

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.

A. Leadership Practice Score
 FSLA score _____ x .80 = _____

FSLA Proficiency Rating - _____

Domain	Rating	Points	Weight	Weighed value	Convert to 100 point scale	Domain Score
Domain 1 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

B. 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)

C. 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

D. 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.

E. 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

F. 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**

School Leader Comment:

School Leader Signature: _____

Date: _____

Evaluator Comment:

Evaluator Signature: _____

Date: _____