



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Principal Summative Appraisal Form

SUBMITTED BY: Dolores Wise-Barrera, Executive Director of High School Education

OF: Curriculum & Instruction Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: August 19, 2015

INFORMATIONAL REPORT:

Presenting the final draft of the Principal Summative Appraisal Form for use by Curriculum & Instruction Department Elementary, Middle and High School Executive Directors to be implemented for the 2015-2016 School Year.

PRINCIPALS SUMMATIVE APPRAISAL FORM

Name	School Location
Evaluator	Date of Review

Standard 1: Instructional Leadership: The principal is responsible for ensuring every student receives high-quality instruction.

CRITICAL COMPONENT	EVIDENCE SUBMITTED <i>including but not limited to the following</i>
A. Rigorous and aligned curriculum and assessment 1a. The principal implements rigorous curricula and assessments aligned with state standards, including college and career readiness standards.	
B. Effective Instructional Practices 1b. The Principal develops high-quality instructional practices among teachers that improve student achievement.	
C. Data-Driven instruction and interventions 1c. The principal monitors multiple forms of student data to inform instructional and intervention decisions to maximize student achievement.	
D. Maximized Learning for all students 1d. The principal ensures that effective instruction maximizes growth of individual students and student groups, supports equity, and eliminates the achievement gap.	

TOTAL STANDARD RATING 1 = _____

Standard 2: Human Capital: The Principal is responsible for ensuring there are high-quality teachers and staff in every classroom throughout the school.

CRITICAL COMPONENT	EVIDENCE SUBMITTED
A. Targeted selection, placement, and retention 2a. The principal selects, places, and retains effective teachers and staff.	
B. Tailored development, feedback, and coaching 2b. The principal coaches and develops teachers by giving individualized feedback and aligned professional development opportunities.	
C. Staff collaboration and leadership 2c. The principal implements collaborative structures and provides leadership opportunities for effective teachers and staff.	
D. Systematic evaluation and supervision 2d. The principal conducts rigorous evaluation s of all staff using multiple data sources.	

TOTAL STANDARD RATING 2 = _____

Standard 3: Executive Leadership: The principal is responsible for modeling a consistent focus and personal responsibility for improving student outcomes.

CRITICAL COMPONENT	EVIDENCE SUBMITTED
<p>A. Resiliency and change management 3a. The principal remains solutions-oriented, treats challenges as opportunities, and supports staff through changes.</p>	
<p>B. Commitment to ongoing learning 3b. The principal proactively seeks and acts on feedback, reflects on personal growth areas and seeks development opportunities, and accepts responsibility for mistakes.</p>	
<p>C. Communications and interpersonal skills 3c. The principal tailors communication strategies to the audience and develops meaningful and positive relationships.</p>	
<p>D. Ethical Behavior 3d. The principal adheres to the Code of Ethics and Standard Practices for Texas Educators in such a way that it demonstrates the moral imperative to educate all children and follows practices and procedures of his or her respective district.</p>	

TOTAL STANDARD RATING 3 = _____

Standard 4: School Culture: The principal is responsible for establishing and implementing a shared vision and culture of high expectations for all staff and students.

CRITICAL COMPONENT	EVIDENCE SUBMITTED
<p>A. Shared vision of high achievement 4a. The principal develops and implements a shared vision of high expectations for students and staff.</p>	
<p>B. Culture of high expectations 4b. The principal establishes and monitors clear expectations for adult and student conduct and implements social and emotional support for students. .</p>	
<p>C. Intentional family and community engagement 4c. The principal engages families and community members in student learning.</p>	
<p>D. Safe school environment 4d. The principal creates an atmosphere of safety that encourages the social emotional and physical well-being of staff and students.</p>	
<p>E. Discipline 4e. The principal uses a variety of student discipline techniques to meet the behavioral and academic needs of individual students.</p>	

TOTAL STANDARD RATING 4 = _____

Standard 5- Strategic Operations: The principal outlines and tracks clear goals, targets and strategies aligned to a school vision that continuously improves teacher effectiveness and student outcomes.

CRITICAL COMPONENT	EVIDENCE SUBMITTED
A. Strategic planning 5a. The principal outlines and tracks clear goals, targets, and strategies aligned to a school vision that improves teacher effectiveness and student outcomes.	
B. Maximized learning time 5b. The principal implements daily schedules and a year-long calendar that plan for regular data-driven instruction cycles, give students access to diverse and rigorous course offerings, and build in time for staff professional development.	
C. Tactical resource management 5c. The principal aligns resources with the needs of the school and effectively monitors the impact on school goals.	
D. Policy implementation and advocacy 5d. The principal collaborates with district staff to implement and advocate for district policies that meet the needs of students and staff.	

TOTAL STANDARD RATING 5 = _____

CUMULATION RATING =

Summary Notes

Administrator Signature: _____ Date: _____

Evaluator Signature: _____ Date: _____

Distinguished 25-21*****
 Accomplished 20-16*****
 Proficient 11-15*****
 Developing 6-10*****
 Not Demonstrated/Needs Improvement 5-0