**EVALUTION FORM: ANNUAL PERFORMANCE LEVEL (***This form is used to calculate a Summative Performance Level)*

Name:

School: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ School Year:

Evaluator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ District: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date Completed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Examine all sources of evidence for each of the four domains, using the results from the FSLA (Florida School leader Assessment) process as it applies to the school leader’s performance. Incorporate the Deliberate Practice Score. Refer to the Scoring Guide to rate FSLA and Deliberate Practice... Assign an overall evaluation of the school leader’ performance, sign the form and obtain the signature of the school leader.

1. Leadership Practice Score

FSLA score x .80 = \_\_\_\_\_\_\_

FSLA Proficiency Rating - \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Domain | Rating | Points | Weight | Weighed value | Convert to 100 point scale | Domain Score |
| Domain I  Student Achievement |  | 1-4 | .20 |  | x 100 |  |
| Domain 2  Instructional Leadership |  | 1-4 | .40 |  | x 100 |  |
| Domain 3 Organizational Leadership |  | 1-4 | .20 |  | x 100 |  |
| Domain 4  Professional and Ethical Behavior |  | 1-4 | 20 |  | x 100 |  |
| FSLA Score |  |  |  |  |  |  |

The Domain scores are added up and an FSLA score determined. The FSLA Score is converted to an FSLA rating of HE, E, NI, or U based on this scale:

|  |  |
| --- | --- |
| **FSLA SCORE** | **FSLA Proficiency Rating** |
| 241 to 300 | Highly Effective |
| 151 to 240 | Effective |
| 75 to 150 | Needs Improvement |
| 0 to 74 | Unsatisfactory |

1. Deliberate Practice Score \_\_\_\_\_\_\_\_ x .20 = \_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| DP Score Range | DP Rating |
| 241 to 300 | Highly Effective |
| 151 to 240 | Effective |
| 75 to 150 | Needs Improvement |
| 0 to 74 | Unsatisfactory |

|  |  |  |
| --- | --- | --- |
| Number of growth targets | Maximum points per target | Maximum Point Range |
| One Target | 300 | 300 |
| Two Targets | 150 (300/2) | 300 (150 x 2) |
| Three Targets | 100 (300/3) | 300 (100 x 3) |
| Four Targets | 75 (300/4) | 300 (75 x 4) |

1. Combined score is Leadership Practice Score: \_\_\_\_\_\_\_\_\_\_\_\_\_ + \_\_\_\_\_\_\_\_\_\_\_\_\_ = \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| Leadership Score Range | Leadership Practice Rating |
| 241 to 300 | Highly Effective |
| 151 to 240 | Effective |
| 75 to 150 | Needs Improvement |
| 0 to 74 | Unsatisfactory |

1. Student Growth Measure/Value Added Measure Score: \_\_\_\_\_

Enter Cut scores for *Student Growth Measures* using a 300 point scale:

|  |  |  |
| --- | --- | --- |
| 300 (4 VAM) | = | Highly Effective |
| 239 (3 VAM) | = | Effective |
| 150 (2 VAM) | = | Needs Improvement |
| 74 (1 VAM) | = | Unsatisfactory |

**Note: Gadsden School District will use state recommended cut scores.**

1. Add SGM/VAM score and Leadership Practice Score

SGM/VAM score \_\_\_\_\_\_\_\_ + Leadership Score \_\_\_\_\_\_\_\_\_ = \_\_\_\_\_\_\_\_\_\_\_\_

**Example: SGM score of 212 + Leadership Practice score of 222 = 432 performance score**

**Performance score of 432 = rating of Effective**

1. Enter rating on evaluation \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| Performance Score ranges | Performance Level Rating |
| 480 to 600 | Highly Effective |
| 301 to 479 | Effective |
| 149 to 300 | Needs Improvement |
| 0 to 148 | Unsatisfactory |

Performance levels: **( ) Highly Effective ( ) Effective**

**( ) Needs Improvement ( ) Unsatisfactory**

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School Leader Comment:

School Leader Signature:

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator Comment:

Evaluator Signature:

Date: \_\_\_\_\_\_\_\_\_\_