

**MADERA UNIFIED SCHOOL DISTRICT  
CERTIFICATED MANAGEMENT  
EVALUATION INSTRUMENT**

(Based on California Professional Standards for Educational Leaders)  
(Source: Commission on Teacher Credentialing & California Department of Education)

**Name:**

**Evaluating Supervisor:**

**School Site:**

**Assignment:**

**School Year:**

\* PERFORMANCE STANDARD RATINGS \*

**E** = Practice **E**xemplifies the Standard

**M** = Practice **M**eets the Standard

**A** = Practice **A**pproaches the Standard

**D** = Practice **D**irected toward the Standard

<b>FACTORS</b>	<b>RATING (E, M, A, D)</b>	<b>COMMENTS (Use additional pages if needed)</b>
<b>STANDARD 1: DEVELOPMENT AND IMPLEMENTATION OF A SHARED VISION</b> - Education leaders facilitate the development and implementation of a shared vision of learning and growth of all students.		
Element 1A: Student-Centered Vision		
Element 1B: Developing Shared Vision		
Element 1C: Vision Planning and Implementation		
<b>STANDARD 2: INSTRUCTIONAL LEADERSHIP</b> - Education leaders shape a collaborative culture of teaching and learning informed by professional standards and focused on student and professional growth.		
Element 2A: Professional Learning Culture		

Element 2B: Curriculum and Instruction		
Element 2C: Assessment and Accountability		

<b>STANDARD 3: MANAGEMENT AND LEARNING ENVIRONMENT</b> - Education leaders manage the organization to cultivate a safe and productive learning and working environment.		
Element 3A: Operations and Facilities		
Element 3B: Plans and Procedures		
Element 3C: Climate		
Element 3D: Fiscal and Human Resources		

<b>STANDARD 4: FAMILY AND COMMUNITY ENGAGEMENT</b> - Education leaders collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources.		
Element 4A: Parent and family Engagement		
Element 4B: Community Partnerships		
Element 4C: Community Resources and Services		

<b>STANDARD 5: ETHICS AND INTEGRITY</b> - Education leaders make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standard.		
Element 5A: Reflective Practice		
Element 5B: Ethical Decision Making		

Element 5C: Ethical Action		
<b>STANDARD 6: EXTERNAL CONTEXT AND POLICY -</b> Education leaders influence political, social, economic, legal and cultural contexts affecting education to improve education policies and practices.		
Element 6A: Understanding and Communicating Policy		
Element 6B: Professional Influence		
Element 6C: Policy Engagement		

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

<b>Evaluator's Summary Comments:</b>
<b>Commendations:</b>
<b>Recommendations &amp; Assistance:</b>

**OVERALL PERFORMANCE EVALUATION**

- Practice Exemplifies the Standard
- Practice Meets the Standard
- Practice Approaches the Standard
- Practice Directed Toward the Standard

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

Original: Employee

Copy: Evaluator

Copy: Personnel File