

Gloucester City Principal Evaluation Summary Scores

Standard process for evaluating all McREL Model standards under these conditions:

1 **Not Demonstrated** rating of an element within a standard: Maximum rating of **Developing** for standard

2 **Not Demonstrated** ratings of an element within a standard: Maximum rating of **Not Demonstrated** for standard

1 **Developing** rating of an element within a standard: Maximum rating of **Proficient** for standard

For summary ratings:

Standard I:

Administrators Manage Change (7 elements)

4 Proficient = **Proficient rating**

4 Accomplished = **Accomplished rating**

5 Distinguished = **Distinguished rating**

3 Proficient; 3 Accomplished; 1 Distinguished = **Proficient rating**

3 Proficient; 2 Accomplished; 2 Distinguished = **Proficient rating**

2 Proficient; 3 Accomplished; 2 Distinguished = **Accomplished rating**

1 Proficient; 3 Accomplished; 3 Distinguished = Administrative decision **Accomplished/ Distinguished**

2 Proficient; 1 Accomplished; 4 Distinguished = **Accomplished rating**

Standard II:

Administrators Focus on Leadership (7 elements)

4 Proficient = **Proficient rating**

4 Accomplished = **Accomplished rating**

5 Distinguished = **Distinguished rating**

3 Proficient; 3 Accomplished; 1 Distinguished = **Proficient rating**

3 Proficient; 2 Accomplished; 1 Distinguished = **Proficient rating**

2 Proficient; 3 Accomplished; 2 Distinguished = **Accomplished rating**

1 Proficient; 3 Accomplished; 3 Distinguished = Administrative decision **Accomplished/ Distinguished**

2 Proficient; 1 Accomplished; 4 Distinguished = **Accomplished rating**

Standard III:

Administrator will facilitate a Purposeful Community (7 elements)

4 Proficient = **Proficient rating**

4 Accomplished = **Accomplished rating**

5 Distinguished = **Distinguished rating**

3 Proficient; 3 Accomplished; 1 Distinguished = **Proficient rating**

2 Proficient; 3 Accomplished; 2 Distinguished = **Accomplished rating**

1 Proficient; 3 Accomplished; 3 Distinguished = Administrative decision **Accomplished/ Distinguished**

NOTE: Other observation/evaluative information may be considered when determining standard rating. Rating can only be adjusted one level.

CONVERSION OF McREL TO STATE RUBRIC – Principal Practice Score

(4) Highly Effective: Accomplished / Distinguished

-3 Distinguished Standard ratings = 4.0

-1 Accomplished Standard & 2 Distinguished Standard ratings = 3.9

-2 Accomplished Standard & 1 Distinguished Standard ratings = 3.6

(3) Effective: Proficient / Accomplished

-3 Accomplished Standard ratings = 3.5

-1 Proficient, 1 Accomplished & 1 Distinguished = 3.4

-1 Proficient & 2 Accomplished ratings = 3.35

-2 Proficient & 1 Distinguished = 3.05

-2 Proficient & 1 Accomplished ratings = 2.95

-3 Proficient Standard ratings = 2.65

(2) Partially Effective:

-1 Developing Standard rating = 2.0

(1) Ineffective:

-2 Developing Standard ratings = 1.0

-1 Not Demonstrated Standard rating = 1.0