**EVALUTION FORM: ANNUAL PERFORMANCE LEVEL (***This form is used to calculate a Summative Performance Level. To be consistent with the classroom teacher evaluation, the administrative tool is revised to reflect the removal of VAM scores.)*

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 |  | 0-3 | .20 |  | x 100 |  |
| Domain 2  Instructional Leadership |  | 0-3 | .40 |  | x 100 |  |
| Domain 3 Organizational Leadership |  | 0-3 | .20 |  | x 100 |  |
| Domain 4  Professional and Ethical Behavior |  | 0-3 | 20 |  | x 100 |  |
| FSLA Score |  |  |  |  |  |  |

The Domain scores are added to obtain an FSLA score. The FSLA score is converted into an FSLA rating of HE, E, NI, or U based on the scale below.

|  |  |
| --- | --- |
| **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 |

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

**( ) Needs Improvement ( ) Unsatisfactory**

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School Leader Comment:

School Leader Signature:

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

Evaluator Comment:

Evaluator Signature:

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