

Table 5. Multiple Measures Aligned to Educational Leadership/Administrator Standards (ISLLC) for Administrator Evaluations

EDUCATIONAL LEADERSHIP/ADMINISTRATOR STANDARDS						
	#1 Visionary Leadership	#2 Instructional Improvement	#3 Effective Management	#4 Inclusive Practice	#5 Ethical Leadership	#6 Socio-Political Context
<p>MULTIPLE MEASURES</p> <p>Evaluation of an administrator's performance includes measures from all three categories of evidence:</p> <p>(A) Professional Practice</p> <p>Evidence of school leadership practices, teacher effectiveness, and organizational conditions.</p> <p>(B) Professional Responsibilities</p> <p>Evidence of administrator's progress toward their own professional goals and contribution to school wide and district goals.</p> <p>(C) Student Learning and Growth</p> <p>Evidence of administrators' impact on the academic growth of all students, regardless of socio-economic status, language, and family background, contributing to overall school success.</p>	#1 Visionary Leadership	#2 Instructional Improvement	#3 Effective Management	#4 Inclusive Practice	#5 Ethical Leadership	#6 Socio-Political Context
	<p>Observation of Leadership Practices: a. Observation of Leadership Practices: practices: both formal and informal. b. Examination of Artifacts</p> <p>Examples: staff meetings, feedback to teachers, surveys about instructional leadership, teacher/student climate surveys, staff communication, teacher development; student/staff handbooks, records of mentoring/coaching, teacher use of data, teacher observations, summative and formative teacher evaluations; 360° feedback</p> <p>Examples: self-reflection, self-report, professional goal setting, school improvement plan, district improvement plan, committee meetings, portfolios, parent and community involvement, data decision-making, staff retention rate, distributive leadership, collaborative relationships, contributions to community, 360° feedback</p>					
	<p>Administrators will establish at least two student learning and growth goals and select measures from the categories below.</p> <p>Category 1: State or national standardized tests</p> <p>Category 2: Common national, international, regional, district-developed measures</p> <p>Category 3: Other school-wide or district-wide measures</p> <p>One goal must include evidence from state assessments (i.e. building-level data in reading and math, including all subgroups) from category 1.</p>					