

Administrator Performance Rubric Summary

Year _____ School(s) _____

Administrator: _____

Date: _____

Supervisor: _____

Date: _____

Score (Please check appropriate score): 1 = <i>Below Standard</i>		3 = <i>Proficient</i>					
2 = <i>Developing</i>		4 = <i>Exemplary</i>					
Performance Expectation 1: Vision, Mission, Goals							
A. High Expectations for All							
B. Shared Commitments to Implement and Sustain the VMG							
C. Continuous Improvement toward the VMG							
Score				1	2	3	4
Performance Expectation 2: Teaching and Learning							
A. Strong Professional Culture							
B. Curriculum and Instruction							
C. Assessment and Accountability							
Score				2	4	6	8
Performance Expectation 3: Organizational Systems and Staff							
A. Welfare of Students, Faculty and Staff							
B. Operational Systems							
C. Fiscal and Human Resources							
Score				1	2	3	4
Performance Expectation 4: Families and Stakeholders							
A. Collaboration with Families and Community Members							
B. Community Interests and Needs							
C. Community Resources							
Score				1	2	3	4
Performance Expectation 5: Ethics and Integrity							
A. Ethical and Legal Standards of the Profession							
B. Personal Values and Beliefs							
C. High Standards for Self and Others							
Score				1	2	3	4
Performance Expectation 6: The Education System							
A. Professional Influence							
B. The Educational Policy Environment							
C. Policy Engagement							
Score				1	2	3	4
40% Administrator Performance and Practice							
Composite Score (Please circle score): 1 = 7-11 2 = 12-17 3 = 18-23 4 = 24-28							

Evaluator: _____

Date: _____

Administrator: _____

Date: _____

Administrator Performance Rubric Summary (Continued)

Meeting Dates:

Goal Setting Conference: _____ Mid Year Conference: _____
End of Year Conference: _____
School Site Conference: _____
Observations: _____

Administrator Rating Breakdown:

45%: _____ Student Learning Indicators
5%: _____ Teacher Effectiveness
40%: _____ Performance and Practice
10%: _____ Stakeholder Feedback

Total Score: _____

Summary

A brief summative statement may be included with this evaluation; the evaluator may address the following:

- Areas of Strength/Commendations
- Professional Goal Progress
- Areas of Growth Needed
- Supervisor/evaluator and teacher must mutually agree on an area of focus for continuous improvement and document in the Summative Statement below.

Summative Statement (*Optional*):

Signature indicates that the Administrator received a copy.

Supervisor: _____ Date: _____
Evaluator: _____ Date: _____
Teacher: _____ Date: _____

Additional Comments (Administrator: Use this space to note any exceptions to comments made above or elsewhere in this evaluation. Use additional sheets, as necessary.) If any issues/concerns arise, the administrator may request an additional conference with the supervisor/evaluator.

***Specific administrator competencies described in the Administrator Performance Rubric Summary and from the Connecticut School Leadership Standards (CSLS).**

Stakeholder Feedback – Central Office administrators must be rated on feedback from the stakeholders whom the administrator directly serves. Feedback must be based on elements and indicators within the Connecticut Leadership Standards and will be kept anonymous and will demonstrate validity and reliability.