

# NJ Principal Summative Performance Report

## Performance Standard 1: Instructional Leadership (8%)

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>Performance Standard 1: Instructional Leadership (8%)</b>	<p><i>In addition to meeting the requirements for Effective...</i></p> <p>The principal actively and consistently employs innovative and effective leadership strategies that maximize student academic progress and result in a shared vision of teaching and learning that reflects excellence.</p>	<p><i>Effective is the expected level of performance.</i></p> <p>The principal fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to student academic progress and school improvement</p>	<p>The principal inconsistently fosters the success of students by facilitating the development, communication, implementation, or evaluation of a shared vision of teaching and learning that leads to student academic progress and school improvement.</p>	<p>The principal does not foster the success of all students by facilitating the development, communication, implementation, or evaluation of a shared vision of teaching and learning that leads to student academic progress and school improvement.</p>

[Enter Notes](#)

**Rubric Score: 0/0**

## Performance Standard 2: School Climate (8%)

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>Performance Standard 2: School Climate (8%)</b>	<p><i>In addition to meeting the requirements for Effective...</i></p> <p>The principal seeks out new opportunities or substantially improves existing programs to create an environment where students and stakeholders thrive and the rigor of academic expectations has significantly increased as evident through results.</p>	<p><i>Effective is the expected level of performance.</i></p> <p>The principal fosters the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.</p>	<p>The principal inconsistently promotes the success of all students by developing, advocating, or sustaining an academically rigorous, positive, or safe school climate for all stakeholders.</p>	<p>The principal does not promote the success of all students by developing, advocating, or sustaining an academically rigorous, positive, or safe school climate for all stakeholders.</p>

[Enter Notes](#)

**Rubric Score: 0/0**

## Performance Standard 3: Human Resources Management (10%)

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>Performance Standard 3: Human Resources Management (10%)</b>	<p><i>In addition to meeting the requirements for Effective...</i></p> <p>The principal consistently demonstrates expertise in human resources management, which results in a highly- productive workforce (e.g. highly satisfied stakeholders, increased student learning, teacher leaders).</p>	<p><i>Effective is the expected level of performance.</i></p> <p>The principal fosters effective human resources management by assisting with selection and induction, and by supporting, evaluating, and retaining quality instructional and support personnel.</p>	<p>The principal inconsistently assists with selection and induction, or inconsistently supports, evaluates, and retains quality instructional and support personnel.</p>	<p>The principal inadequately assists with selection and induction, or inadequately supports, evaluates, and retains quality instructional and support personnel.</p>

[Enter Notes](#)

**Rubric Score: 0/0**

## Performance Standard 4: Organizational Management (8%)

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>Performance Standard 4: Organizational Management (8%)</b>	<p><i>In addition to meeting the requirements for Effective...</i></p> <p>The principal is exemplary at organizational management, demonstrating proactive decision-making, coordinating efficient operations, and maximizing available resources.</p>	<p><i>Effective is the expected level of performance.</i></p> <p>The principal fosters the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources.</p>	<p>The principal inconsistently supports, manages, or oversees the school's organization, operation, or use of resources.</p>	<p>The principal inadequately supports, manages, or oversees the school's organization, operation, or use of resources.</p>

[Enter Notes](#)

**Rubric Score: 0/0**

## Performance Standard 5: Communication and Community Relations (8%)

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>Performance Standard 5: Communication and Community Relations (8%)</b>	<p><i>In addition to meeting the requirements for Effective...</i></p> <p>The principal proactively seeks and creates innovative and productive methods to communicate and engage effectively with stakeholders.</p>	<p><i>Effective is the expected level of performance.</i></p> <p>The principal fosters the success of all students by communicating and collaborating effectively with stakeholders.</p>	<p>The principal inconsistently communicates or infrequently collaborates on issues of importance to stakeholders.</p>	<p>The principal demonstrates inadequate or detrimental communication or collaboration with stakeholders.</p>

[Enter Notes](#)

**Rubric Score: 0/0**

**Performance Standard 6: Professionalism (8%)**

Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>Performance Standard 6: Professionalism (8%)</b>	<i>In addition to meeting the requirements for Effective...</i>  The principal demonstrates professionalism beyond the school district through published works, formal presentation(s), and/or formal recognition(s) or award(s).	<i>Effective is the expected level of performance.</i>  The principal fosters the success of students by demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession.	The principal is inconsistent in demonstrating professional standards, engaging in continuous professional development, or in contributing to the profession.	The principal shows disregard for professional standards and ethics, engaging in continuous professional development, or contributing to the profession.
<a href="#">Enter Notes</a>				
<b>Rubric Score: 0/0</b>				

This represents the *Student Performance* component. Scores for this component are calculated directly on the Summative Score Report.

**Overall Evaluation Summary:**

<b>NJ Principal Student Growth</b>				
Criteria	Highly Effective	Effective	Partially Effective	Ineffective
<b>ES/MS: SGP in E/LA or HS: Change in Grade 11 HSPA</b>				
<a href="#">Enter Notes</a>				
<b>ES/MS: SGP in Math or HS: Change in Grade 12 HSPA</b>				
<a href="#">Enter Notes</a>				
<b>SMART goal in untested content areas</b>				
<a href="#">Enter Notes</a>				
<b>School-specific content goal</b>				
<a href="#">Enter Notes</a>				
<b>School-specific performance goal</b>				
<a href="#">Enter Notes</a>				
<b>Add row</b>				
<a href="#">Enter Notes</a>				
<b>Rubric Score: 0/0</b>				

**Evaluation Summary**

- Recommended for continued employment.
- Recommended for Dismissal/Non-renewal. (The school administrator has failed to make progress on a Performance Improvement Plan, or the school administrator consistently performs below the established standards, or in a manner that is inconsistent with the school's mission and goals.)
- Recommended for placement on a Performance Improvement Plan. (One or more standards are Unacceptable, two or more standards are Needs Improvement, or three or more standards are Developing.)

**Commendations:**

**Areas Noted for Improvement:**

**Improvement Goals:**

**Overall Evaluation Summary Rating**

- Highly Effective
- Partially Effective
- Effective
- Ineffective