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 (2018-2019) the following student academic progress data (as appropriate for elementary, middle school, high school and K-8 schools) will be utilized to account for 33% of the evaluation:

1. AzMERIT: Results from 2017-2018
2. Advanced Placement Course Enrollment and AP Test Results: Results from 2017-2018
3. NWEA MAP Testing: Results in Reading and Math for grades 2-8 2017-2018
4. DIBELS Testing: Results for Grades K and 1 2017-2018
5. District AZ Learns Label: "B"
6. School Label from 2017-2018

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 2017-2018

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."

LEADERSHIP (Addressing Professional Administrative Standards from R7-2-603)							
	1	2	3	4	5	6	
	Performance is Below Expectations		Performance Meets Expectations		Performance Exceeds Expectations		Total Points
L 1. Communicates and ensures a clear and focused school mission to all stakeholders which aligns with the district vision, mission and goals *(Standards 1 & 10)*							
L2. Effectively evaluates the instructional programs and practices making modifications or adjustments as necessary *(Standard 1)*							
L3. Designs and implements short and long range planning for school improvement and optimal student learning *(Standard 1)*							
L4. Effectively implements school improvement plans through continuous quarterly monitoring, collecting and analyzing data, making adjustments, and documenting progress toward established goals *(Standard 1)*							
L5. Applies effective change theories when implementing new programs/innovations initiatives *(Standard 10)*							
L6. Participates in professional learning to become a more effective leader *(Standards 7 & 10)*							
L7. Models principles of integrity, fairness, and ethical behavior and safeguards the values of democracy, equity and diversity *(Standards 2 & 3)*							
L8. Considers and evaluates the potential moral and legal consequences when making decisions *(Standard 2)*							
LEADERSHIP: OVERALL RATING	0	0	0	0	0	0	0

STUDENT ACHIEVEMENT							
	1	2	3	4	5	6	
	Performance is Below Expectations		Performance Meets Expectations		Performance Exceeds Expectations		Total Points
SA1. Utilizes relevant data to develop short and long range plans which optimize student growth *(Standard 10)*							
SA2. Ensures all students have equitable access to rigorous and relevant curriculum based on Arizona Common Core Standards and 21st Century Skills *(Standards 3 & 4)*							
SA3. Focuses on the deep understanding of content knowledge and effective instructional strategies of teachers *(Standard 6)*							
SA4. Designs and implements an effective intervention structure accessible to all students *(Standards 4 & 10)*							
SA5. Promotes a culture of innovation that continually improves teaching and learning *(Standard 7)*							
SA6. Ensures the use of a variety of effective formative and summative assessments to monitor growth and adjust practice to ensure student progress *(Standard 2)*							
SA7. Effectively implements the teacher evaluation process to continually improve instructional practices *(Standard 6)*							
SA8. Ensures all continuously enrolled students demonstrate academic progress as measured by valid and reliable quantitative assessment data *(Standard 6)*	Fill in ***school*** overall weighted average (OWA) here:					0.00	*33% Weight*
STUDENT ACHIEVEMENT: OVERALL RATING	0	0	0	0	0	0	0

RELATIONSHIPS

	1	2	3	4	5	6	
	Performance is Below Expectations		Performance Meets Expectations		Performance Exceeds Expectations		Total Points
R1. Builds effective professional relationships at the school, district and community levels *(Standard 8)*							
R2. Facilitates positive home and school relations *(Standard 8)*							
R3. Promotes ways for students and families to become involved in the school *(Standard 8)*							
R4. Builds and sustains productive partnerships with community stakeholders to support student success *(Standard 8)*							
R5. Conducts employee relations skillfully *(Standard 7)*							
RELATIONSHIPS: OVERALL RATING	0	0	0	0	0	0	0

PROFESSIONAL GROWTH

	1	2	3	4	5	6	
P1. Analyzes school data to focus professional development programs and improve student learning *(Standards 6 & 10)*							
P2. Ensures that professional learning is on-going, sustained, and embedded in the school culture *(Standard 7)*							
P3. Creates an organizational structure that supports collaborative learning *(Standards 7 & 10)*							
	Performance is Below Expectations		Performance Meets Expectations		Performance Exceeds Expectations		Total Points

PROFESSIONAL GROWTH (CONTINUED)

	1	2	3	4	5	6	
	Performance is Below Expectations		Performance Meets Expectations		Performance Exceeds Expectations		Total Points
P4. Creates structures and opportunities for teachers to serve as instructional leaders at the school level and beyond *(Standards 6 & 10)*							
P5. Knowledgeable and current in curriculum, instruction and assessment trends and developments *(Standard 4)*							
PROFESSIONAL GROWTH: OVERALL RATING	0	0	0	0	0	0	0

MANAGEMENT

	1	2	3	4	5	6	
	Performance is Below Expectations		Performance Meets Expectations		Performance Exceeds Expectations		Total Points
M1. Implements procedures to ensure a safe and orderly educational environment for all stakeholders *(Standards 5 & 9)*							
M2. Allocates resources (e.g., human, financial and material), delegates tasks, and makes adjustments as necessary to ensure the vision and mission of the school and district are met *(Standard 9)*							
M3. Effectively hires, recruits and retains quality staff *(Standard 6)*							
M4. Demonstrates fiscal and financial responsibility *(Standard 9)*							
M5. Ensures facility maintenance, safety and cleanliness *(Standards 5 & 9)*							
M6. Meets planning and reporting deadlines *(Standard 2)*							

M7. System/school level data demonstrates a successful, effective, and well-rounded school environment *(Standard 4)*	· **Student Attendance Rate:**		→					**17% Weight**
	Year 1	*Year 2*						
	· **Community Outreach:**		→					
	Volunteerism							
	Partnerships							
	Site Council							
	PTO							
	· **Promoting & Marketing the School:**		→					
	Portrait of a Graduate & Strategic Planning Process							
	Web Site							
	0	0	0	0	0	0	0	

GRAND TOTAL   0

		Highly effective = 153+
LEADERSHIP:	0	Effective = 132 to 152
STUDENT ACHIEVEMENT:	0	Developing = 107 to 131
RELATIONSHIPS:	0	Ineffective <107
PROFESSIONAL GROWTH:	0	
MANAGEMENT:	0	**Based on the criteria above, this principal is classified as**
GRAND TOTAL	0	**Ineffective**

Rating Scale Explanation:

The scale is divided into three sections:

1-2 Performance is Below Expectations

3-4 Performance Meets Expectations

5-6 Performance Exceeds Expectations

Descriptors of each number within each section:

1: Unsatisfactory, improvement required immediately

2: Improvement required before the next evaluation cycle

3: Meets requirements

4: Meets requirements and shows beginning evidence of high performance

5: Consistent high performance

6: Model quality performance

Associate Superintendent's Comments:

Rating Values:

1 = 0 Points

2 = 0 Points

3 = .80 Points

4 = 1.59 Points

5 = 2.39 Points

6 = 3.19 Points

The point system was developed to meet legal requirements regarding weighting of student progress data.

Principal Comments:

Principal Signature _____Date_____

Associate Superintendent's Signature _____Date_____