

OHIO COUNTY SCHOOLS REVISED 06/09
FORMATIVE OBSERVATION FOR ADMINISTRATORS

Administrator _____
 School _____

Position _____
 Observation _____

Date of _____

Standard/Performance Criteria	Performance Ratings			
1: An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.	Exemplary	Accomplished	Developing	Ineffective
A. Collaboratively develop and implement a shared vision and mission				
B. Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning.				
C. Create and implement plans to achieve goals				
D. Promote continuous and sustainable improvement				
E. Monitor and evaluate progress and revise plans.				
Overall Rating of Standard 1				

COMMENTS:

2: An education leader promotes the success of every student by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional growth.	Exemplary	Accomplished	Developing	Ineffective
A. Nurture and sustain a culture of collaboration, trust, learning, and high expectations				
B. Create comprehensive, rigorous, and coherent curricular program				
C. Create a personalized and motivating learning environment for students.				
D. Supervise instruction				
E. Develop assessment and accountability systems to monitor student progress.				
F. Develop the instructional and leadership capacity of staff.				
G. Maximize time spent on quality				

instruction.				
H. Promote the use of the most effective and appropriate technologies to support teaching and learning				
I. Monitor and evaluate the impact of the instructional program				
J. Demonstrate professional growth				
Overall Rating of Standard 2				

COMMENTS:

Standard/Performance Criteria	Performance Ratings			
3: An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.	Exemplary	Accomplished	Developing	Ineffective
A. Monitor and evaluate the management and operational systems				
B. Obtain, allocate, align, and efficiently utilize human, fiscal, and technological				

resources				
C. Promote and protect the welfare and safety of students and staff				
D. Develop the capacity for distributive leadership				
E. Ensure teacher and organizational time is focused to support quality instruction and student learning				
F. Perform responsibilities related to assignment, including attendance and punctuality and evaluating results.				
Overall Rating of Standard 3				

COMMENTS:

4: An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs and mobilizing community resources.	Exemplary	Accomplished	Developing	Ineffective
A. Collect and analyze data and information pertinent to the educational system				
B. Promote understanding, appreciation, and use				

of the community's diverse cultural, social, and intellectual resources				
C. Build and sustain positive relationships with families and caregivers				
D. Build and sustain productive relationships with community partners				
Overall Rating of Standard 4				
COMMENTS:				
5: An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.	Exemplary	Accomplished	Developing	Ineffective
A. Ensure system of accountability for every student's academic and social success				
B. Model principles of self-awareness, reflective practice, transparency, and ethical behavior				
C. Safeguard the values of democracy, equity, and diversity				
D. Consider and evaluate the potential moral and legal consequences of decision making				
E. Promote social				

justice and ensure that individual student needs inform all aspects of schooling				
F. Adhere to the professional code of ethics				
G. Attain other established EPSB standards not included above				
Overall Rating of Standard 5				
COMMENTS:				
Standard/Performance Criteria	Performance Ratings			
6: An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context	Exemplary	Accomplished	Developing	Ineffective
A. Advocate for children, families, and caregivers				
B. Act to influence local, district, state, and national decisions affecting student learning				
C. Assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies				
Overall Rating of Standard 6				

COMMENTS:

EVALUATOR COMMENTS:

Evaluator Signature

Evaluatee Signature

Date

Date

Evaluatee signature denotes discussion and receipt of this document, but does not necessarily mean agreement with the information contained within this document.