Amphitheater Public Schools
Principal Evaluation System

Principal Name _____   *School _____*

MISSION STATEMENT
Date _____

   To empower all students to become contributing members of society equipped with the skills, knowledge and values necessary to meet the challenges of a changing world.

WE VALUE

- Achievement
- Caring
- Creativity
- Curiosity
- Diligence
- Diversity

- Fairness
- Honesty
- Kindness
- Respectfulness
- Responsibility
- Service to the Community

2018-2023 District Strategic Plan Goals

1. Empower students to succeed in school, college, and career throught engagement in exemplary academic and varied extracurricluar experiences

2. Deliver world class service and outcomes to students and community with a highly skilled workforce

3. Collaborate with parents and the community in support of a shared mission to maximize student success

4. All students, parents, employees, and community members are connected to their schools to ensure the participation, engagement, and success of all

5. Promote digital literacy by integrating technology throughout learning and district operations

6. Optimize the efficiency and productivity of District systems in order to maximize the resources available to students

The objective of all principals is to concentrate efforts to facilitate the realization of the Mission and Beliefs of the District. I intend to

- **model a focus on students, instructional leadership, and student learning**
- **allow staff, teachers and community members to focus on problem solving**
- **create and reinforce a climate where employees "are proud of working and enjoy working" in Amphi**
- **strive to hold staff accountable for addressing student learning needs and ensuring district resources are appropriately expended and directed to support increased student achievement for ALL students.**

The Amphitheater Principal Evaluation Instrument is in compliance with § ARS 15-203 whereby evaluations must include quantitative data on student academic progress for students enrolled in the school. For this year's evaluation (2019-2020) the following student academic progress data (as appropriate for elementary, middle school, high school and K-8 schools) will be utilized to account for 15% of the evaluation:

1. AzMERIT: Results from 2018-2019
2. Advanced Placement Course Enrollment and AP Test Results: Results from 2018-2019
3. NWEA MAP Testing: Results in Reading and Math for grades 2-8 2018-2019
4. DIBELS Testing: Results for Grades K and 1 2018-2019
5. School Label from 2018-2019

The following indicators of school quality and student progress will be utilized to account for 17% of the evaluation:

1. Increasing student attendance rate (Or, maintaining the rate if the rate is 95% or higher). The 2018-2019   attendance rate will be compared to the 2017-2018 attendance rate as published in the District Data Book

2. Documented Community Outreach activities to include the following:
    a. Volunteerism
    b. Partnerships
    c. Site Council
    d. Parent Teacher Organization
3. Promoting and Marketing the School to include:
    a. Supporting the vision and mission of the district through the Portrait of a Graduate and the strategic planning process
    b. Updated and accurate school web site

USING
EVALUATION
FORM

- Self assessment is completed independently
- Information is compiled and a composite score is listed on each item
- A completed copy of the self assessment is provided to the Associate Superintendent
- A meeting is convened with the principal and the Associate Superintendent to discuss the assessment
- The principal receives original, and a copy is placed in principal's personnel file

Please check your evaluator role:

_____ Self   "I am evaluating myself."
_____ Principal   "I am evaluating the assistant principal."

Domain 1 Data-Driven Focus on School Improvement (15%)

Element	0 Not Using	1 Beginning	2 Developing	3 Applying	4 Innovating	Score
Element 1 The school leader ensures the appropriate use of data to develop critical goals focused on improving student achievement at the school.						3
Element 2 The school leader ensures appropriate analysis and interpretation of data are used to monitor the progress of each student toward meeting achievement goals.						3
Element 3 The school leader ensures the appropriate implementation of interventions and supportive practices to help each student meet achievement goals.						3
					Domain 1 Average	3

Domain 2 Instruction of a Viable and Guaranteed Curriculum (30%)

Element	0 Not Using	1 Beginning	2 Developing	3 Applying	4 Innovating	Score
Element 1 The school leader provides a clear vision of how instruction should be addressed at the school.						3
Element 2 The school leader used knowledge of the predominant instructional practices to improve teaching.						3
Element 3 The school leader ensures that school curriculum and accompanying assessments align with state and district standards.						3
Element 4 The school leader ensures that school curriculum in focused on essential standards so it can be taught the time available to teachers.						3
Element 5 The school leader ensures that each student has equal opportunity to learn the critical content of the curriculum.						3
					Domain 2 Average	3

Domain 3   Continuous Development of Teachers and Staff (15%)

| Element 1 The school leader effectively hires, supports and retains personnel who continually demonstrate growth through reflection and growth plans. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 2 The school leader uses multiple sources of data to provide teachers with ongoing evaluations of their pedagogical strengths and weaknesses that are consistent with student achievement data. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 3 The school leader ensures that teachers and staff are provided with job-embedded professional development to optimize professional capacity and support | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

Domain 3 Average   3

Domain 4   Community of Care and Collaboration (15%)

| Element 1 The school leader ensures that teachers work in collaboration groups to plan and discuss effective instruction, curriculum, assessments, and the achievement of each student. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 2 The school leader ensures a workplace where teachers have roles in the decision-making process regarding school planning, initiatives, and procedures to maximize the effectiveness of the school. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 3 The school leader ensures equity in a child-centered school with input from staff, students, parents, and the community. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 4 The school leader acknowledges the successes of the school and celebrates the diversity and culture of each student. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

Domain 4 Average   3

Domain 5   Core Values (15%)

| Element 1 The school leader is transparent, communicates effectively, and continues to demonstrate professional growth. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 2 The school leader has the trust of the staff and school community that all decisions are guided by what is best for each student. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 3 The school leader ensures that the school is perceived as safe and culturally responsive. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

Domain 5 Average   3

Domain 6   Resource Management (10%)   Total points

| Element 1 The school leader ensures that management of the fiscal, technological, and physical resources of the school supports effective instruction and achievement of each student. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 2 The school leader utilizes systematic processes to engage district and external entities in support of school improvement. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

| Element 3 The school leader ensures compliance to district, state, and federal rules and regulations to support effective instruction and achievement of each student. | 0 Not Using | 1 Beginning | 2 Developing | 3 Applying | 4 Innovating | 3 |

Domain 6 Average   3

| Ensures all continuously enrolled students demonstrate academic progress as measured by valid and reliable quantitative assessment data | *School* overall weighted average (OWA) here: | 3 | *15%* weight |

3.00

| System/school level data demonstrates a successful, effective, and well-rounded school environment | · **Student Attendance Rate:** | → | 4 | **3%** weight |

| Year 1 | Year 2 |

· **Community Outreach:** → | 4 | **1%** weight

Volunteerism

Partnerships

Site Council

PTO

· **Promoting & Marketing the School:** → | 4 | **1%** weight

Portrait of a Graduate & Strategic Planning Process

Web Site

Overall weighted Points   3.05

Highly effective = 3.05+
Effective = 2.66 to 3.04
Developing = 2.16 to 2.65
Ineffective <2.16

Based on the criteria above, this principal is classified as Highly Effective

Descriptors of each number within each section:
0: Not Using
1: Beginning
2: Developing
3: Applying
4: Innovating

 Associate Superintendent's Comments:

Principal Comments:

Principal Signature _____Date_____
Associate Superintendent's Signature _____Date_____