



Principal and Building Leader Summative Performance Profile 3.0

School Year:

Administrator:

Building:

Position:

Years of SA Evaluation:

Evaluator:

Mentor/Coach, if applicable:

Date of Final Evaluation Conference:

Final Evaluation Rating Label:

Domain 1 – Results Profile

- A. Growth targets on State academic measures
- B. Growth targets on other valid local academic measures including normed or criterion-referenced assessments and/or assessment rubrics, based on Student Learning Objectives (SLOs) or other locally employed analytics
- C. Growth targets on valid, research supported behavioral measures associated with academic achievement
- D. Growth targets on valid, research supported psycho, social, and/or emotional measures associated with academic achievement

Domain 1 - Student Growth

(Total Student Growth Score divided by the Number of Factors Used equals Final Growth Score)

(0 = Not Met; 1 = Partially Met; 2 = Met; 3 = Exceeded; NU = Not Used) (Rating Range is district determined)

Factor Used	Date	Rating Score for Student Growth	Total Number of Factors Used	Final Growth Score
A - State Assessment Data				
B - Local Assessment Data				
C - Behavioral Data				
D - Psycho, Social, Emotional Data				
Total Student Growth Score				

(Total Student Growth Score divided by the Number of Factors Used equals Final Growth Score)

Domain 2 – 5 Characteristics

Administrators and Evaluators use this Rating Profile to document the Initial Self-Assessment, Mid-Year, Final Self-Assessment, and Final Evaluation Ratings.

Code	Characteristic	Initial Self-Assessment Rating (Date)	Mid-Year Review Rating (Date)	Final Self-Assessment Rating (Date)	Final Evaluation Rating 6.15.25
2.A.1	Mission and Vision				
2.A.2	Goals and Expectations				
2.B.1	Values, Beliefs, Principles, & Diversity				
2.B.2	Language, Traditions, Celebrations & Stories				
2.C.1	Informed and Current				
2.C.2	Strategic and Systemic				
2.C.3	Fair, Legal, Honest, and Ethical				
2.C.4	Adaptive and Resilient				
3.A.1	Guaranteed and Viable Curriculum	2			
3.A.2	Evidence Based and Differentiated Instruction				
3.A.3	Standards Based Assessment and Feedback				
3.B.1	Laws, Policies, and Regulations				
3.B.2	Processes and Procedures				

Code	Characteristic	Initial Self-Assessment Rating (Date)	Mid-Year Review Rating (Date)	Final Self-Assessment Rating (Date)	Final Evaluation Rating (Date)
3.B.3	Resource Allocation and Management				
4.A.1	Relationships				
4.A.2	Inclusion				
4.A.3	Communication				
4.B.1	Collaborative Inquiry				
4.B.2	Systematic Use of Multiple Data Sources				
4.B.3	Data Systems				
5.A.1	Professional Learning				
5.A.2	Leadership Development				
5.A.3	Performance Evaluation				
5.A.4	Productivity				
5.B.1	Personal Use of Technology				
5.B.2	Learning and Teaching with Technology				
5.B.3	Leadership for Technology				
	Total Score				

Domain 2-5 Performance Tasks Results

(Total Score divided by Total Characteristics Rated equals Score)

Evaluation Assessment	Date	Total Score	Total Characteristics	Score
Initial Self-Assessment				
Mid-Year Review				
Final Self-Assessment				
Final Evaluation				

Final Rating Profile Results

(Rating Score multiplied by Weighted Percentage equals Final Rating Score)

(Add Domain 1 Final Rating Score with Domain 2-5 Final Rating Score to get the Overall Final Weighted Rating Score and use the **District determined ranges to find the Final Rating Label.**)

Domain	Rating Score	Weighted Percentage	Final Rating Score
Domain 1 - Student Growth			
Domain 2-5 Performance			
Overall Final Weighted Rating Score			
Overall Final Evaluation Label			

Example: Evaluation Rating Categories: 0 - 1.19 = Needing Support; 1.2 - 2.19 = Developing; 2.2 - 3 = Effective



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Final Evaluation Label:

Additional Feedback and Training Needed:

Mid-Year Feedback:

End of Year Feedback:

I have reviewed this evaluation with the administrator:

Yes or No

Evaluator's Signature:

Date:

The presence of the employee's signature shall indicate that the employee has reviewed the evaluation form. Signature does not necessarily imply agreement with evaluation. Employee's Statement is attached:

Yes or No or NA

District Leader Signature:

Date: