an academically rigorous, positive, or safe school climate for all stakeholders.	The principal rarely promotes the success of all students by developing, advocating, or sustaining an academically rigorous, positive, or safe school climate for all stakeholders.
<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.

Performance Standard 3: Human Resources Management

Exemplary In addition to meeting the requirements for Accomplished...	Accomplished Is the expected level of performance.	Developing	Ineffective
The principal consistently demonstrates expertise in human resources management, which results in a highly-effective workforce (e.g. high teacher and staff efficacy, increased student learning, teacher leaders).	The principal fosters effective human resources management by assisting with selection and induction, and by supporting, evaluating, and retaining quality instructional and support personnel.	The principal inconsistently assists with selection and induction, or inconsistently supports, evaluates, and retains quality instructional and support personnel.	The principal inadequately assists with selection and induction, or inadequately supports, evaluates, and retains quality instructional and support personnel.
<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.

Performance Standard 4: Organizational Management

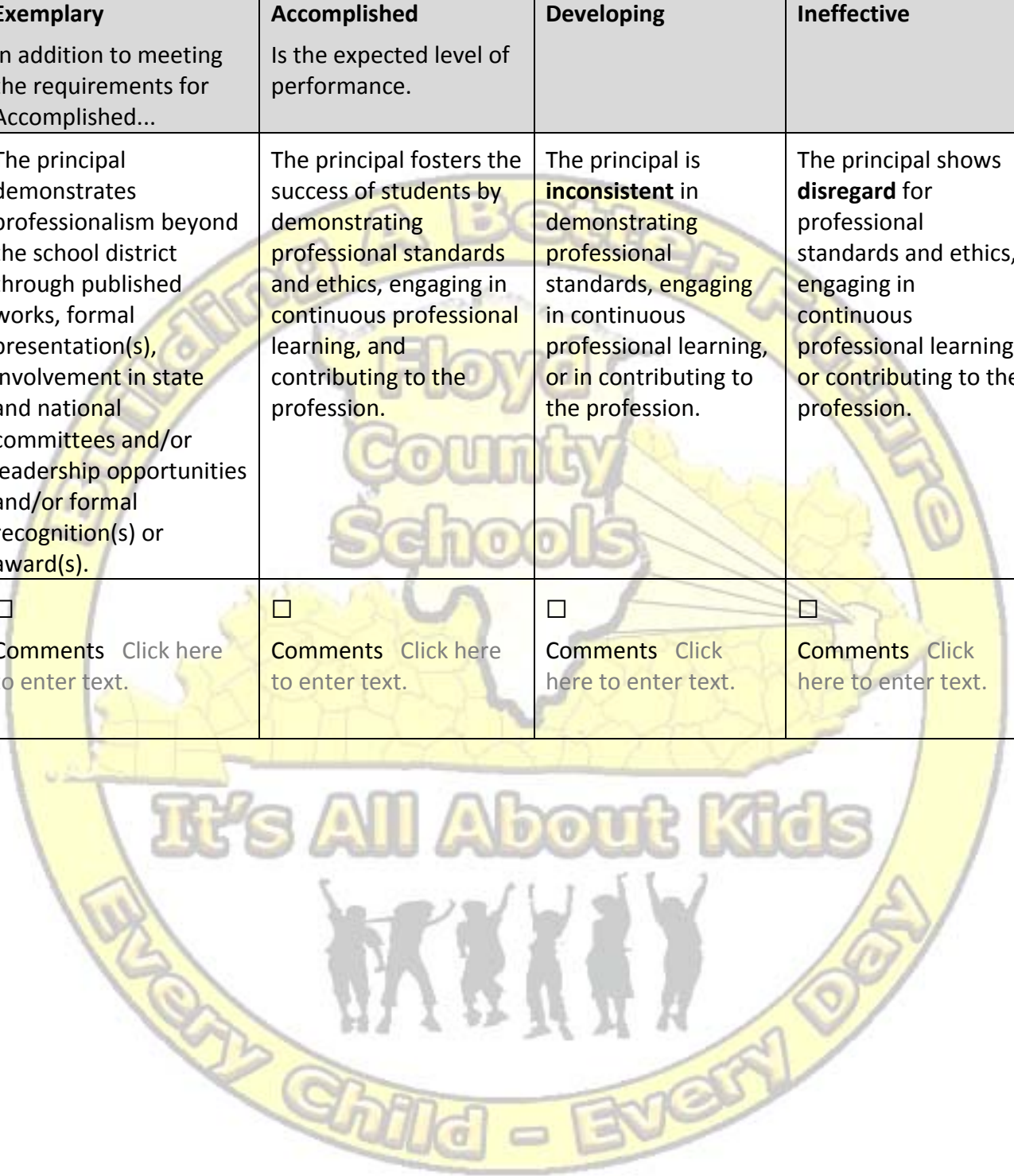
Exemplary	Accomplished	Developing	Ineffective
In addition to meeting the requirements for Accomplished...	Is the expected level of performance.		
The principal excels at organizational management, demonstrating proactive decision-making, coordinating efficient operations, and maximizing available resources.	The principal fosters the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources.	The principal inconsistently supports, manages, or oversees the school's organization, operation, or use of resources.	The principal inadequately supports, manages, or oversees the school's organization, operation, or use of resources.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments Click here to enter text.	Comments Click here to enter text.	Comments Click here to enter text.	Comments Click here to enter text.

Performance Standard 5: Communication and Community Relations

Exemplary	Accomplished	Developing	Ineffective
In addition to meeting the requirements for Accomplished...	Is the expected level of performance.		
The principal seeks and effectively engages stakeholders in order to promote the success of all students through productive and frequent communication.	The principal fosters the success of all students by communicating and collaborating effectively with stakeholders.	The principal inconsistently communicates and/or infrequently collaborates with stakeholders.	The principal demonstrates inadequate and/or detrimental communication or collaboration with stakeholders.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments Click here to enter text.	Comments Click here to enter text.	Comments Click here to enter text.	Comments Click here to enter text.

Performance Standard 6: Professionalism

Exemplary In addition to meeting the requirements for Accomplished...	Accomplished Is the expected level of performance.	Developing	Ineffective
The principal demonstrates professionalism beyond the school district through published works, formal presentation(s), involvement in state and national committees and/or leadership opportunities and/or formal recognition(s) or award(s).	The principal fosters the success of students by demonstrating professional standards and ethics, engaging in continuous professional learning, and contributing to the profession.	The principal is inconsistent in demonstrating professional standards, engaging in continuous professional learning, or in contributing to the profession.	The principal shows disregard for professional standards and ethics, engaging in continuous professional learning, or contributing to the profession.
<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.	<input type="checkbox"/> Comments Click here to enter text.



SUMMATIVE EVALUATION SUMMARY

- Recommended for continued employment
- Recommended for placement on a Corrective Action Plan (One or more standards are ineffective or two or more standards are developing.)
- Recommended for Dismissal/Non-Renewal (The principal has failed to make progress on a Corrective Action Plan, or the principal consistently performs below the established standards or in a manner that is inconsistent with the school's mission and goals.)

Commendations:

Areas Noted for Improvement:

Overall Evaluation Summary

<p>Overall Evaluation Summary Criteria</p> <p><input type="checkbox"/> Exemplary <input type="checkbox"/> Accomplished <input type="checkbox"/> Developing <input type="checkbox"/> Ineffective</p>

Evaluator's Name _____ Principal's Name _____

Evaluator's Signature _____ Principal's Signature _____

Date: _____ Date: _____

(Signature denotes receipt of the summative evaluation, not necessarily agreement with the contents of the form.)

Superintendent's Name: _____

Superintendent's Signature: _____ Date: _____