

Educator Effectiveness

Act 82 of 2012

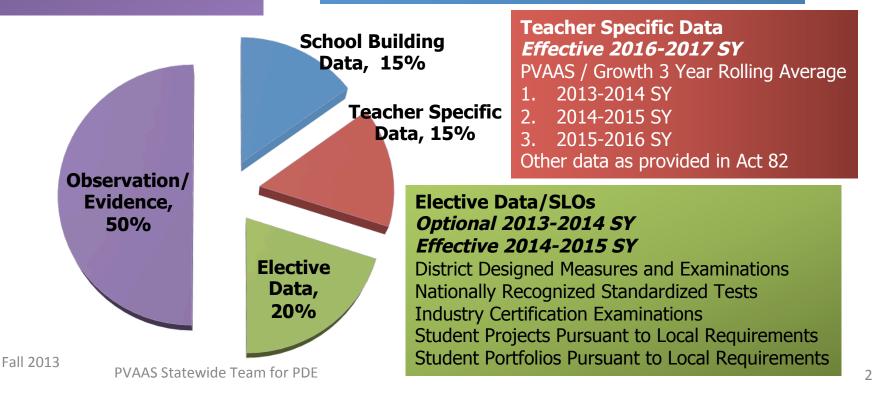
Observation/Evidence *Effective 2013-2014 SY*

Danielson Framework Domains

- 1. Planning and Preparation
- 2. Classroom Environment
- 3. Instruction
- 4. Professional Responsibilities

School Building Data Effective 2013-2014 SY

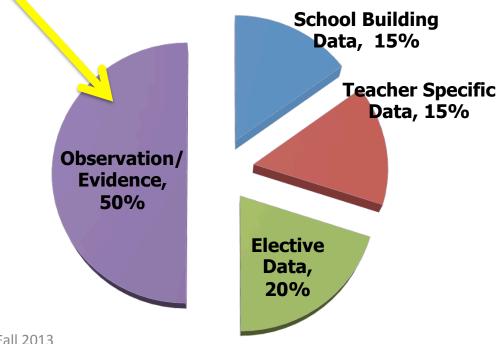
Indicators of Academic Achievement Indicators of Closing the Achievement Gap, All Students Indicators of Closing the Achievement Gap, Subgroups Academic Growth PVAAS Other Academic Indicators Credit for Advanced Achievement



Observation/Evidence Effective 2013-2014 SY

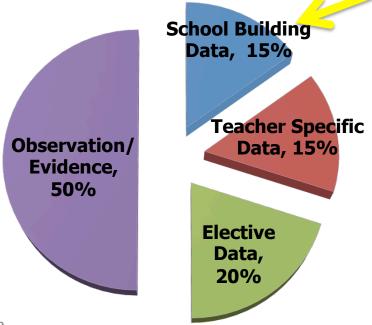
Danielson Framework Domains

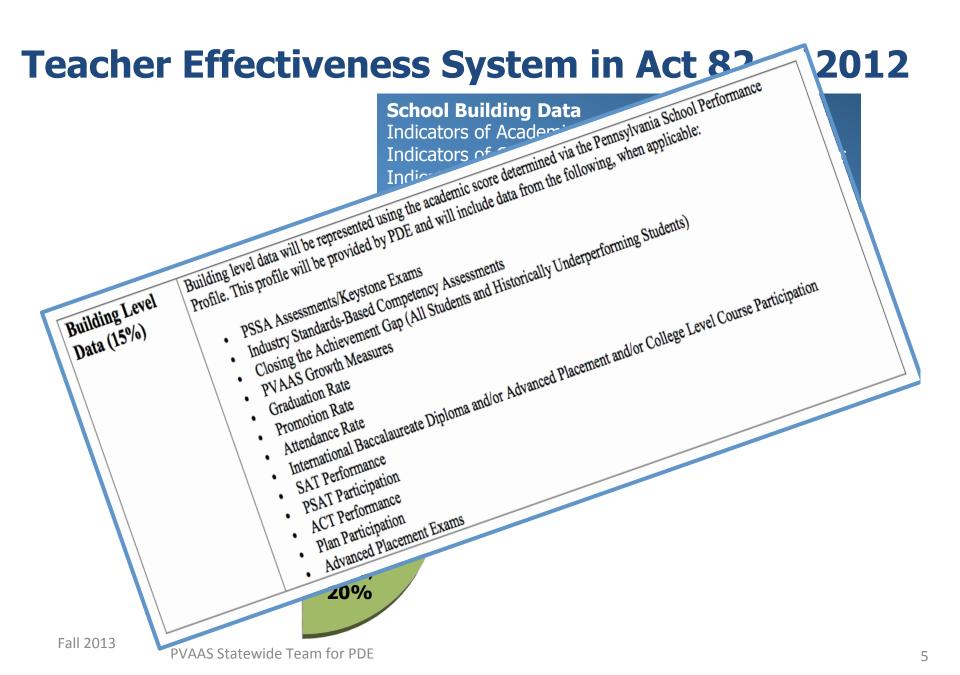
- 1. Planning and Preparation
- 2. Classroom Environment
- 3. Instruction
- 4. Professional Responsibilities



School Building Data

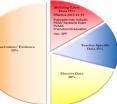
Indicators of Academic Achievement Indicators of Closing the Achievement Gap, All Students Indicators of Closing the Achievement Gap, Subgroups Academic Growth PVAAS Other Academic Indicators Credit for Advanced Achievement





Pennsylvania School Performance Profile: At a Glance

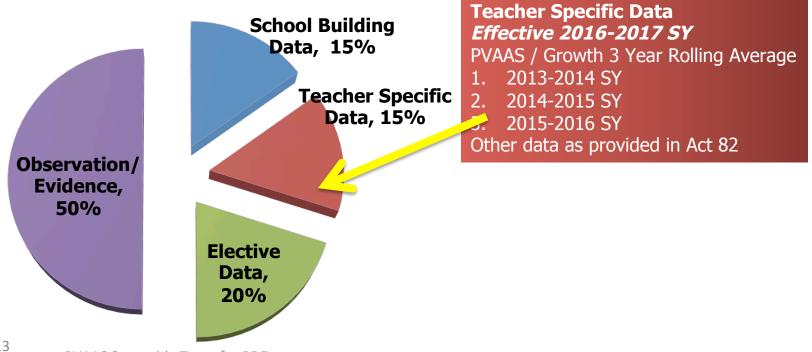
The building level data being used in Pennsylvania per Act 82 of 2012 is the School Performance Profile. The building data score comprises 15% of each teacher and principal's evaluation and will be a part of the educator effectiveness system starting with the 2013-2014 school year. The score for a school is based upon indicators that define a high performing school. Many data elements contribute to the SPP score. Data elements will only be included in a score if they are attributable to that building. *Please note that the N is 11 for all elements.*



Indicators of Academic Achieve	ment 40% of To	otal Score (44% for Comprehensive CTCs)
 Percent Proficient or Advanced on Mathematics, Reading, Science, and Keystone Exams Algebra I, Biolog 	d Writing tests and y, and Literature	→ Percentage calculation, at a high school the 11 th grade cohort will be used. Feeder schools that do not have tested grades use the current attributions.
 Percent Competent or Advanced or Standards-Based Competency Asso and/or NIMS 		→ Percentage calculation, comprehensive CTCs and secondary schools (schools with a grade 11).
Percent Proficient or Advanced on Reading PSSA	3 rd Grade	→ Percentage calculation, only applies to buildings that have a 3 ⁿ grade.
• SAT/ACT college ready benchman	k	→ Scaled calculation based on the percent of the 12 th grade cohort that obtains at least a 1550 on the SAT or 22 on ACT. The benchmark is 40%. Note: Percent of cohort, not takers.
		6 of Total Score (6% for Comprehensive CTCs) and Writing / Keystone Exams Algebra I, Biology, and Literature
• All Students (5%) (CTCs 3%)	→ Expectation i closed over 6	is that $\frac{1}{2}$ gap between performance in base year (2013) and 100% is years
• Historically Underperforming Students (5%) (CTCs 3%)		tudent' calculation but includes an unduplicated count of students ified with any of the following: ED, ELL, and/or IEP
Indicators of Academic Growth Split across PSSA Math, Reading, S		f Total Score / Keystone Exams Algebra I, Biology, and Literature
• The PVAAS Average Growth Index	→ Scaled calcula subject area	ation, lowest a school can get is $\frac{1}{2}$ of the possible points for any
Other Academic Indicators10)% of Total Score	
• Cohort graduation rate	→ Percentage b graduating cl	ased on previous year's data. Not applicable for schools without a
Promotion rate	→ Percentage b	ased on previous year's data. Used if graduation rate does not apply
Attendance rate	→ Percentage b	ased on previous year's data. Applies to all schools.
• Advanced Placement, International Baccalaureate, or College Credit	\rightarrow Scaled calcula	ation based on course offerings.
• PSAT/PLAN participation		ation based on the percent of the 12 th grade cohort that took the N at some point. The benchmark is 60%. Note: Percent of cohort,
Extra Credit for Advanced Achi	evementMaxim	um of 7 points added to total
 Percent Advanced on (PSSA/ KE) Reading, Science, and Writing/ Alg Literature 		\rightarrow Percentage (up to 4 points)
Percent Advanced on Industry Stat Competency Assessments NOCTI		\rightarrow Percentage (up to 1 point)
 Percent scoring 3 or higher on Adv 	an and Diagomont	\rightarrow An unduplicated percentage of the total 12 th grade cohort.

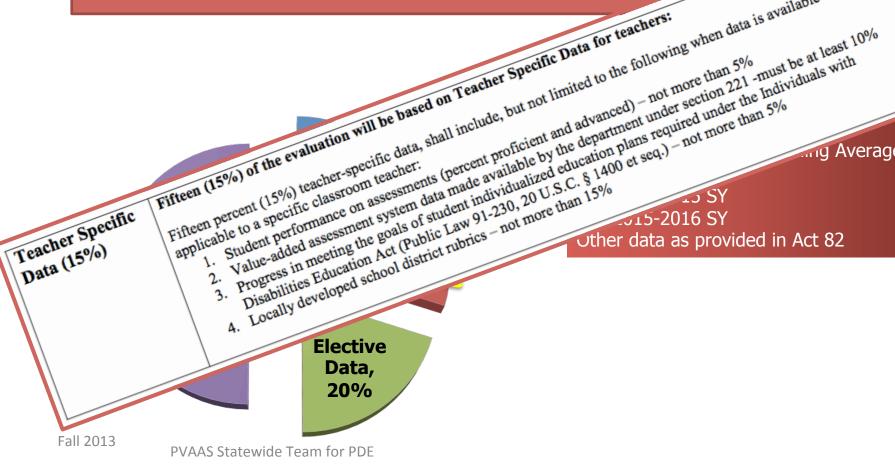


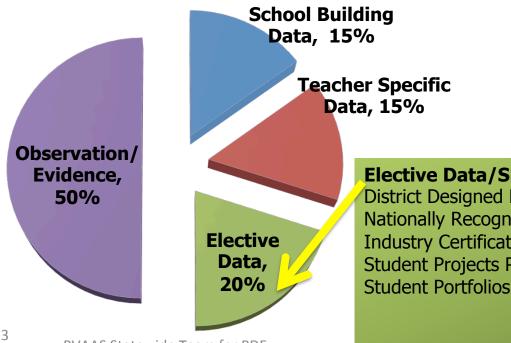
TEACHER SPECIFIC DATA



TEACHER SPECIFIC DA Fifteen percent (1.5%) teacher-specific data, shall include, but not limited to the following when data is available and policeble to a specific classroom teacher: Fifteen (15%) of the evaluation will be based on Teacher Specific Data for teachers:

mg Average





Elective Data/SLOs

District Designed Measures and Examinations Nationally Recognized Standardized Tests **Industry Certification Examinations** Student Projects Pursuant to Local Requirements Student Portfolios Pursuant to Local Requirements

Teacher Effectiveness System in Act 82 of 2012 It is recommended that the SLO process be a collaborative effort between the evaluator and classroom teacher. PDE requires the evaluator and teacher. PDE requires the

It is recommended that the SLO process be a collaborative effort between the evaluator and classroom teacher. PDE the Stop process be implemented as described in the template provided below. More the Stop process be implemented as described in the template provided at the Home is available in an electronic version. It is located at the Stop process and the SLO template is available in an electronic version. It is located at the SLO process and the SLO template is available in an electronic version. It is located at the stop process and the SLO template is available in an electronic version. It is located at the stop process and the SLO template is available in an electronic version. It is located at the stop process and the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. It is located at the stop template is available in an electronic version. I

Following are SLO development tools available at that site:

20%

unversion on the SAS portal, http://www.pdssas.org

1. Electronic templates

the Student Learning Objective (SLO) process be implemented as described in the template provided below. More information on the SLO Process and the SLO template is available in an electronic version. It is located at the Homeroon information on the SLO Process and the SLO template is available in an electronic version. It is located at the

For the SLO process the ratings of Distinguished (9), Proficient (2), Needs Improvement (1), and Failing (9) will be applied by the LEA to the Elective Rating on the teacher evaluation form. ror the SLU process the ratings of Usinguisher (2), rivincient (4) by the LEA to the Elective Rating on the leacher evaluation form.ct Designed Measures and Examinations Student Projects Pursuant to Local Requirements Student Portfolios Pursuant to Local Requirements

Student Learning Objective (SLO)

Process

Last Name	3)			First				Middle		
District/LEA	0			School	0					
Rating Date	1/0/00		Evaluatio	on (Check One)		Periodic	Sei	mi-annual	Annual	
	oservation and reactice						r			
Domain	Title	Kaung (A)	Factor (B)	Earned Points (A x B)	Max Points		*D	omain Rating Assig 0 to 3 Point Scale		
I.	Planning & Preparation	0	20%	0.00	0.60		Ratin Failin	0	Value 0	
II.	Classroom Environment		30%	0.00	0.90		Needs Profic	ient	1 2	
III.	Instruction	0	30%	0.00	0.90		Distin	guished	3	
IV.	Professional Responsibilities	0	20%	0.00	0.60	•			ii	J
	(1) Teacher Observ	ation & Prac	tice Rating	0.00	3.00					
(B) Student Po	erformance - Building Leve	el Data, Teach	er Specific	Data, and Electi	ve Data					
Building Leve	l Score (0 - 107)				NA		(3) Te	acher Specific Ratir	ıg	
(2) Building L	evel Score Converted to 3	Point Rating			0.00		(4) El	ective Rating		
(C) Final Teac	her Effectiveness Rating -	All Measures								
Measure	~		Rating (C)	(D)	Points	Max Points		Conversion to Perfo	ormance F	lat
()	bservation & Practice Rati	ng	0.00	50%	0.00	1.50	Г	otal Earned Points	Rat	
(2) Building L	0		0.00	15%	0.00	0.45		0.00 - 0.49	Fai	ing
(3) Teacher Sp	0		0.00	15%	0.00	0.45		0.50 - 1.49	Ne	
(4) Elective Ra	ating		0.00	20%	0.00	0.60			Improv	
			Total	Earned Points	0.00	3.00	╵┝	1.50 - 2.49 2.50 - 3.00	Profi Disting	
								Performance Rating	Fai	_
									1 ai	mş
	Rating: Professional Emp	loyee,	OR	Rating: Tem	porary Pr	ofessional				
		•					Emplo	byee	unce rating	of
I certify that th	Rating: Professional Emp e above-named employee fo	•	ginning		porary Pr	ofessional 1/0/00 (month/day	Emplo		nce rating	of
I certify that th	e above-named employee fo	r the period be	ginning	1/0/00 a (month/day/year)	and ending	1/0/00	Emplo has	byee s received a performation	nce rating	of
	e above-named employee fo	•	ginning	1/0/00 a	and ending	1/0/00	Emplo has	byee	nce rating	of
	e above-named employee fo	r the period be	ginning	1/0/00 a (month/day/year)	and ending	1/0/00	Emplo has	byee s received a performation	nce rating	of
	e above-named employee fo	r the period be	eginning	1/0/00 a (month/day/year)	and ending	1/0/00	Emplo has	byee s received a performation	ance rating	of
re A performance rating c	e above-named employee fo Distinguished sulting in a final rating of:	r the period be Proficient Unsatisfacto	eginning ry idered satisfactory,	1/0/00 a (month/day/year) Needs Impro	and ending	1/0/00 (month/day	Emplo has //year) XFa	oyee s received a performa		

My signature does not necessarily mean that I agree with the performance evaluation.

Section

Date

- 1. Building Level Score: Convert SPP to a 0-3 Scale
 - 90-107 = 2.50-3
 - 70-89.9 = 1.50-2.49
 - 60-69.9 = .50-1.49
 - 0-59.9 = 0-.49

2. Teacher Specific Rating: Student performance on assessments; Value Added data;

3. Elective Rating: SLO's; District designed measures, student portfolios, etc.

	(1) Teacher Observation & Prac	ctice Rating	0.00	3.00			
	(B) Student Performance - Building Level Data, Teach	her Specific	Data, and Electi	ive Data			
Section 2	Building Level Score (0 - 107)	-		NA		(3) Teacher Specific Rating	g 0.00
Section 2	(2) Building Level Score Converted to 3 Point Rating			0.00		(4) Elective Rating	0.00
, [
	(C) Final Teacher Effectiveness Rating - All Measures		.	Larneu		ı	
	Measure	Rating (C)	Factor (D)	Points	Max Points	Conversion to Perfor	mance Poting
	(1) Teacher Observation & Practice Rating	0.00	50%	0.00	1.50	Total Earned Points	Rating
	(2) Building Level Rating	0.00	15%	0.00	0.45	0.00 - 0.49	Failing
	(3) Teacher Specific Rating	0.00	15%	0.00	0.45	0.00 0.49	Needs
	(4) Elective Rating	0.00	20%	0.00	0.45	0.50 - 1.49	Improvement
			Earned Points	0.00	3.00	1.50 - 2.49	Proficient
		Total	Earned Foints	0.00	3.00	2.50 - 3.00	Distinguished
						Performance Rating	Failing
		0 P					Failing
	Rating: Professional Employee,	OR	Rating: Tem	iporary Pr	oressional	Employee	
	I certify that the above-named employee for the period be	eginning	1/0/00	and ending	1/0/00	has received a performar	ice rating of
		88	(month/day/year)		(month/day	1	
					`		
	Distinguished Proficient		Needs Impre	ovement		X Failing	
	resulting in a final rating of:						
	Satisfactory Unsatisfacto	rv					
	ousiactory	,					
	A performance rating of Distinguished, Proficient or Needs Improvement shall be cons					by the same employer within 10 years of the	first final rating of Needs
	Improvement where the employee is in the same certification shall be considered unsat	tisfactory. A rating	of Failing shall be consid	ered unsatisfacto	ry.		
	Date Designated Rater / Position:			Date		Chief School Administra	tor

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater. My signature does not necessarily mean that I agree with the performance evaluation.

Date

Signature of Employee

	h of Pennsylvania	DEI	PARTMENT	OF EDUCATIO	N		333 Market St., Harrisbu	rg, PA 17126
PDE 82-1 (4/1	3)	CLASSROO	OM TEACH	IER RATING F	ORM			
Last Name	.3)			First			Middle	
District/LEA	0			School	0			
Rating Date	1/0/00		Evaluatio	on (Check One)		Periodic	Semi-annual	Annual
(A) Teacher C	Observation and Practice					-		
Domain	Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points		*Domain Rating Assig 0 to 3 Point Scale	
I.	Planning & Preparation	0	20%	0.00	0.60		Rating Failing	Value 0
II.	Classroom Environment	0	30%	0.00	0.90		Needs Improvement Proficient	1 2
ш.	Instruction	0	2.09/	0.00	0.00			3
IV.	Professional Responsibilities	0	30% 20%	0.00	0.90 0.60		Distinguished	3
	(1) Teacher Observ	ation & Prac	tice Rating	0.00	3.00			
(P) Student P	erformance - Building Leve		0		ivo Dete	1		
<u> </u>	el Score (0 - 107)	i Data, Teaci	ici specific	Lata, and Elect	NA	1	(3) Teacher Specific Rati	ng
	evel Score Converted to 3 l	Point Rating			0.00		(4) Elective Rating	
						1		
(C) Final Teac Measure	cher Effectiveness Rating -	All Measures		Factor	Larneu	Max		
Measure			Rating (C)	D)	Points	Points	Conversion to Perfe	ormance Rat
(1) Teacher O	bservation & Practice Rati	ng	0.00	50%	0.00	150	Total Earned Points	Ratin
(2) Building L	evel Rating		0.00 K	15%	0.00	0.45	0.00 - 0.49	Failin
(3) Teacher Sp	8		0.00	15%	0.00	0.45	0.50 - 1.49	Need
(4) Elective R	ating		0.00	20%		0.60	0.50 - 1.47	Improver
			Total	Earned Points	0.00	3.00	1.50 - 2.49	Profici
							2.50 - 3.00	Distingui
_	-						Performance Rating	Failin
Ľ	Rating: Professional Emp	loyee,	OR	Rating: Ten	nporary Pr	ofessional	Employee	
			eginning	1/0/00	and ending	1/0/00	has received a perform	ance rating o
I certify that the	he above-named employee for	r the period be	88			(month /J.	(vicer)	
-			·88	(month/day/year)	ovement	(month/day		
	Distinguished	Proficient	- <u>6</u> 6		ovement	(month/day	/year) X Failing	
	Distinguished	Proficient		(month/day/year)	ovement	(month/day		
	Distinguished			(month/day/year)	ovement	(month/day		
re A performance rating (Distinguished	Proficient Unsatisfacto	Pry idered satisfactory,	(month/day/year) Needs Impr except that the second N	eeds Improveme	nt rating issued b	XFailing	he first final rating

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater. My signature does not necessarily mean that I agree with the performance evaluation.

Section

Date

Last Name	13)			First			Middle		-
District/LEA	0			School	0				
Rating Date	1/0/00		Evaluatio	n (Check One)		Periodic	Semi-annual	Annual	_
(A) Teacher (Domain	Observation and Practice Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points		*Domain Rating Assign 0 to 3 Point Scale (
I.	Planning & Preparation					R	ating	Value	
		0	20%	0.00	0.60	F	ailing	0	
П.	Classroom Environment	0	30%	0.00	0.90	N	eeds Improvement	1	
		0	30%	0.00	0.90	Р	roficient	2	
III.	Instruction	0	30%	0.00	0.90	D	istinguished	3	
IV.	Professional Responsibilities	0	20%	0.00	0.60				
	(1) Teacher Observ	ation & Pra	ctice Rating	0.00	3.00				
(B) Student P	erformance - Building Leve	l Data Taaci	her Specific	Data and Electi	ivo Doto	1			
	el Score (0 - 107)	Data, Itaci	ier speene	Data, and Elect	NA		3) Teacher Specific Ratin	g	0
8	Level Score Converted to 3 H	oint Rating			0.00	- <u> </u>	4) Elective Rating	-	0
Measure	cher Effectiveness Rating - A		Rating (C)	Factor (D)	Points	Max Points	Conversion to Perfo	rmance Ra	atir
()	bservation & Practice Ratin	ıg	0.00	50%	0.00	1.50	Total Earned Points	Rati	0
(2) Building I	8		0.00	15%	0.00	0.45	X 0.00 - 0.49	Faili	ıg
-	pecific Rating		0.00	15%	0.00	0.45	0.50 - 1.49	Need	
(3) Teacher S			0.00	20%		0.66	1.50 0.40	Improve	
(3) Teacher S (4) Elective R	ating			n	0.00	2.00			ien
	ating		Total	Earned Point	0.00	3.00	1.50 - 2.49	Profic	
	ating		Total	Earned Point	0.00	3.00	2.50 - 3.00	Distingu	isł
(4) Elective R	ating Rating: Professional Emp	loyee,	Total OR	Earned Point					isł
(4) Elective R	_	•	OR	Rating: Tem			2.50 - 3.00	Distingu Failin	uisł ng
(4) Elective R	Rating: Professional Emp	•	OR	Rating: Tem	iporary Pr	ofessional	2.50 - 3.00 Performance Rating	Distingu Failin	uish ng

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater. My signature does not necessarily mean that I agree with the performance evaluation.

Section

PRINCIPAL PROCESS

Principal Rating F	orm	
DEPARTMENT OF EDUCATION	333 Market St., Harrisburg, P	A 17126-0333
DEPARTMENT OF EDUCATION	333 Market St., Harrisburg, P	A 17126-0

PRINCIPAL/SCHOOI	LEADER RATING FORM
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PDE 82-2 (4/1	4)							
Last Name			First				Middle	
District/LEA			School			-		-
Rating Date		Ev	aluation (C)	heck One)		Periodic	Semi-annual	Annual
() I	<u></u>							
Domain	Title	*Rating*	Factor (B)	Earned	Max		*Domain Rati	
		(A)		Points	Points		Assignment	
L	Strategic/Cultural			(A x B)			0 to 3 Point Scal Rating	e (A) Value
	Leadership		25%		0.75		Failing	0
п.	Systems Leadership		25%		0.75		Needs Improvement	
III.	Leadership for		60.79		0.70		Proficient	2
	Learning		25%		0.75		Distinguished	3
IV.	Professional and			K			Distinguisticu	
	Community		25%		0.75	•		
	Leadership		2374		0.75			
(1) Principal/	School Leader Observat	ton/Exidenc	e Rating		3.00			
	Measures - Building Le 1 Score (0 - 107)	vel Data, Co	orrelation D	ata, and El	ective Date	T	(2) Completion Pete	Dating
		a Balast Ba		-		ł	(3) Correlation Data	Rating
(2) Building I	evel Score Converted t	o 3 Point Ra	iting	-		1	(4) Elective Rating	
(C) Final Prin	ncipal/School Leader Ef	fectiveness	Rating - All	Measures				
Measure			Rating	Factor	Earned	Max		
			95	(D)	Points	Points	Conversion to Perf	formance Ra
					(C x D)			
(1) Observation	on/Evidence Rating			50%		1.50	Fotal Earned Poin	
3.7	evel Rating (or substitu	P		15%		0.45	0.00 - 0.49	Failing
(3) Correlation	on Data Rating (or subst	titute)*		15%		0.45	0.50 - 1.49	Needs
(4) Elective R	ating (or substitute)*			20%		0.60		Improveme
			Total Earn			3.00	1.50 - 2.49	Proficient
 Substitutions 	s permissible pursuant to	22 Pa. Code	§§ 19.2(IV)(a)(6), (b)(4)), (c)(3), or ((d).	2.50 - 3.00	Distinguish
							Performance Ratin	8
-	Rating: Professional I	Second second	0.0		Terrere	D. C.	sional Employee	
	Rating: Professional P	impioyee,	OK	Rating		-	sional Employee	
I certify that th	he above-named employe	e for the peri	iod beginning		and ending		has received a perfe	ormance ratin
			(m	onth/day/ye	ar) (n	ionth/day	/year)	
Г	Distinguished	Proficient		Needs	Improveme	nt	Failing	
	-							
10	sulting in a final rating of							
_								
C		Unsatisfac	-					
A performance ratin	g of Distinguished, Proficient or Ne years of the first final rating of Nee	eds Improvement	t shall be conside					
A performance ratin employer within 10	g of Distinguished, Proficient or Ne years of the first final rating of Nee	eds Improvement	t shall be conside					f Failing shall be
A performance ratio employer within 50 considered unsatisf Date I acknowledge	g of Distinguished, Proficient or Ne years of the first final rating of Nee actory. Designated Rater / Posit that I have read the report	tion:	at shall be conside where the employ	ee is in the sam on an oppo	Date rtunity to d	hall be consi - iscuss it v	Chief School Admi	f Failing shall be
A performance ratin employer within 50 considered unsatisf Date I acknowledge	g of Distinguished, Proficient or Ne years of the first final rating of Nee actory. Designated Rater / Posit	tion:	at shall be conside where the employ	ee is in the sam on an oppo	Date rtunity to d	hall be consi - iscuss it v	Chief School Admi	f Failing shall be

Commonwealth of Pennsylvania

Section 1 Rubric Based

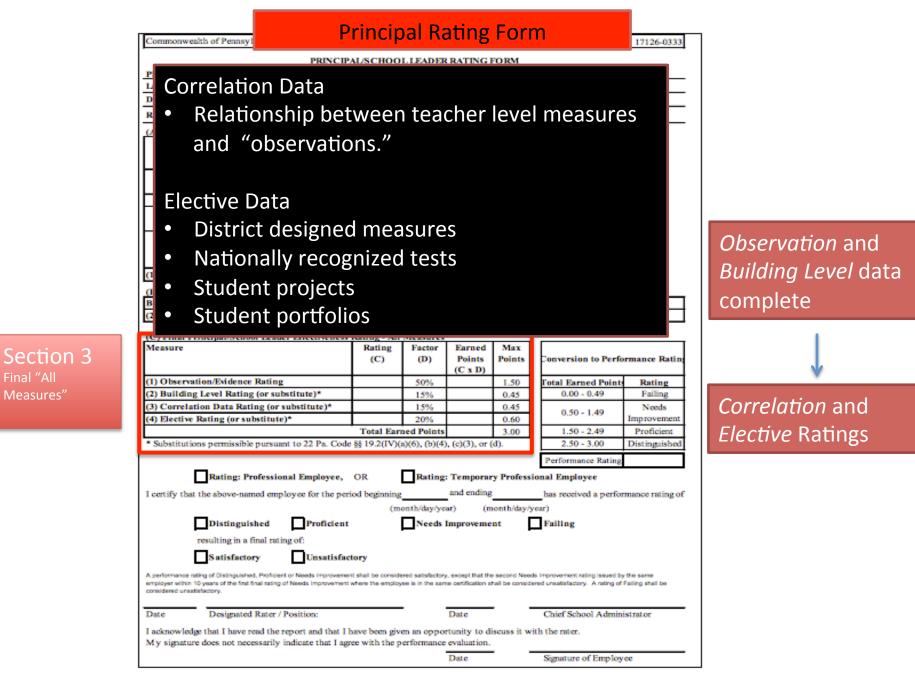
PSSA / Keystones PVAAS Graduation Rate Attendance Rate SAT PSAT AP (extra credit only)

**Converted to a three point scale

Section 2 Building Level

Data

	ng Level Score Converted to 3 Point Re	ating			1	(4) Elective Rating	
(C) Final I Measure	Principal/School Leader Exectiveness	Rating - All Rating (C)	Measures Factor (D)	Earned Points (C x D)	Max Points	Conversion to Perfo	ormance R
(1) Observ	ation/Evidence Rating	Ι.	50%		1.50	Fotal Earned Point	Ratin
(2) Buildir	ng Level Rating (or substitute)*	X	15%		0.45	0.00 - 0.49	Failin
(3) Correla	ation Data Rating (or substitute)*		15%		0.45	0.50 - 1.49	Needs
(4) Elective	e Rating (or substitute)*		20%		0.60	0.00 - 1.45	Improven
		Total Ear	ned Points		3.00	1.50 - 2.49	Proficie
 Substituti 	ions permissible pursuant to 22 Pa. Code	: §§ 19.2(IV)(8)(6), (5)(4)), (c)(3), or ((d).	2.50 - 3.00	Distingui
	Rating: Professional Employee,	OK	Rating	: Temporar	ry Profes	sional Employee	
I certify the	at the above-named employee for the per	iod beginning		and ending		has received a perfor	rmance rati
I certify the		iod beginning (m	onth/day/ye	and ending	ionth/day	has received a perfor	rmance rati
I certify the	Distinguished Proficient	iod beginning (m	onth/day/ye	and ending ar) (rr	ionth/day	has received a perfor /year)	rmance rati
A performance	at the above-named employee for the per Distinguished Proficient resulting in a final rating of: Satisfactory Unsatisfac rating of Distinguished, Proficient or Needs improvement 10 years of the first final rating of Needs improvement	iod beginning (m tory	onth/day/ye	and ending ar) (m Improveme	nonth/day. nt	has received a perfor /year) Failing	y the same



A 1 11 1 AAA

Principal Rating Form

Commonweal	th of Pennsylvania	DEPA	RTMENT O	OF EDUCA	TION	333 N	arket St., Harrisburg, F	PA 17126	-033
		PRINCIP	AL/SCHOO	L LEADER	RATING	FORM			
PDE 82-2 (4/1 Last Name	14)		First				Middle		
District/LEA			School				Mildule		
								1	
Rating Date			aluation (Cl	heck One)		Periodic	Semi-annual	Annual	
(A) Principal Domain	School Leader Observa Title	-	-	Earned	Max	T	an in the second		
Domain	Title	*Rating* (A)	Factor (B)	Points	Points		*Domain Ratio Assignment*		
		60		(A x B)	Foints		0 to 3 Point S cale		
L	Strategic/Cultural				0.05	1	Rating	Value	
	Leadership		25%		0.75		Failing	0	
п.	Systems Leadership		25%		0.75	1	Needs Improvement	1	
III.	Leadership for					1	Proficient	2	
	Learning		25%		0.75		Distinguished	3	
IV.	Professional and					1			
	Community		25%		0.75				
	Leadership	1							
(1) Principal/	School Leader Observat	tion/Eviden	ce Rating		3.00	1			
and the second second	Manager Balliday I.	- In- C	and all and an a		and a Date				
	Measures - Building Le el Score (0 - 107)	vel Data, C	orrelation D	ata, and E	ective Dati	1	(3) Correlation Data	Beting	
	Level Score Converted t	a Balas B				ł	(4) Elective Rating	Rating	
(2) Building	Level Score Converteut	0.5 Folint K	anng			1	(4) Elective Rating		
(C) Final Pri	ncipal/School Leader Ef	Tectiveness	Rating - All	Measures					
Measure	nerpaissenoor izeader iz	recuive ness	Rating	Factor	Earned	Max			
			(C)	(D)	Points	Points	Conversion to Perf	ormance	Rat
					(C x D)				
(1) Observati	on/Evidence Rating			50%		1.50	Fotal Earned Point	Ratio	ng
(2) Building	Level Rating (or substitu	ate)*		15%		0.45	0.00 - 0.49	Faili	ng
(3) Correlation	on Data Rating (or subs	titute)*		15%		0.45	0.50 - 1.49	Neo	ds
(4) Elective B	lating (or substitute)*			20%		0.60	0.50 - 1.49	Improve	cme
			Total Ear	ned Point		1.00	1.50 - 2.49	Profic	ient
 Substitution 	s permissible pursuant to	22 Pa. Code	: §§ 19.2(IV)(a)(6), (b)(4			2,50 - 3.00	Thisting	1.1
							Performance Rating	<u> </u>	
	-			_			_		
L	Rating: Professional I	imployee,	OR	Rating	: Temporar	y Profes	sional Employee		
certify that t	he above-named employe	e for the per	iod beginning		and ending		has received a perfe	rmance ra	ting
				onth/daysign	(m	ionth/day.			
-			Curr				_		
L L	Distinguished	Proficient		Needs	Improveme	nt	Failing		
r	esulting in a final suring of								
Г	Satisfactory	Unsatisfac	to m						
	Satisfactory	Cusatistat	lory						
	ng of Distinguished, Proficient or Na years of the first final rating of Nee factory.								be
Date	Designated Rater / Posit	tion:			Date	-	Chief School Admir	aistrator	
	that I have read the report does not necessarily indic						with the rater.		
	and a state of the		in the second p			-	E		
					Date		Signature of Employ	y cc	

Section 4 Final Rating

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