

Flagler County Schools
Leader Evaluation
Calculation Form

Domain 1: Student Achievement	Weight	UN	NI	Eff	H.E.	Total	Sum of Domains	Possible Pts		
1.1 Academic Standards	3.5	1	2		14					
1.2 Performance Data	3.5				14					
1.3 Planning and Goal Setting	3.5			10.5						
1.4 Student Achievement Results	3.5				14					
						→	52.5	56		
2.1 Learning Organization	3.5			10.5						
2.2 School Climate	3.5				14					
2.3 High Expectations	3.5				14					
2.4 Student Performance Focus	3.5				14					
						→	52.5	56		
Domain 2: Instructional Leadership	Weight	1	2	3	4					
3.1 FEAPs	2			6						
3.2 Standards based Instruction	2				4					
3.3 Learning Goals Alignments				6						
3.4 Curriculum Alignments	2				4					
3.5 Quality Assessments	2			6						
3.6 Faculty Effectiveness	2				4					
						→			42	48
4.1 Recruitment and Retention	2				4					
4.2 Feedback Practices	2			6						
4.3 High Effect Size Strategies	2			6						
4.4 Instructional Initiatives	2			6						
4.5 Facilitating & Leading Prof. Learning	2				4					
4.6 Faculty Development Alignments	2				4					
4.7 Actual Improvement	2				4					
						→	50	56		
5.1 Student Centered	2				4					
5.2 Success Oriented	2				4					
5.3 Diversity	2			6						
5.4 Achievement Gaps	2			6						
						→	28	32		
Domain 3: Organizational Leadership	Weight	1	2	3	4					
6.1 Prioritization Practices	1				4					
6.2 Problem Solving	1				4					
6.3 Quality Control	1				4					
6.4 Distributive Leadership	1				4					
6.5 Technology Integration	1			3						
						→			14	20
7.1 Leadership Team	1				4					
7.2 Delegation	1				4					
7.3 Succession Planning	1				4					
7.4 Relationships	1				4					
						→			16	16
8.1 Organizational Skills	1				4					
8.2 Strategic Instructional Resourcing	1				4					
8.3 Collegial Learning Resources	1				4					
						→	12	12		
9.1 Constructive Conversations	1			3						
9.2 Clear Goals and Expectations	1				4					
9.3 Accessibility	1			3						
9.4 Recognitions	1		2							
						→	12	16		
Domain 4 Professional and Ethical Behaviors	Weight				4					
10.1 Resiliency	1				4					
10.2 Professional Learning	1				4					
10.3 Commitment	1				4					
10.4 Professional Conduct	1				4					
						→	16	16		
Sum of All Domains						Total	300	328		
Deliberate Practice						Total		72		
Sum of ALL COMPONENTS						Total		400		
PS&A Evaluation 400 pts	VAM/SPI 400 pts Total 800 pts									
335- 400 Highly Effective	670-800 Highly Effective									
268-334 Effective	536-669 Effective									
214-267 Needs Improvement	428-535 Needs Improvement									
80-213 Unsatisfactory	150-427 Unsatisfactory									