**GADSDEN COUNTY SCHOOL DISTRICT**

**Principal Evaluation Cheat Sheet**

**FSLA Rating Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Domain**  | **Rating** | **Points** | **Weight** | **Weighed value** | **Convert to 100 point scale** | **Domain Score** |
| Domain 1: Student Achievement | HE | 3 | .20 | .6 | x 100 | 60 |
| Domain 2: Instructional Leadership | E | 2 | .40 | .8 | x 100 | 80 |
| Domain 3: Organizational Leadership | HE | 3 | .20 | .6 | x 100 | 60 |
| Domain 4: Professional and Ethical Behavior | NI | 1 | .20 | .2 | x 100 | 20 |
| FSLA Score |  |  |  |  |  | 220 |

\*Rating points are between 0 and 3: HE=3, E=2, NI=1 and U=0

**FSLA Score/Proficiency Table**

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

**Deliberate Practice Rating Rubric**

|  |  |  |
| --- | --- | --- |
| **Scoring a DP Growth Target** | **Rating Rubrics** | **Points** |
| Highly Effective | Target met, all progress points achieved, and verifiable improvement in leaders performance | 300 |
| Effective | Target met, progress points achieves....impact not yet evident | 200-299 |
| Needs Improvement | Target not met, but some progress points met  | 100-199 |
| Unsatisfactory | Target not met, nothing beyond 1 progress point | 0-99 |

**Leadership Practice Score Calculation**

1. FLSA SCORE:

\_\_\_\_\_\_\_\_\_ x .80 = \_\_\_\_\_\_\_\_\_\_\_\_

1. Deliberate Practice Score:

\_\_\_\_\_\_\_\_\_ x .20 = \_\_\_\_\_\_\_\_

1. A + B = Leadership Practice Score

*Example:*

*FLSA score of 220 x. 80 = 176*

*DP score of 230 x .20 = 46*

*Leadership Practice Score is 222.*

**Leadership Score/Rating Table**

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

**REVISED 5/28/2020**