

Dean _____ Date(s) of observations _____
 School _____ Assignment _____ Employee Number _____

INSERT A WHOLE NUMBER, NOT AN "X" OR "√"! DO NOT INSERT MORE THAN ONE NUMBER IN A ROW.

See RUBRIC for detailed definitions. Insert ONE of the following: 1 = Ineffective; 2 = Needs Improvement; 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable; N/O = Not Observed

1	2	3	4	5
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Average

ORGANIZATION and MANAGEMENT						#DIV/0!
1	The Dean clearly defines expected student behavior.					
2	The Dean assures a contribution to building-wide positive climate responsibilities.					
3	The Dean generates and maintains accurate records and analyzes data.					
4	The Dean optimizes the physical environment to assure efficacy.					

INSTRUCTIONAL SUPPORT						#DIV/0!
5	The Dean utilizes te District Behavior Response Plan to ensure building safety and security.					
6	The Dean is visible during the school day and monitors common areas to maintain student safety and security.					

PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT						#DIV/0!
7	Uses professional growth as a continuous improvement strategy.					
8	Exhibits behaviors and efficiencies associated with professionalism.					

INTERPERSONAL SKILLS						#DIV/0!
9	Effective Interactions and Communications with Families.					
10	Effective Interactions and Communications with Students.					
11	Effective Interactions and Communications with Staff and Community.					

NOTE: N/A or N/O cannot be used for Domains with only a single Indicator; use 1, 2, 3, 4, or 5 ONLY.

LEADERSHIP						0.0
12	Leadership					

Summary of Effectiveness by DOMAIN:	Average	Weight of Domain by Percentage
ORGANIZATION and MANAGEMENT	#DIV/0!	25%
INSTRUCTIONAL SUPPORT	#DIV/0!	25%
PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT	#DIV/0!	10%
INTERPERSONAL SKILLS	#DIV/0!	30%
LEADERSHIP	0.0	10%

COMPOSITE, WEIGHTED AVERAGE for EVALUATION	#DIV/0!
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NOTE:

From:	To:	Ranking
Less than 1.8		Ineffective
Equal to or greater than 1.8	Less than 2.8	Needs Improvement
Equal to or greater than 2.8	Less than 3.8	Effective
Equal to or greater than 3.8	Less than 4.8	Highly Effective
Equal to or greater than 4.8		Superior

Any ranking of 1.0 or 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.

Any ranking of 4.0 or 5.0 on any component on this Evaluation requires narrative comments within the Evaluator Comments below.

Evaluator Comments:

Dean's Signature* _____ Date _____

Evaluator's Signature _____ Date _____

*The Dean's Signature is an acknowledgement that the dean received the Evaluation on the date indicated.