

ARKANSAS SUPERINTENDENT EVALUATION SYSTEM

Annual Summative Evaluation

Anytown School District



Step 1: Assess Progress toward Annual Goals

	1	2	3	4	Average Rating
	Not Meeting	Progressing	Proficient	Exemplary	
Goal 1: Teaching and Learning		2	4	1	2.86
COMMENTS for Goal 1: Upon discussion, we agreed to average up to PROFICIENT . After discussing the evidence of progress across the district, this was agreed upon.					
Goal 2:		1	6		2.86
COMMENTS for Goal 2: One member thought Mr. Dan shouldn't get a 3 because the HS hadn't completed their plan on time but we discussed the evidence that there was now a plan for the district and for ALL the campuses, Mr. Dan was rated at PROFICIENT					
Goal 3:		1	5	1	3.0
COMMENTS for Goal 3: Everything stated as actions within this goal was completed. Although we haven't found funds to raise staff salaries this is not due to a failing on Mr. Dan's part but is a reflection of the current economy. We will encourage him to continue trying to find a way.					

Step 2: Assess Performance on Standards

Not Meeting Goal = Progress toward implementing actions and meeting goal is consistently below acceptable and is considered inadequate.

Progressing = Performance demonstrates many of the characteristics associated with effective performance, although there may be a few exceptions or inconsistencies

Proficient = Performance is fully satisfactory. This is the rigorous expected level of performance.

Exemplary = Performance significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	1	2	3	4	Average Rating
	Not Meeting	Progressing	Proficient	Exemplary	
<p>Standard 1: Vision, Mission, and Goals - Promotes the success of every student by facilitating development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all appropriate stakeholders.</p> <p>COMMENTS for Standard 1: Mr. Dan has done a good job of arranging for and leading us in creating both district and campus strategic plans. He has presented evidence of the plans and evidence of the follow-up activities he's completed to show that he's fully implementing the plans. He reminds us as a board to remember our own plan when making important decisions for our kids. He is PROFICIENT in this areas.</p>			5	2	3.29
<p>Standard 2: Teaching and Learning - Promotes the success of every student by advocating, nurturing, and sustaining a district culture and instructional program conducive to student learning and staff professional growth.</p> <p>COMMENTS for Standard 2: This is Mr. Dan's real strength. After several years of very little growth or change in student outcomes, the data shows that we are now making progress across the district. He knows how to use his staff (curriculum staff and principals) to maximize the potential of our teaching and support staff. He has also been supportive of the teaching staff when they've had to make difficult changes and has encouraged the principals to hold all instructional staff responsible for their outcomes. The board rates Mr. Dan EXEMPLARY here.</p>			5	2	3.29
<p>Standard 3: Managing Organizational Systems and Safety - Promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.</p> <p>COMMENTS for Standard 3: Mr. Dan has good systems in place for the district and has developed good managers and leaders across the district that he holds to high expectations. His performance is PROFICIENT on standard 3.</p>		1	5	1	3.0
<p>Standard 4: Collaborating with Families and Stakeholders - Promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.</p> <p>Comments for Standard 4: There is evidence from the community surveys as well as from observational data (and as self-assessment by Mr. Dan) that this is an area that needs work. We agreed to rate this standard as overall PROGRESSING. Mr. Dan should examine the data from the 360-survey, reflect on his practice and include a goal in his PGP to address deficits in this area. Our parents and community folks need to see and get to know Mr. Dan better!</p>		2	5		2.71
<p>Standard 5: Ethics and Integrity - Promotes the success of every student by acting with integrity, fairness, and in an ethical manner.</p>		1	5	1	3.0

Form D - Example

Comments for Standard 5: There was no evidence presented that indicated Mr. Dan behaves or takes actions at levels less than proficient on any indicators within this standard. Therefore it is rated as **PROFICIENT**.

Standard 6: The Education System - Promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

2

5

2.71

Comments for Standard 6: We agree that this standards is rated at **PROGRESSING**. Although Mr. Dan is very aware of what is going on in these contexts, he is not spending time directly involved in trying to represent our district's interest at the legislative level. This is an area that we'd like to see a specific goal written for in the PGP.

Step 3: Rate Overall Summative Performance (Based on Step 1 and Step 2 ratings; circle one.)

Not Meeting Standards

Progressing

2.97 average

Proficient

Exemplary

Step 4: Recommended Areas for Growth (Determined by summative performance ratings from Steps 1, 2, and 3 [and 360° survey if used]. This step becomes the basis for the Superintendent's Annual Growth Plan for the next evaluation cycle.)

List the areas (based on this evaluation) that are recommended for next cycle's growth plan. Reference standards and indicators if possible.

Both the superintendent and most of the board agreed that there should be personal goals developed for the next cycle that focus on specifics in Standard 6 (B mostly) and in Standard #4. We need to see evidence over the next cycle that Daffy Dan is working more with the community and parents and our governmental representatives to try and make sure our needs are heard by our legislators.

We need to develop some additional surveys to measure and help us determine whether the parent/community folks are having their information needs met. Mr. Dan plan to address this with us on your PGP.

Signatures

Board President Signature:

Date:

Board Vice President Signature:

Date:

Board Secretary Signature:

Date:

Member Signature:

Date:

Member Signature:

Date:

Member Signature:

Date:

Member Signature:

Date:

Superintendent Signature:

Date:
