



CERTIFICATED MANAGEMENT SUMMARY EVALUATION

Name:	Site/Location:
Position:	School Year:
Status (check one) <input type="checkbox"/> Permanent <input type="checkbox"/> Probationary	

<p>STANDARD 1: Development and Implementation of a Shared Vision Education leaders facilitate the development and implementation of a shared vision of learning and growth of all students.</p> <p><u>A - Student-Centered Vision:</u> Leaders shape a collective vision that uses multiple measures of data and focuses on equitable access, opportunities, and outcomes for all students.</p> <p><u>B - Developing Shared Vision:</u> Leaders engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders.</p> <p><u>C - Vision Planning and Implementation:</u> Leaders guide and monitor decisions, actions, and outcomes using the shared vision and goals.</p>	<p>STANDARD 1:</p> <p><input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Partially Meets Expectations <input type="checkbox"/> Unsatisfactory</p>
<p>STANDARD 2: Instructional Leadership Education leaders shape a collaborative culture of teaching and learning, informed by professional standards and focused on student and professional growth.</p> <p><u>A - Professional Learning Culture:</u> Leaders promote a culture in which staff engage in individual and collective professional learning that results in their continuous improvement and high performance.</p> <p><u>B - Curriculum and Instruction:</u> Leaders guide and support the implementation of standards based curriculum, instruction, and assessments that address student expectations and outcomes.</p> <p><u>C - Assessment and Accountability:</u> Leaders develop and use assessment and accountability systems to monitor, improve, and extend educator practice, program outcomes, and student learning.</p>	<p>STANDARD 2:</p> <p><input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Partially Meets Expectations <input type="checkbox"/> Unsatisfactory</p>

<p>STANDARD 3: Management and Learning Environment Education leaders manage the organization to cultivate a safe and productive learning and working environment.</p> <p><u>A - Operations and Facilities:</u> Leaders provide and oversee a functional, safe, and clean learning environment.</p> <p><u>B - Plans and Procedures:</u> Leaders establish structures and employ policies and processes that support students to graduate ready for college and career.</p> <p><u>C - Climate:</u> Leaders facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner.</p> <p><u>D - Fiscal and Human Resources:</u> Leaders align fiscal and human resources and manage policies and contractual agreements that build a productive learning environment.</p>	<p>STANDARD 3:</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>
<p>STANDARD 4: Family and Community Engagement Education leaders collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources.</p> <p><u>A - Parent and Family Engagement:</u> Leaders meaningfully involve all parents and families, including underrepresented communities, in student learning and support programs.</p> <p><u>B - Community Partnerships:</u> Leaders establish community partnerships that promote and support students to meet performance and content expectations and graduate ready for college and career.</p> <p><u>C - Community Resources and Services:</u> Leaders leverage and integrate community resources and services to meet the varied needs of all students.</p>	<p>STANDARD 4:</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>
<p>STANDARD 5: Ethics and Integrity Education leaders make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standard.</p> <p><u>A - Reflective Practice:</u> Leaders act upon a personal code of ethics that requires continuous reflection and learning.</p> <p><u>B - Ethical Decision-Making:</u> Leaders guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions.</p> <p><u>C - Ethical Action:</u> Leaders recognize and use their professional influence with staff and the community to develop a climate of trust, mutual respect, and honest communication, necessary to</p>	<p>STANDARD 5:</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>

<p>consistently make fair and equitable decisions on behalf of all students.</p>	
<p>STANDARD 6: External Context and Policy Education leaders influence political, social, economic, legal, and cultural contexts affecting education to improve education policies and practices.</p> <p><u>A - Understanding and Communicating Policy:</u> Leaders actively structure and participate in opportunities that develop greater public understanding of the education policy environment.</p> <p><u>B - Professional Influence:</u> Leaders use their understanding of social, cultural, economic, legal, and political contexts to shape policies that lead to all students graduating ready for college and career.</p> <p><u>C - Policy Engagement:</u> Leaders engage with policymakers and stakeholders to collaborate on education policies focused on improving education for all students.</p>	<p>STANDARD 6:</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>
<p>COMMUNICATION</p> <p>Engages and actively listens to all contributors. Retains, relays, and effectively presents clear information in written, verbal, and non-verbal forms. Communicates professionally when using various types of District communication tools.</p>	<p>COMMUNICATION</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>
<p>CUSTOMER SERVICE</p> <p>Listens and responds positively to constituent needs. Serves all constituents while building strong relationships. Responds in a prompt and friendly manner to requests and inquiries.</p>	<p>CUSTOMER SERVICE</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>
<p>WORKING RELATIONSHIPS</p> <p>Builds professional rapport with students, families, colleagues, supervisors, District staff, and community members. Confers with others in a professional and productive manner. Is receptive to feedback from others.</p>	<p>WORKING RELATIONSHIPS</p> <p><input type="checkbox"/> Exceeds Expectations</p> <p><input type="checkbox"/> Meets Expectations</p> <p><input type="checkbox"/> Partially Meets Expectations</p> <p><input type="checkbox"/> Unsatisfactory</p>

EVALUATOR SUMMARY

OVERALL ASSESSMENT

- Exceeds Expectations
- Meets Expectations
- Partially Meets Expectations
- Unsatisfactory

*Signature of Evaluatee:

Date:

Signature of Evaluator:

Date:

*The evaluatee's signature on this evaluation does not necessarily imply agreement. If the evaluatee disagrees with the above evaluation, they may submit a written statement and submit it to Human Resources within ten (10)

business days from receipt of the evaluation. The evaluatee's statement will be attached to the Performance Evaluation and placed in their personnel file.