**Appendix G: Principal- Summative Performance Report**

**Harlan County Schools**

**Principal Summative Performance Report**

**Directions:** Evaluators use this form prior to provide the principal with an assessment of performance. The principal should be given a copy of the form at the end of each evaluation cycle.

**Principal** Click here to enter text. **School Year(s):** Click here to enter text.

**School** Click here to enter text.

**Links:** [**Professional Standards for Educational Leaders**](https://education.ky.gov/teachers/PGES/Documents/Professional-Standards-for-Educational-Leaders.pdf)**,** [**Kentucky PSEL Guidance for Growth and Evaluation Tool**](https://docs.google.com/spreadsheets/d/1s6cmQ38sbEMiztQf4c7WyQDAud5Eag3XsDqCrjBZt_U/edit#gid=797164379) **(Comprehensive listing of PSEL Standards, Descriptors, Elements and Performance Levels for Exemplary, Accomplished, Developing and Ineffective Ratings)**

**STANDARD 1. MISSION, VISION, AND CORE VALUES**Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.

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| **Exemplary** In addition to meeting the requirements for Accomplished… | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 2. ETHICS AND PROFESSIONAL NORMS**

Effective educational leaders act ethically and according to professional norms to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 3. EQUITY AND CULTURAL RESPONSIVENESS**  
Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 4. CURRICULUM, INSTRUCTION, AND ASSESSMENT**

Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 5. COMMUNITY OF CARE AND SUPPORT FOR STUDENTS**

Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

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| **Exemplary** In addition to meeting the requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 6. PROFESSIONAL CAPACITY OF SCHOOL PERSONNEL**

Effective educational leaders develop the professional capacity and practice of school personnel to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 7. PROFESSIONAL COMMUNITY FOR TEACHERS AND STAFF**

Effective educational leaders foster a professional community of teachers and other professional staff to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 8. MEANINGFUL ENGAGEMENT OF FAMILIES AND COMMUNITY**

Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student’s academic success and well-being.

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| **Exemplary**  In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 9. OPERATIONS AND MANAGEMENT**

Effective educational leaders manage school operations and resources to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**STANDARD 10. SCHOOL IMPROVEMENT**

Effective educational leaders act as agents of continuous improvement to promote each student’s academic success and well-being.

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| **Exemplary** In addition to meeting the  requirements for Accomplished... | **Accomplished** is the expected level of performance. | **Developing** | **Ineffective** |
| ☐    Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. | ☐  Comments: Click here to enter text. |

**Evaluation Summary**

☐ Recommended for continued employment

☐ Recommended for placement on a Corrective Action Plan (One or more standards are ineffective or two or more standards are developing.)

☐ Recommended for Dismissal/Non-Renewal (The principal has failed to make progress on a Corrective Action Plan, or the principal consistently performs below the established standards or in a manner that is inconsistent with the school’s mission and goals.)

**Commendations:** Click here to enter text.

**Areas Noted for Improvement:** Click here to enter text.

**Improvement Goals:** Click here to enter text.

**Overall Evaluation Summary**

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| --- |
| **Overall Evaluation Summary Criteria**  ☐ Exemplary ☐ Accomplished ☐ Developing ☐ Ineffective  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Employee’s Signature/Date Administrator’s Signature/Date |

Evaluator’s Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Principal’s Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator’s Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Principal’s Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Signature denotes receipt of the summative evaluation, not

necessarily agreement with the contents of the form.)

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Superintendent’s Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Superintendent’s Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Note: Standards Ratings are determined by the supervisor’s professional judgment based on sources of evidence that inform principal professional practice. These sources of evidence include:*

* Professional Growth
* Site-Visits
* Other district determined evidence sources