COTATI-ROHNERT PARK
UNIFIED SCHOOL DISTRICT
Learning for a Lifetime – Committed to the Future

Summary Evaluation
Certificated Management

Name: Date: Site:

Position:

Evaluation Scale:

Status: (check one) Permanent ☐ Probationary ☐

(1) Satisfactory
(2) Unsatisfactory

	1	2

STANDARD 1: Development and Implementation of a Shared Vision Education leaders facilitate the development and implementation of a shared vision of learning and growth of all students.

☐ (1) ☐ (2)

A - Student-Centered Vision: Leaders shape a collective vision that uses multiple measures of data and focuses on equitable access, opportunities, and outcomes for all students.
B.- Developing Shared Vision : Leaders engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders.
C - Vision Planning and Implementation : Leaders guide and monitor decisions, actions, and outcomes using the shared vision and goals.

STANDARD 2: Instructional Leadership Education leaders shape a collaborative culture of teaching and learning, informed by professional standards and focused on student and professional growth.

☐ (1) ☐ (2)

A - Professional Learning Culture: Leaders promote a culture in which staff engage in individual and collective professional learning that results in their continuous improvement and high performance.
B.- Curriculum and Instruction: Leaders guide and support the implementation of standards-based curriculum, instruction, and assessments that address student expectations and outcomes.
C - Assessment and Accountability: Leaders develop and use assessment and accountability systems to monitor, improve, and extend educator practice, program outcomes, and student learning.

STANDARD 3: Management and Learning Environment Education leaders manage the organization to cultivate a safe and productive learning and working environment.

☐ (1) ☐ (2)

A - Operations and Facilities: Leaders provide and oversee a functional, safe, and clean learning environment.
B.- Plans and Procedures: Leaders establish structures and employ policies and processes that support students to graduate ready for college and career.
C - Climate: Leaders facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner.
D - Fiscal and Human Resources: Leaders align fiscal and human resources and manage

policies and contractual agreements that build a productive learning environment.

	1	2
STANDARD 4: Family and Community Engagement Education leaders collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources.	☐	☐

A - Parent and Family Engagement: Leaders meaningfully involve all parents and families, including underrepresented communities, in student learning and support programs.

B - Community Partnerships: Leaders establish community partnerships that promote and support students to meet performance and content expectations and graduate ready for college and career.

C - Community Resources and Services: Leaders leverage and integrate community resources and services to meet the varied needs of all students.

STANDARD 5: Ethics and Integrity Education leaders make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standard.	☐	☐

A - Reflective Practice: Leaders act upon a personal code of ethics that requires continuous reflection and learning.

B - Ethical Decision-Making: Leaders guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions.

C - Ethical Action: Leaders recognize and use their professional influence with staff and the community to develop a climate of trust, mutual respect, and honest communication, necessary to consistently make fair and equitable decisions on behalf of all students

STANDARD 6: External Context and Policy Education leaders influence political, social, economic, legal, and cultural contexts affecting education to improve education policies and practices.	☐	☐

A - Understanding and Communicating Policy: Leaders actively structure and participate in opportunities that develop greater public understanding of the education policy environment.

B - Professional Influence: Leaders use their understanding of social, cultural, economic, legal, and political contexts to shape policies that lead to all students graduating ready for college and career.

C - Policy Engagement: Leaders engage with policymakers and stakeholders to collaborate on education policies focused on improving education for all students.

Overall Assessment: Satisfactory ☐   Unsatisfactory ☐

Signature of Evaluator _____ Date _____
Signature of Employee _____ Date _____

Signature of Employee does not constitute an endorsement of the evaluation. The employee has the right to append this evaluation with a written statement.