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**AWSP Leadership Framework Summative Evaluation: Principal**

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| Principal:  | Supervisor: | Date: Click here to enter a date. |
| School:  | Evaluation Type: Choose an item. |

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| **Criterion 1** | **Score** |
| **Criterion 1: Creating a Culture. Influence, establish and sustain a school culture conducive to continuous improvement for students and staff.*** 1. Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching
	2. Engages in essential conversations for ongoing improvement
	3. Facilitates collaborative processes leading toward continuous improvement
	4. Creates opportunities for shared leadership
	5. Creates and sustains a school culture that values and responds to the characteristics and needs of each learner
 | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 2** | **Score** |
| **Criterion 2: Ensuring School Safety. Lead the development and annual update of a comprehensive safe school that plans for physical, social emotional, intellectual and identity safety.**2.1 Provides for physical safety2.2 Provides for social, emotional and intellectual safety2.3 Creates and protects identity safety | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 3** | **Score** |
| **Criterion 3: Planning with Data. Lead the development, implementation and evaluation of the data-driven plan for improvement of student achievement.**3.1 Recognizes and seeks out multiple data sources3.2 Analyzes and interprets multiple data sources to inform school-level improvement efforts3.3 Creates data driven plans for improved teaching and learning3.4 Implements data-informed improvement plans3.5 Provides evidence of student growth that results from the school improvement planning process\* | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 4** | **Score** |
| **Criterion 4: Aligning Curriculum. Assists instructional staff in aligning curriculum, instruction and assessment with state and local learning goals.**4.1 Assists staff in aligning curriculum to state and local district learning goals 4.2 Assists staff in aligning instructional practices to state standards and district learning 4.3 Assists staff in aligning assessment practices to state standards and district learning goals  | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 5** | **Score** |
| **Criterion 5: Improving Instruction. Monitor, assist and evaluate staff utilizing and instructional framework regarding the implementation of the school improvement plan, effective instruction and assessment practices.**5.1 Uses adopted instructional framework to monitor and support effective instruction and assessment practices 5.2 Uses adopted instructional framework to evaluate instruction and assessment 5.3 Assists staff in developing required student growth plans and identifying valid, reliable sources of evidence of effectiveness 5.4 Provides evidence of student growth of selected teachers | Choose an item.  |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 6** | **Score** |
| **Criterion 6: Managing Resources. Manage self, staff, and fiscal resources that align and support student achievement.** 6.1 Managing self6.2 Recruiting and hiring6.3 Assigning staff6.4 Managing fiscal resources | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 7** | **Score** |
| **Criterion 7: Engaging Communities. Communicate and partner with school community members, particularly those that have been underserved, to promote student learning.**7.1 Partners with families to promote student learning7.2 Incorporates strategies that engage all families, particularly those that historically have been underserved7.3 Engages with communities to promote learning | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
| **Criterion 8** | **Score** |
| **Criterion 8: Closing the Gap. Demonstrate a commitment to closing the opportunity and achievement gap.**8.1 Assesses data and identifies barriers8.2 Creates plans to dismantle barriers and increase achievements8.3 Implements and monitors plans to shrink achievement gaps8.4 Provides evidence of growth in student learning | Choose an item. |
| **Artifacts:** | **Evidence:** |
| **Reflection:** |
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| **Overall Total of Criterion Scores (Projected based on self-assessment)** |  |
| **State Summative Scoring Band** |
| **Total of Criterion Scores** | **8-14** | **15-21** | **22-28** | **29-32** |
| **Summative Rating** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |

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| **Student Growth Score (Projected based on self-assessment)** |
| **Criteria** | **Element** | **Growth Goal** | **Evidence & Reflection** | **Score** |
| 3.5 | Provides evidence of student growth that results from the school improvement planning process |  |  |  |
| 5.4 | Provides evidence of student growth of selected teachers |  |  |  |
| 8.4 | Provides evidence of growth in student learning |  |  |  |
|  **Total** |  |

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| **Student Growth Score (Projected based on self-assessment)** |
| Score | 3-5 | 6-9 | 10-12 | **Student Growth Score** |  |
| Rating | Low | Average | High | **Student Growth Rating** |  |

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| **Summative Evaluation** |
| It is my judgment that based upon adopted criteria and state summative scoring band this employee’s performance has been:Choose an item. |
| Principal Signature: | Supervisor Signature: |
| The certificated employee’s signature indicates that the evaluee has read and discussed the evaluation in a conference with the evaluator. The evaluee has the right of addendum; if such a statement is to be attached, check here. Such addendum must bear the signature of the evaluator, indicated only that he/she has seen it. |