NAME:

DOMAIN 1 – RESULTS PROFILE

➢ **Improved Student Achievement Results**
Percentage of district students who meet established student achievement improvement targets on specified assessments
Note: Student achievement targets are growth targets based on a combination of the State and local growth models

Overall Student Achievement Results*   ___ IE ___ME ___E ___HE

➢ **Improved Teacher Performance Results**
Percentage of district teachers who meet established teacher performance improvement targets on specified measures
Note: Teacher performance targets are growth/or fixed targets based on a combination of the State and local growth models

Overall Rating for Improved Teacher Performance Results   ___ IE ___ME ___E ___HE

➢ **Improved Achievement Gap Reduction/Elimination**
Progress toward established targets for reducing identified achievement gaps between district student sub-groups
Note: Achievement gap reduction targets are fixed targets that reduce the size of identified achievement gaps over time based on a combination of State and local achievement measures

Overall Rating for Improved Achievement Gap Reduction/Elimination   ___ IE ___ME ___E ___HE

➢ **Progress on Overall School Performance Improvement Targets**
Progress in meeting established process and/or outcome improvement targets based on the school improvement plan
Note: Overall process and outcome targets are fixed or growth targets that capture other process or student outcome measures that are not included in the first three areas of Results; e.g., graduation rates, attendance rates, school culture, school safety, student engagement, student behavior, perception, fiscal and resource management, and other data as appropriate and available to monitor overall progress on the school's improvement plan.

Overall Rating for Progress on Overall School Performance Improvement Targets   ___ IE ___ME ___E ___HE
Overall non-weighted rating for Domain 1   ___ IE ___ME ___E ___HE
Overall WEIGHTED rating for Domain 1   ___ IE ___ME ___E ___HE

COMMENTS:

IE=Ineffective; ME=Minimally Effective; E=Effective; HE=Highly Effective

DOMAIN 2 – LEADERSHIP PROFILE

➢ **Vision for Learning and Achievement Factors**

- Personal Vision   ___ IE ___ME ___E ___HE*

- Shared Vision   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating: Vision for Learning and Achievement Factors   ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating: Vision for Learning and Achievement Factors   ___ IE ___ME ___E ___HE

➢ **Leadership Behavior Factors**

- Personal Vision   ___ IE ___ME ___E ___HE*

- Shared Vision   ___ IE ___ME ___E ___HE*

- Fair, Legal, Honest, Ethical, Professional ___ IE ___ME ___E ___HE*

- Resilient   ___ IE ___ME ___E ___HE*

Overall non-weighted rating for Leadership Behavior Factors   ___ IE ___ME ___E ___HE

Overall WEIGHTED rating for Leadership Behavior Factors   ___ IE ___ME ___E ___HE

FINAL RATING for Domain 2   ___ IE ___ME ___E ___HE

COMMENTS:

IE=Ineffective; ME=Minimally Effective; E=Effective; HE=Highly Effective

DOMAIN 3 – PROGRAMS PROFILE

➢ High Quality and Reliability Instructional Programs Factors

- Curriculum   ___ IE ___ME ___E ___HE*
- Instruction   ___ IE ___ME ___E ___HE*
- Assessment   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating for High Quality and Reliability Instructional Programs   ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating for High Quality and Reliability Instructional Programs   ___ IE ___ME ___E ___HE

➢ Safe, Effective, and Efficient School Operations Factors

- Policies, Laws, and Procedures   ___ IE ___ME ___E ___HE*
- Systems, Processes, and Procedures   ___ IE ___ME ___E ___HE*
- Resource Allocation and Management   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating for Safe, Effective, and Efficient School Operations Factors ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating for Safe, Effective, and Efficient School Operations Factors   ___ IE ___ME ___E ___HE

FINAL RATING for Domain 3   ___ IE ___ME ___E ___HE

COMMENTS:

IE=Ineffective; ME=Minimally Effective; E=Effective; HE=Highly Effective

DOMAIN 4 – PROCESSES PROFILE

➢ **Community Building Factors**

- Relations   ___ IE ___ME ___E ___HE*
- Inclusion   ___ IE ___ME ___E ___HE*
- Communications   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating for Community Building Factors   ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating for Community Building Factors   ___ IE ___ME ___E ___HE

➢ **Evidence Based on Data Informed Decision Making Factors**

- Collaborative   ___ IE ___ME ___E ___HE*
- Systematic Use of Multiple Data Sources   ___ IE ___ME ___E ___HE*
- Data Systems   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating for Evidence Based and Data Informed Decision Making Factors   ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating for Evidence Based and Data Informed Decision Making Factors   ___ IE ___ME ___E ___HE

FINAL RATING for Domain 4   ___ IE ___ME ___E ___HE

COMMENTS:

DOMAIN 5 – SYSTEMS PROFILE

➢ Technology Integration and Competence Factors

- Personal Use of Technology   ___ IE ___ME ___E ___HE*
- Learning and Teaching with Technology ___ IE ___ME ___E ___HE*
- Leadership for Technology   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating for Technology Integration and Competence Factors   ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating for Technology Integration and Competence Factors   ___ IE ___ME ___E ___HE

➢ Human Capacity Factors

- Professional Development   ___ IE ___ME ___E ___HE*
- Leadership Development   ___ IE ___ME ___E ___HE*
- Performance Evaluation   ___ IE ___ME ___E ___HE*
- Productivity   ___ IE ___ME ___E ___HE*

Overall non-weighted Rating for Human Capacity Factors   ___ IE ___ME ___E ___HE

Overall WEIGHTED Rating for Human Capacity Factors   ___ IE ___ME ___E ___HE

FINAL RATING for Domain 5   ___ IE ___ME ___E ___HE

COMMENTS:

IE=Ineffective; ME=Minimally Effective; E=Effective; HE=Highly Effective

PERSONAL GROWTH PLAN

Name of Administrator:	Position:
Date Developed:	Period Covered:

Domain:	Factor:
Characteristic:	
Current Performance Level:	
Target Performance Level:	

Growth Activity	Timeline for Activity	Resources Needed	Support Needed

Evidence of Meeting Goal: **Date Goal Met:**

New Performance Level:

EXCERPTS from School Advance User's Guide for Teachscape. 11.5.13

***IE=Ineffective; ME=Minimally Effective; E=Effective; HE=Highly Effective**