



Administrator Evaluation

Name of Principal:
 Name of School:
 Name of Evaluator:
 Date:

Standard 1:

A school administrator is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

Related GD Objectives and Administrator Goals:

- 97% of all 9th grade students are promoted to the 10th grade (students enrolled as of October 1st, 2006; excludes students that are confirmed to have moved out of the attendance area)
- All schools - Minimum 25% proficient and advanced in Algebra for 9th graders except that Animo Inglewood should be 38% Proficient and Advanced
- All returning schools (excluding Jefferson)
 - Minimum 15% proficient & Advanced in Geometry – 10th Grade
 - Minimum 10% Proficient & Advanced in Algebra II – 11th Grade
- All three schools with seniors - 95% of the senior class, as of the first day of the FY 2007 school year, graduate on time (includes summer)
- Animo Leadership and Oscar de la Hoya Animo – 70% of all seniors, as of the first day of the FY 2007 school year, are accepted into 4-year universities
- Animo Inglewood – 80% of all seniors, as of the first day of the FY 2007 school year, are accepted into 4-year universities
- All schools that achieved API scores at or above 700 in FY 2006 will need to achieve an API growth rate of 2.5% plus any unachieved growth target from FY 2006.
- All schools that achieved API scores below 700 in FY 2006 will need to achieve an API growth rate of 3.0% plus any unachieved growth target from FY 2006.
- All new schools will need to achieve API scores of at least 650 API

Indicators:

- Staff analyzes student achievement data once a quarter to draft plans for improvement.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The staff celebrates student successes on an ongoing basis in order to establish a college-going culture that emphasizes academic achievement.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The entire staff is involved in the development of goals as individuals, departments, and a whole school. Progress toward these goals is monitored on a quarterly basis, and adjustments are made to the school improvement plan as necessary.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The school elicits parent and student feedback on the school’s progress toward achieving its mission of preparing students for college, leadership, and life on an ongoing basis through the parent-teacher organization, pulse checks and surveys, monthly governance meetings, etc.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

Standard 2:

A school administrator is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

Related GD Objectives and Administrator Goals:

- 97% of all 9th grade students are promoted to the 10th grade (students enrolled as of October 1st, 2006; excludes students that are confirmed to have moved out of the attendance area)
- All schools - Minimum 25% proficient and advanced in Algebra for 9th graders except that Animo Inglewood should be 38% Proficient and Advanced
- All returning schools (excluding Jefferson)
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- All schools that achieved API scores below 700 in FY 2006 will need to achieve an API growth rate of 3.0% plus any unachieved growth target from FY 2006.
- All new schools will need to achieve API scores of at least 650 API

Indicators:

- Weekly staff development is well planned and focused on a theme.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The professional development theme is emphasized during observations.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The administrator provides opportunities for teachers to reflect on their teaching practices. Such opportunities may include a teacher buddy system, videotaped lesson reflections, observations of teachers who are masters at their craft.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The administrator delegates responsibilities as needed and trains others to take on new responsibilities.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- A culture of high expectations is upheld by holding all stakeholders accountable for student learning.

1 2 3 4 5
Area of Area of
Growth Strength

Reflections on Rating:

Next Steps:

- The administrator has implemented a wide variety of student intervention programs to ensure student success.

1 2 3 4 5
Area of Area of
Growth Strength

Reflections on Rating:

Next Steps:

Standard 3:

A school administrator is an educational leader who promotes the success of all students by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

Related GD Objectives and Administrator Goals:

- *All schools operate within budget*
- *All schools receive an average score of 4 out of 5 on their respective year-end stakeholder survey for overall employee satisfaction*
- *All schools - Minimum 25% proficient and advanced in Algebra for 9th graders except that Animo Inglewood should be 38% Proficient and Advanced*
All returning schools (excluding Jefferson)
Minimum 15% proficient & Advanced in Geometry – 10th Grade
Minimum 10% Proficient & Advanced in Algebra II – 11th Grade
- *All three schools with seniors - 95% of the senior class, as of the first day of the FY 2007 school year, graduate on time (includes summer)*
- *Animo Leadership and Oscar de la Hoya Animo – 70% of all seniors, as of the first day of the FY 2007 school year, are accepted into 4-year universities*
- *Animo Inglewood – 80% of all seniors, as of the first day of the FY 2007 school year, are accepted into 4-year universities*
- *All schools that achieved API scores at or above 700 in FY 2006 will need to achieve an API growth rate of 2.5% plus any unachieved growth target from FY 2006.*
- *All schools that achieved API scores below 700 in FY 2006 will need to achieve an API growth rate of 3.0% plus any unachieved growth target from FY 2006.*
- *All new schools will need to achieve API scores of at least 650 API*

Indicators:

- The administrator has established an effective discipline system that is enforced consistently.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The effectiveness of the school discipline system is assessed on a quarterly basis through the analysis of student discipline data (# of suspensions, referrals, etc.) and improvements are made as needed.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- There are safety procedures in place at the school, and these procedures are practiced at least once a quarter.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

Standard 4:

A school administrator is an educational leader who promotes the success of all students by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.

Related GD Objectives and Administrator Goals:

- *All schools receive an average score of 4 out of 5 on their respective year-end stakeholder survey for overall employee satisfaction*

Indicators:

- The administrator has helped to establish a school culture in which diversity is recognized and valued.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The administrator attempts to secure community resources to help the school solve problems and achieve goals.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

Standard 5:

A school administrator is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

Related GD Objectives and Administrator Goals:

- *All schools receive an average score of 4 out of 5 on their respective year-end stakeholder survey for overall employee satisfaction*

Indicators:

- The administrator is reflective about his/her practices and uses data to make adjustments as necessary.

1 2 3 4 5
Area of Area of
Growth Strength

Reflections on Rating:

Next Steps:

- The administrator distributes leadership and prepares teacher leaders and the assistant principal for their leadership roles.

1 2 3 4 5
Area of Area of
Growth Strength

Reflections on Rating:

Next Steps:

- The administrator uses consistent systems of accountability for students, parents, and staff.

1 2 3 4 5
Area of Area of
Growth Strength

Reflections on Rating:

Next Steps:

- The administrator fulfills legal and contractual obligations.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

Standard 6:

A school administrator is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

Related GD Objectives and Administrator Goals:

- *All schools receive an average score of 4 out of 5 on their respective year-end stakeholder survey for overall employee satisfaction*

Indicators:

- The administrator has established systems and protocols for garnering teacher feedback and input on professional development, school culture, etc.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The administrator has established systems and protocols for garnering feedback from students.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

- The administrator has established systems and protocols for communicating with parents on a frequent basis and for garnering feedback from parents.

1	2	3	4	5
Area of Growth				Area of Strength

Reflections on Rating:

Next Steps:

I have received a copy of my evaluation and had the opportunity to discuss the contents of the evaluation with my evaluator.

Principal's Signature

Date

As per Education Code 44301, you have the right to respond to this progress report in writing within 10 days. This memo and any attachments will be placed in your personnel file.