PERFORMANCE EVALUATION TOOL
OVERALL RATING

1. Transfer your ratings from the Components to this page.

Component 1: Visionary Leadership

(Highly Effective)   Effective   Minimally Effective   Ineffective

Component 2: Policy and Governance

(Highly Effective)   Effective   Minimally Effective   Ineffective

Component 3: Instructional Leadership

Highly Effective   (Effective)   Minimally Effective   Ineffective

Component 4: Communication and Community Relations

(Highly Effective)   Effective   Minimally Effective   Ineffective

Component 5: Organizational Management

(Highly Effective)   Effective   Minimally Effective   Ineffective

Component 6: Professionalism and Ethics

(Highly Effective)   Effective   Minimally Effective   Ineffective

Component 7: Statutory Factors (Optional)

Highly Effective   Effective   Minimally Effective   Ineffective

2. Come to a consensus as a Board with respect to an overall rating on the evaluation tool component.

Overall Rating on the Performance Evaluation Tool (Circle One):

Highly Effective   **Effective**   **Minimally Effective**   **Ineffective**

Comments:

Developed and implemented Strategic Plan with significant public input. Suggestion: Include Strategic Plan updates in semi-monthly updates. Implementing "One Armada" approach to enhance cooperation moving school to data driven decisions. Engaged and instructive in policy decisions. Quickly responds to questions with appropriate information. Strong Board/Superintendent relationship. Suggestion: Add Goals on weekly update. Implementing "One Armada" to build trust. Strong leadership team in place to support teachers and provide best practices to improve results. Approachable both in and out of school. Suggestion: Provide more exposure to community involvement. Good interactions with students, groups, and families. Visible at school functions. Historically manages budget providing funds for desired programs. Manages staff resources effectively to cover openings. Unquestionable ethics and honesty. Treats everyone with respect. Looks for opportunities to improve.

STUDENT GROWTH AND ASSESSMENT DATA

Pursuant to Michigan's Revised School Code, during the 2016-2017 and 2017-2018 school years, 25% of a Superintendent's annual evaluation must be based on student growth and assessment data. The Revised School Code provides that the "student growth and assessment data to be used for the school administrator annual evaluation are the aggregate student growth and assessment data that are used in teacher annual year-end evaluations . . . for the entire school district or intermediate school district."[2]

During the 2016-2017 school year, a teacher's student growth and assessment data must be based on multiple measures, which may include student learning objectives, achievement of individualized education program ("IEP") goals, national or local-assessments, research-based growth measures, or alternative assessments. Often, teachers and administrators agree at the beginning of the school year to the student growth and/or achievement goals by which the teacher will be rated.

Student Growth and Assessment Rating for Teachers:

The aggregate student growth and assessment data that are used in teacher annual year-end evaluations for the entire school district or intermediate school district found the District's teachers achieved the following average student growth and assessment rating (circle one):

(Highly Effective)   **Effective**   **Minimally Effective**   **Ineffective**

Student Growth and Assessment Rating for Superintendent:

The Superintendent's student growth and assessment rating is consistent with the teachers rating and is therefore: (circle one):

(Highly Effective)   **Effective**   **Minimally Effective**   **Ineffective**

Comments:

12 out of 18 categories top in Macomb County;

2 of remaining 6 categories--2nd;

Better than state averages in just about all assessments;

Highest graduation rates in State.

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[2] MCL 380.1249b(1)(b).

DEVELOPING A FINAL RATING

1. The Superintendent's overall evaluation rating is based on two categories:

    a. The Superintendent's rating by the Board on the performance evaluation tool; and

    b. The Superintendent's rating on student growth and assessment.

2. Circle the rating determined by the Board for each of these categories:

    Performance Evaluation Tool:

    (Highly Effective)   Effective   Minimally Effective   Ineffective

    Student Growth and Assessment:

    (Highly Effective)   Effective   Minimally Effective   Ineffective

3. The Superintendent's overall evaluation rating is calculated by first converting the performance evaluation tool and student growth and assessment ratings into numerical values. Each rating has the following numerical values:

Rating	Numerical Score
Highly Effective	4
Effective	3
Minimally Effective	2
Ineffective	1

4. The Superintendent's overall evaluation rating is comprised of 75% of the performance evaluation tool rating and 25% of the student growth and assessment rating. Follow the steps to below to determine your Superintendent's final rating:

	Rating (highly effective, effective, minimally effective or ineffective)	Numerical Score (4, 3, 2, or 1 - see table above)	
Performance Evaluation Tool	highly effective	4	x 7.5 = 30
Student Growth and Assessment	highly effective	4	x 2.5 = 30
		Sum of above two numbers: 60	

Find your sum in the range below to determine the Superintendent's overall evaluation rating.

40-35	34-25	24-15	14-10
Highly Effective	Effective	Minimally Effective	Ineffective

FINAL OVERALL EVALUATION RATING

Overall Evaluation Rating (Circle One):

(Highly Effective)   **Effective**   **Minimally Effective**   **Ineffective**

The Board, having reached a consensus on an overall evaluation rating at an open or closed meeting (the Board may meet in closed session at the request of the Superintendent), should adopt the overall evaluation rating at an open meeting.

Board Comments:

Has increased student achievement while both enrollment and funding are declining.