

Holton Public Schools

Professional Growth Plan (PGP) Annual Summative Evaluation Form

Principal:

Building:

Date:

The following Summative Evaluation on the Characteristics for Effective Principal Leadership is based on focused building / worksite environment walkthroughs, and the performance on the Professional Growth Plan.

Characteristics for Effective Principal Leadership	Ineffective	Minimally Effective	Effective	Highly Effective
DOMAIN 1: RESULTS				
1.1: Student Achievement Results				
1.1a: Improved teacher performance results				
1.1b: Improved student achievement results				
1.1c: Achievement gap reduction/elimination				
1.1d: Overall school performance				
<u>Narrative feedback:</u>				
The work performance of this employee as it relates to Domain 1: Results	Unsatisfactory		Satisfactory	
	Ineffective	Minimally Effective	Effective	Highly Effective

DOMAIN 2: LEADERSHIP				
2.1: Vision for learning and achievement factors				
2.1a: Personal vision				
2.1b: Shared vision				
2.2: Leadership behavior factors				
2.2a: Informed				
2.2b: Strategic and systematic				
2.2c: Fair, legal, honest, ethical, and professional				
2.2d Resilient				
<u>Narrative feedback:</u>				
The work performance of this employee as it relates to Domain 2: Leadership	Unsatisfactory		Satisfactory	
	Ineffective	Minimally Effective	Effective	Highly Effective

DOMAIN 3: PROGRAMS				
3.1: High quality, fidelity, and reliability instructional program factors				
3.1a: Curriculum				
3.1b: Instruction				
3.1c: Assessment				

3.2: Safe, effective, efficient school operations factors				
3.2a: Policies, laws, and procedures				
3.2b: Systems, process, and procedures				
3.2c: Allocation and management of resources				
<u>Narrative feedback:</u>				
The work performance of this employee as it relates to Domain 3: Programs				
Ineffective		Minimally Effective	Effective	Highly Effective

DOMAIN 4: PROCESSES				
4.1: Community building factors				
4.1a: Relationships				
4.1b: Inclusion				
4.1c: Communications				
4.2: Evidenced based and data informed decision making factors				
4.2a: Collaborative inquiry process				
4.2b: Systematic use of multiple data sources				
4.2c: Data systems				
<u>Narrative feedback:</u>				
The work performance of this employee as it relates to Domain 4: Processes				
Ineffective		Minimally Effective	Effective	Highly Effective

DOMAIN 5: SYSTEMS				
5.1: Technology integration and competence factors				
5.1a: Personal use of technology				
5.1b: Learning and teaching with technology				
5.1c: Leadership for technology				
5.2: Human capacity factors				
5.2a: Professional development				
5.2b: Leadership development				
5.2c: Performance evaluation				
5.2d: Productivity				
<u>Narrative feedback:</u>				
The work performance of this employee as it relates to Domain 5: Systems				
Ineffective		Minimally Effective	Effective	Highly Effective

