

**MADERA UNIFIED SCHOOL DISTRICT  
EVALUATION INSTRUMENT**  
(Based on California Standards for Educational Leaders)

**Name:**  
**Assignment:**

**School Site:**  
**School Year:**

**Evaluating Supervisor:**

\* PERFORMANCE STANDARD RATINGS \*

- E = Practice exemplifies the standard
- M = Practice meets the standard
- A = Practice approaches the standard
- D = Practice directed toward the standard

- Unsatisfactory ratings must include a Recommendation & Assistance statement by the evaluating supervisor in Section VI

<b>FACTORS</b>	<b>RATING (E, M, A, D)</b>	<b>COMMENTS (Use additional pages if needed)</b>
<b>STANDARD 1:</b> A school administrator is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.		
1.1 Develop a Shared Vision		
1.2 Plan and Implement Activities Around the Vision		
1.3 Allocate Resources to Support the Vision		
<b>STANDARD 2:</b> A school administrator is an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.	<b>RATING (E, M, A, D)</b>	
2.1 Develop School Culture and Ensure Equity		

2.2	Guide the Instructional Program		
2.3	Guide Professional Growth of Staff		
2.4	Create and Utilize Accountability Systems		

<b>STANDARD 3:</b> A school administrator is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.	<b>RATING (E, M, A, D)</b>	
3.1	Ensure a Safe School Environment	
3.2	Create an Infrastructure to Support an Effective Learning Environment	
3.3	Manage the School as a Learning-Support System	
3.4	Maintain Legal Integrity	

<b>STANDARD 4:</b> A school administrator is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.	<b>RATING (E, M, A, D)</b>	
4.1	Collaborate to Incorporate the Perspective of Families and Community Members	
4.2	Establish and Manage Linkages Between the Site and the Larger Community Context	
4.3	Engage and Coordinate Support from Agencies Outside the School	

<b>STANDARD 5:</b> A school administrator is an educational leader who promotes the success of all students by modeling a personal code of ethics and developing professional leadership capacity.	<b>RATING</b> <b>(E, M, A, D)</b>	
5.1 Maintain Ethical Standards of Professionalism		
5.2 Guide Sound Courses of Action Using Pertinent, State-of-the-Art Methods		
5.3 Model Reflective Practice and Continuous Growth		
5.4 Sustain Professional Commitment and Effort		

<b>STANDARD 6:</b> A school administrator is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.	<b>RATING</b> <b>(E, M, A, D)</b>	
6.1 Engage with the Policy Environment to Support School Success		
6.2 Interact with Stakeholders		
6.3 Incorporate Input from the Public		

- Analysis of student performance assessments takes into account mitigating factors such as student attendance, entry-level achievement, special program membership and other measurable variables that influence student achievement.

### SECTION VI

Evaluator's Summary Comments
Commendations

Recommendations & Assistance

**OVERALL PERFORMANCE EVALUATION**

- Exceeds Standards
- Satisfactory/Meets Standards
- Needs Improvement
- Unsatisfactory practice that is not consistent with standard expectations

Employee's Comments

I have received and read a copy of the foregoing performance evaluation report and have had an opportunity to discuss it with my evaluating supervisor. My signature does not constitute endorsement of this document.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date