

Northwest Arctic Borough School District  
**Administrator Evaluation**

Administrator: \_\_\_\_\_ School: \_\_\_\_\_ School Year: \_\_\_\_\_

<b>Administrator Standard: 1,2,4,5,Leadership, effective learning environment, student growth and development, professional development, decision making.</b> <b>Cultural Standards: A. incorporate local ways of knowing. B. link teaching to everyday lives. D. work closely with parents.</b>				
<b>Domain 1: Leadership Planning and Preparation</b>				
<b>Component 1a: <i>Mission and Vision</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Links district goals to school, instructional plans, and STEPP				
Uses data from multiple sources to increase achievement				
Communicates and fosters shared beliefs and community				
Committed to all students' skills, knowledge and proficiency				
Communicates and fosters interests and cultural heritage				
Component 1a Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Component 1b: <i>Culture of Learning</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Establishes value, cultural connection, alignment to STEPP				
Clearly communicates district and community's mission				
Encourages best practices, discussions, and achievement				
Assures school's suitability for diverse learners				
Component 1b Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Component 1c: <i>Collaboration – (with accountability to STEPP)</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Employs consistent, defined, structured collaboration				
Actively uses instructional and data based resources				
Assures all faculty are regular, engaged participants in product development				
Fosters PD structure and collaboration that aligns with STEPP				
Component 1C Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Component 1e: <i>Coherent Professional Development</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Provides professional development opportunities				
Uses appropriate materials and resources				
Provides PD aligned with STEPP, district vision, and data based instructional needs				
Designs or supports school's SLO Professional Development				
Component 1e Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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<i>A2: Utilize elders' expertise in multiple ways in their school.</i>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Actively invites Elders' expertise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>D1: Promote extensive community and parental interaction and involvement in their children's education.</i>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Community and parent interaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>D2: Involve Elders, parents and local leaders in all aspects of school-wide planning and implementation.</i>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Involves Elders, parents and local leaders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Domain 1: Final Rating</b>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
<b>Leadership Planning and Preparation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evidence for Component Elements:				
<b>Domain 2: Instruction</b>				
<i>Component 2a: Implementation of Curriculum</i>				
	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Is familiar with basics of district's curriculum and assessments Maintains and applies knowledge of state's standards Supports and monitors successful implementation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 2a Rating				
<i>Component 2b: Monitoring Student Learning</i>				
	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Employs collaborative alignment processes Uses assessments other sources to support student learning Bases initiatives and goals on student achievement data	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 2b Rating				
<i>Component 2c: Personalization</i>				
	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Assures options for interventions or enrichment opportunities Actively addresses cultural connections	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 2c Rating				
<i>Component 2d: Evaluating Effective Instruction</i>				
	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Employs the District's evaluation tools and coaches for improvement Evaluating results consistent with colleagues including identifying strengths and focus areas				

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<b>Domain 2: Final Rating</b>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 2d Rating				
Evidence for Component Elements:				
<b>Administrator Standard: 1,4,5,6,7,8,9,10 Leadership, student growth and development, professional development, decision making, communication, laws, policies, procedures, community influences, stakeholder participation.</b>				
<b>Cultural Standards: A. Incorporate local ways of knowing</b>				
<b>Domain 3: Management</b>				
<b>Component 3a: <i>Creating a safe, welcoming environment to ensure successful teaching and learning</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Employs District's adopted framework with cultural components				
Collaborates with stakeholders to implement expectations and structures				
Maintains environment supportive of successful teaching				
COVID-19 Antigen Screening				
Component 3a Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Component 3b: <i>Solving problems or concerns</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Effectively addresses issues				
Works to prevent potential problems				
Follows preventative operational procedures				
COVID-19 Solving Problems or Concerns				
COVID-19 Structures and Procedures				
Component 3b Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Component 3c: <i>Working with policies, laws, and regulations</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Complies with policies, laws, and regulations				
Effectively communicates compliance with stakeholders				
COVID-19 Working with Mitigation plans and Policies				
Component 3c Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Component 3d: <i>Managing resources</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Manages fiscal, physical, human, and cultural resources to support student learning				
Plans strategically (maintenance & district specialist?)				
COVID-19 PPE Ordering				

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<b>Domain 3: Final Rating</b>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evidence for Component Elements:				
<b>Administrator Standard: 1,4,5,6,7,9,10 Leadership, student growth and development professional development, decision making, communication, community influence, stakeholder participation.</b> <b>Cultural Standards: C. Participate in community</b>				
<b>Domain 4: Professional Responsibilities</b>				
<i>Component 4a: Communication and professional relationships</i>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Maintains positive professional relationships with colleagues and stakeholders				
Respectful of others' opinions				
Encourages an environment that engages elders, parents, and stakeholders				
Professionally focuses on student interests and involvement				
COVID-19 Communication with Families and Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4a Rating				
<i>Component 4b: Facilitate Participation</i>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Consistently solicits communication				
Proactively develops relationships with community and stakeholders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4b Rating				
<i>Component 4c: Responsiveness</i>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Gathers stakeholder input when making decisions				
Makes decisions in a timely manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands situations and their context				
Component 4c Rating				
<i>Component 4d: Community Connections</i>				
<u>Elements</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has established community partnerships				
Engages partnerships to enhance student learning				
Students and teachers participate				
Component 4d Rating				
<i>Component 4e: Growing and Developing Professionally</i>				

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<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Works with colleagues and stakeholders to improve student learning				
Participates in collaborative development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Component 4e Rating				
<b>Component 4f: <i>Showing Professionalism</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Contributes professionally to improve student learning				
Facilitates the development of student learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Implements the district's and community's vision				
Component 4f Rating				
<b>C3: <i>Maintain a close working relationship with and make appropriate use of the cultural and professional expertise of their co-workers from the local community.</i></b>				
<u>Elements</u>	<u>UNSAT</u>	<u>BASIC</u>	<u>PROF</u>	<u>EXPL</u>
Appropriate use of the cultural and professional expertise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Domain 4: Final Rating</b>				
Professional Responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evidence for Component Elements:				

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## ADMINISTRATOR OVERALL RATING CALCULATION WORKSHEET

### Professional Performance Domains

Professional Performance Domains	One	Two	Three	Four	Total	% of total possible points	Total Points Possible	Overall Rating Points
						Total/16		
Rating					0	0	X30	0

### Student Learning Domain

		Total/4		
Rating		#VALUE!	X20	#VALUE!
		<b>Overall Total</b>	<b>#VALUE!</b>	

#### Rating Values

Unsatisfactory =	1
Basic =	2
Proficient =	3
Exemplary =	4

### Overall Rating Determination

If all individual domains are Proficient or Higher use the following chart to determine overall rating.		If one or more individual domain(s) is Basic or below, use the following chart to determine overall rating.	
<b>Overall Total</b>	<b>Overall Rating</b>	<b>Overall Total</b>	<b>Overall Rating</b>
>30	Exemplary	>=50	Basic
75 to 30	Proficient	<50	Unsatisfactory
<b>Overall Rating</b>			

### LEVEL OF SUPPORT

**Plan of Improvement**

One or more standard(s) rates as unsatisfactory

**District Support**  
or  
(Plan for Professional Growth)

Two or more standards rated as basic and no standard rates as unsatisfactory

**Professional Focus**

At least seven standards rated proficient or above & no standard rated as unsatisfactory

**Evaluation Alternative**

Two or more standards rated exemplary with the remaining standards rated as proficient

**Note:** The signature of the evaluator and administrator verifies that the summative report and level of support determination has been reviewed and that the proper process has been followed.

**Administrator Comments:**

