**Appendix J: Administrator Summative**

**Harlan County Public Schools**

**Administrator Summative Evaluation**   
(other than Principal/Assistant Principal)

Evaluatee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**ISLLC Standards:**

Meets Meets w/ Reservation Does **Not** Meet

**Standard 1: \_\_\_\_ \_\_\_\_\_ \_\_\_\_\_**

**Standard 2: \_\_\_\_ \_\_\_\_\_ \_\_\_\_\_**

**Standard 3: \_\_\_\_ \_\_\_\_\_ \_\_\_\_\_**

**Standard 4: \_\_\_\_ \_\_\_\_\_ \_\_\_\_\_**

**Standard 5: \_\_\_\_ \_\_\_\_\_ \_\_\_\_\_**

**Standard 6: \_\_\_\_ \_\_\_\_\_ \_\_\_\_\_**

**KyFfPE Performance Measures & Professional Standards for Educational Leaders Ratings (Ineffective, Developing, Accomplished, Exemplary)**

**Performance Measure – Planning Summative Rating Measure 1: \_\_\_\_\_**

**Standard 1: \_\_\_\_**

**Standard 9: \_\_\_\_**

**Standard 10: \_\_\_\_**

**Performance Measure – Environment Summative Rating Measure 2: \_\_\_\_\_**

**Standard 3: \_\_\_\_**

**Standard 7: \_\_\_\_**

**Performance Measure – Instruction Summative Rating Measure 3: \_\_\_\_\_**

**Standard 4: \_\_\_\_**

**Standard 5: \_\_\_\_**

**Standard 6: \_\_\_\_**

**Performance Measure – Professionalism Summative Rating Measure 4: \_\_\_\_\_**

**Standard 2: \_\_\_\_**

**\*Ineffective on Overall Summative Rating or Failure to meet any one ISLLC standard or Ineffective rating on any one performance standard may be considered grounds for dismissal.**

**\*To be signed after all information above has been completed and discussed.**

Opportunities for appeal process area part of the evaluation plan. Any employee disagreeing with any evaluation or part thereof may have attached to the evaluation a written statement of disagreement. An appeal may be written on the proper form and given to the Superintendent within five (5) working days immediately following receipt of the summative form.

**Standard 8: \_\_\_\_**

**Overall Summative Rating:** \_\_\_\_\_\_

Employment Recommendation

\_\_\_\_Meets administrator standards for re-employment

\_\_\_\_ Meets administrator standards for re-employment with reservation

\_\_\_\_ Does **NOT** meet administrator standards for re-employment

Evaluatee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**DISTRICT CERTIFIED PERSONNEL PERFORMANCE CRITERIA AND CORRESPONDING ISLLC STANDARDS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | PLANNING | ENVIRONMENT | INSTRUCTION | PROFESSIONALISM |
| District Certified Personnel  District determined performance criteria specific to evaluatee’s job category | Principal Standard 3  Human Resource Management  ISLLC Standard 2  School Culture and Instructional Program  ISLLC Standard 3  Operations, Management, and Resources  Principal Standard 4  Organizational Management  ISLLC Standard 3  Operations, Management, and Resources  ISLLC Standard 6  Political, Social, Legal, Cultural Context | Principal Standard 2  School Climate  ISLLC Standard 2  School Culture and Instructional Program  ISLLC Standard 3  Operations, Management, and Resources  ISLLC Standard 5  Ethics  Principal Standard 5  Communication & Community Relations  ISLLC Standard 4  Collaboration with Faculty and Community  ISLLC Standard 6  Political, Social, Legal, Cultural Context | Principal Standard 1  Instructional Leadership  ISLLC Standard 1  Vision  ISLLC Standard 2  School Culture and Instructional Program  ISLLC Standard 3  Operations, Management, and Resources  ISLLC Standard 4  Collaboration with Faculty and Community  ISLLC Standard 5  Ethics | Principal Standard 6  Professionalism  ISLLC Standard 5  Ethics  KRS 156.557 Section 4  704 KAR 3:370 Section 10  Performance criteria applicable to the evaluatee that characterizes professional effectiveness |