

Appendix A

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EVALUATEE _____ SCHOOL _____

POSITION _____ EVALUATOR _____

Evaluatee's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

ELEMENT 1B

DISTINGUISHED

PROFICIENT

EMERGING
STANDARD

DOES NOT MEET
STANDARD

Leaders engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders.

Embrace diverse perspectives and craft consensus about the vision and goals.

Communicate the vision so the staff and school community understands it and uses it for decision-making.

Build shared accountability to achieve the vision by distributing leadership roles and responsibilities among staff and community.

Align the vision and goals with local, state, and federal education laws and regulations.

Evaluatee's Self Reflections on Mid Year Progress:

Evaluator's Mid Year Progress Comments:

Evaluatee's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

ELEMENT 1C

Leaders plan and develop



Evaluatee's Self Reflections on Mid Year Progress:

Evaluator's Mid Year Progress Comments:

Evaluatee's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

ELEMENT 2A

community partnerships that promote and support students to meet performance and content expectations and graduate ready for college and career.				
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Incorporate information about family and community expectations and needs into decision-making and activities.

Share leadership responsibility by establishing community, business, institutional, and civic partnerships that invest in and support the vision and goals.

Treat all stakeholder groups with fairness and respect, and work to bring consensus on key issues that affect student learning and well-being.

Participate in local activities that engage staff and community members in communicating school successes to the broader community.

Evaluatee's Self Reflections on Mid Year Progress:

Evaluator's Mid Year Progress Comments:

Evaluatee's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

ELEMENT 4C	DISTINGUISHED	PROFICIENT	EMERGING STANDARD	DOES NOT MEET STANDARD
Leaders leverage and integrate community resources and services to meet the varied needs of all students.				

Seek out and collaborate with community programs and services that assist students who need academic, mental health, linguistic, cultural, social-emotional, physical, or other support to succeed in school.

Build mutually beneficial relationships with external organizations to coordinate the use of school and community facilities.

Work with community emergency and welfare agencies to develop positive relationships.

Secure community support to sustain existing resources and add new resources that address emerging student needs.

Evaluatee's Self Reflections on Mid Year Progress:

Evaluator's Mid Year Progress Comments:

Evaluatee's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

ELEMENT 5A	DISTINGUISHED	PROFICIENT	EMERGING STANDARD	DOES NOT MEET STANDARD
Leaders act upon a personal code of ethics that requires continuous reflection and learning.				

Examine personal assumptions, values, and beliefs to address students' various academic, linguistic, cultural, social-emotional, physical, and economic assets & needs, and promote equitable practices and access appropriate resources.

Reflect on areas for improvement and take responsibility for change and growth.

Engage in professional learning to be up-to-date with education research, literature, best practices and trends to strengthen their ability to lead.

Continuously improve cultural proficiency skills and competency in curriculum, instruction, and assessment for all learners.

Sustain personal motivation, commitment, energy, and health by balancing professional and personal responsibilities.

Evaluated's Self Reflections on Mid Year Progress:

Evaluator's Mid Year Progress Comments:

Evaluated's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

ELEMENT 5B	DISTINGUISHED	PROFICIENT	EMERGING STANDARD	DOES NOT MEET STANDARD
Leaders guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions.				

Consider and evaluate the potential moral and legal consequences of decisions.

Review multiple measures of data and research on effective teaching and learning, leadership, management practices, equity, and other pertinent areas to inform decision making.

Identify personal and institutional biases and remove barriers that derive from economic, social-cultural, linguistic, cultural, physical, gender-based, or other sources of educational disadvantage or discrimination.

Commit to making difficult decisions in service of equitable outcomes for students, staff, and the school community.

Evaluatee's Self Re

ELEMENT 6A

DISTINGUISHED

PROFICIENT

EMERGING
STANDARD

DOES NOT MEET
STANDARD

Leaders actively structure and participate in opportunities that develop greater public understanding of the education policy environment.

Operate consistently within the parameters of federal, state, and local laws, policies, regulations, and statutory requirements.

Understand and can explain the roles of school leaders, boards of education, legislators, and other key stakeholders in making education policy.

Welcome and facilitate conversations with the local community about how to improve learning and achievement for all students, including English Learners and students needing additional support.

Facilitate discussions with the public about federal, state, and local laws, policies, regulations, and statutory requirements affecting continuous improvement of educational programs and outcomes.

Work with local leaders to assess, analyze, and anticipate emerging trends and initiatives and their impact on education.

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Evaluators' Self Reflections on Mid Year P e n

Evaluattee's Self Reflections on Mid Year Progress:

Evaluator's Mid Year Progress Comments:

Evaluattee's Self Reflections for Final/End of Year Comments:

Evaluator's Final/End of Year Comments:

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ELEMENT 6C

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Overall Evaluation Comments:

DISTINGUISHED

PROFICIENT

EMERGING STANDARD

DOES NOT MEET STANDARD

Improvement
Plan Attached

Improvement
Plan Required

Evaluatee's Signature

Date _____

Evaluatee's Printed Name _____

Evaluator's Signature

Date _____

Evaluator's Printed Name _____

Management Evaluation Instrument Rubric

CPSEL STANDARD 1: Development and Implementation of an t~

Does Not Meet Standard: While the leader is aware of the potential of vision, activities toward the development and use of a site vision are in preliminary stages. The leader may have begun the process of engaging faculty and community members in initial dialogue about the importance of site vision. She or he may have begun to introduce the concepts of high standards, equity, and the unique characteristics

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limitations in public engagement and to identify areas for improving prob

discussion about district policy and site practices.

EVIDENCE

In collaboration with the Supervisor for Principals and the Principal for Assistant Principals, the “Example Indicators” included in the Commission on Teacher Credentialing California Professional Standards for Education Leaders (CPSEL’s) can be leveraged as the starting point for gathering evidence. We have included a link to West Ed’s concise version of the CPSEL’s including the standards, elements and example indicators below.

<https://www.wested.org/wp-content/uploads/2016/02/DOPS-15-03-508.pdf>

For example, within CPSEL 2, Example Indicator 2B-4 states, “Guide and monitor the alignment of curriculum, instruction, assessment, and professional practice.” Evidence could be walk through data, Collaborative Time minutes, data analysis protocols etc.

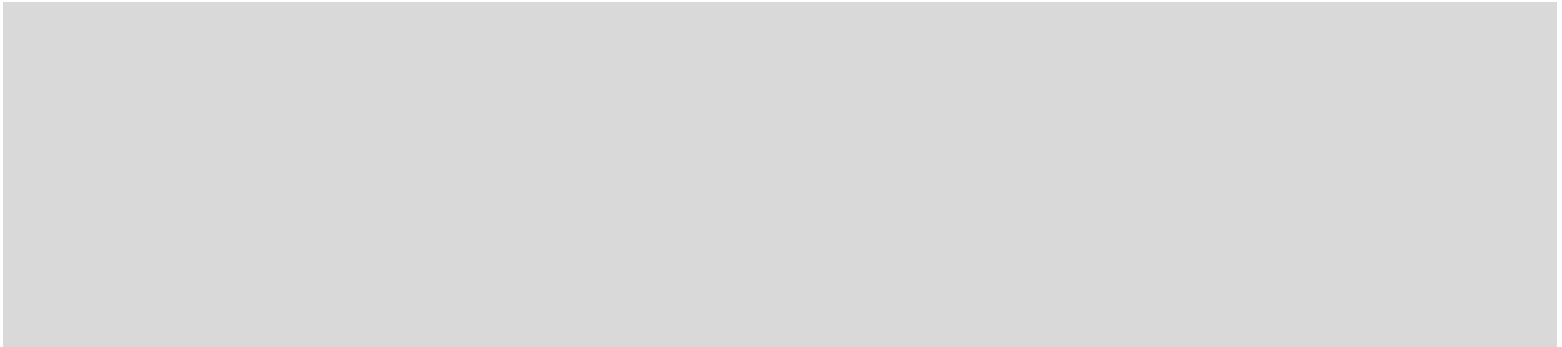
Appendix A

_____ (date)
Pre Conference

_____ (date)
Mid Year Conference

_____ (date)
Final Conference

CPSEL Standard and Corresponding Element:



CPSEL Standard and Corresponding Element:

